

# INSTRAW

# news

WOMEN AND DEVELOPMENT



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**INSTRAW**  
**10 YEARS AFTER**

No.14  
SPRING 1990

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*INSTRAW Tenth Anniversary logo is based on an award-winning design by Marie Hanna Brunings.*

## Editorial

### Blueprint for the Future

1990 marks the tenth anniversary of policy-making by INSTRAW's Board of Trustees. The international impetus which gave rise to the Mexico City women's conference in 1975 also led to the creation of the only research and training institute on the international level devoted specifically to the needs of women — INSTRAW.

But as INSTRAW's first decade draws to a close, it is apparent that that impetus has only just begun —and must at all costs continue. The international economic crisis is taking a severe toll on people's lives, as evidenced by the increasing feminization of poverty. About one-third of households headed by women are among the poorest of the poor, and all indicators are that the situation will only continue to deteriorate.

INSTRAW believes that the human factor, and especially the crucial role of women in development, is of fundamental importance to restoring sustainable development with growth, equity and participation, and to seeing that human rights are observed and the environment kept healthy. Accordingly, INSTRAW advocates a change in current developmental thinking by introducing new systems of conceptual analysis, data collection, and research and training methodologies. In co-operation with other United Nations bodies, and as described in this special tenth anniversary issue of *INSTRAW News*, we have helped produce innovative development strategies and made significant breakthroughs in measuring and giving value to women's work in the informal sector. Monitoring developmental trends and their interrelationship with the position of women is another of our major tasks, which has resulted in a series of studies and a book, *Women in the World Economy*, analysing the interlinkages between the macro and micro levels of the economy and their impact on women's role. INSTRAW continues to assess the old, and elaborate new, policies and strategies of development at the international and national levels in order to promote growth by paying attention to the economic potential of the vulnerable —the main message of the women's movement. Strengthening linkages between mainstream development and the position of women is a demanding task that involves changing developmental knowledge and practices through a continuous learning process and interaction among countries and regions.

Today, the changing developmental context of the 1990s calls for more research, more training and more information to acknowledge women's crucial contribution to development and to bridge the existing gap between the position of women and developmental practices at all levels. Therefore, INSTRAW has also developed new training methodologies aimed at alleviating the plight of women as they deal on a daily basis with tainted water supply and long hours of hauling water and firewood to cope with basic household needs. Our training activities are designed to be an integral part of changes in mainstream development which should value women's actual and potential contribution.

INSTRAW has been able to accomplish its labours over the past 10 years thanks to the assistance of numerous organizations and individuals. We are especially grateful to all Governments who have provided political and financial support, and to the Government of the Dominican Republic, the host country. The Institute's existence would also not have been possible without the continuing co-operation of our Board of Trustees; the Secretary-General of the United Nations, the United Nations Secretariat, regional commissions and other United Nations bodies and agencies; non-governmental organizations; research institutes; and the focal points who represent us in 30 countries.

But the time has come to go beyond advocacy and consciousness-raising in order to promote pragmatic developmental action for the benefit of women and their families in developing countries. To that end, we at INSTRAW intend to continue our co-operation with the international community as well as our contribution to an increased solidarity between North and South. It is our hope that this solidarity will help ease the negative effects of the crisis on women.

As it looks forward to the next decade of striving to incorporate women in the mainstream of development, INSTRAW thanks its many collaborators and counts on their continued support to make the year 2000 a milestone for women.



Dunja Pastizzi-Ferencic, INSTRAW Director.

# INSTRAW: A Historical Perspective

INSTRAW celebrates its tenth anniversary in 1990, which marks the tenth session of its Board of Trustees. But its history goes back to 1975, when the General Assembly of the United Nations adopted a resolution calling for the creation of a research and training institute dedicated to integrating women in development (WID) and to pursuing programmes for the formulation of development strategies that would further the advancement of women. That resolution was based on a recommendation of the World Conference of the International Women's Year in Mexico City, 1975, and it reconfirmed the role of the United Nations as the greatest umbrella organization for international movements of women.

INSTRAW's mandate and structure are clearly spelled out in its Statute, which formalizes its status as an autonomous institute of the United Nations (*see supplement to this issue*). Basically, it acts as a catalyst to promote the full participation of women—especially in developing countries—in all aspects of development through research, training and the exchange of information. The Institute works through existing networks of other United Nations bodies, women's organizations, research institutes and non-governmental organizations (NGOs), as well as by establishing national "focal points" throughout the world. It carries out and analyses research, organizes training seminars and workshops and disseminates the results (*see accompanying article*).

The Institute's early years were spent in small offices at United Nations Headquarters in New York, awaiting the establishment of suitable premises and laying the administrative, personnel and financial groundwork for its operations. On 11 August 1983, its

new headquarters in Santo Domingo, Dominican Republic—provided by the host country—were inaugurated. By the time the year was out, the Institute, operating with a barebones staff and minimal financial resources (some \$296,400 had been pledged by Member States for 1983), had already embarked on a number of activities in areas that would become its hallmark.

The year 1984 brought recognition to INSTRAW in several areas. The first issue of *INSTRAW News* appeared in March; that May, the Economic and Social Council (ECOSOC) approved the Institute's Statute, which was adopted by the General Assembly in the fall. In September, an internationally publicized competition for design of the INSTRAW logo resulted in the selection of an emblem comprising the female symbol (a circle with a cross below it) surrounded by the United Nations' semicircular olive branch.

Pledges to INSTRAW nearly doubled in two years. For 1984, about \$458,300 was committed by 18 countries—12 more than in 1982.

## **1985 and the Nairobi Conference: A Milestone Year for INSTRAW and Women**

July 1985: The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women opens in Nairobi, Kenya. At this monumental gathering of some 17,000 women from all over the world, INSTRAW participates actively: It witnesses the process of formulating the Forward-looking Strategies for the Advancement of Women to the Year 2000, the major document to come out of the conference and which determines the direction to be taken by the WID

community for years to come. It should be noted, however, that INSTRAW's innovative approach actually anticipated the Strategies.

In Nairobi, INSTRAW organized two workshops: one on women and the Water Decade, and the other on trends in research on women and development issues. Staff members ran an information booth, gave radio interviews to the international press and showed the Institute's new 10-minute film, entitled "Women—Dynamic Dimension in Development". Three posters by Dominican painters were also produced for sale.

The conference was the high point of a year in which the tempo of INSTRAW activities quickened, with the Institute holding a continuous series of international meetings and consultations. In June 1985, INSTRAW was honoured by a visit from the Secretary-General, Javier Pérez de Cuéllar.

In 1987—in the course of just three years—pledges to INSTRAW again doubled: for 1988, \$827,857 was promised by Member States and other sources, which also enabled the Institute to set up a financial reserve—one of the few United Nations bodies to do so. A further 45 per cent increase in pledges was reported between 1988 and 1989.

INSTRAW's draft medium-term plan for 1990-1995 was endorsed by the Board of Trustees in 1987 and approved in its final form in 1989 (*see sidebar*).

Eight years of INSTRAW substantive programmes—and 10 years of decision-making by its Board of Trustees—are thus over. At the start of the 1990s, INSTRAW's second decade, the Institute stands poised to embark on new and continuing endeavours that will bring women world-wide closer to their shared goals. □

# INSTRAW 10 YEARS AFTER: New Partnership Between Women and Men

*The emerging field of women and development—inherently complex and diverse—requires an interdisciplinary and cross-cultural approach. Research, training and information are the three intertwined and mutually supportive pillars of INSTRAW's work programme. Over the years, that programme has maintained its consistency while evolving into a framework organized around five programmatic "clusters": statistics, indicators and data on women; research for policy design; sectoral issues; training and production of training material on women and development; and network building. Most research programmes have a training component and most training programmes incorporate research results (see sidebar on INSTRAW's medium-term plan).*

## Statistical Research on Women:

Statistics on women has been one of the keystones of INSTRAW's work programme since its inception. Recommendations of the 1975 women's conference in Mexico City—later echoed by the Economic and Social Council and the General Assembly of the United Nations—recognized the pivotal role that could be played by adequate statistics and data compilation on women in improving their situation and reshaping development policy. This has been proven over and over again as INSTRAW's research and training in statistics is gradually translated into new strategies that have a direct bearing on women's lives.

The Institute's early work on statistics focused on how to improve the availability and promote the use at the national and international levels of indicators and related basic statistics concerning women, with special reference to women's role in all aspects of economic and social development. It includes the selection, specification, compilation and analysis of statistics and indicators at the international level, assistance to countries in develop-

ing and implementing their programmes for collecting, disseminating and analysing statistics, and research and development of concepts and methods needed for obtaining reliable, timely and comprehensive statistics and indicators.

Overall, INSTRAW's work in the field of women-related statistics and indicators has pointed to the need to redefine women's economic activities—particularly in the informal sector—which include the problem of measurement, employment, status of unpaid family workers, reference period and rural activities. It has demonstrated that research and training should concentrate on building up the existing conceptual framework, classifications and definitions and should contribute to a better compilation and analysis of statistics and indicators on the situation of women. The work was done with the invaluable and continuous co-operation of the United Nations Statistical Office and support of the International Labour Organisation (ILO), regional commissions and other United Nations bodies.

In 1982, the Institute completed one of its first activities on statistics, preparing and publishing two reports designed to provide technical guidance to producers and users of statistics on women at the national, regional and international levels. The first, on *Compiling Social Indicators on the Situation of Women*, was a state-of-the-art review of existing concepts, data sources and uses for indicators, covering economic activity and labour force participation, literacy and education, household and family.

The second publication, *Improving Concepts and Methods for Statistics and Indicators on the Situation of Women*, analysed the conceptual and methodological problems in making data on the conditions of women more relevant over the longer term. Recommendations were given on all of the abovementioned areas, as well as on income and status differentiation and mobility.

The documents have been widely distributed and used in statistical training workshops by United Nations organizations and others were prepared

in close collaboration with the United Nations Statistical Office.

In view of the Institute's long-standing commitment to redress the position of women and document their share in economic and social development, it has worked hard to establish a sound foundation for producing the necessary objective evidence base on adequate data.

*Women in Economic Activity: A Global Statistical Survey (1950-2000)* was INSTRAW's first major effort to that end. Published jointly with the ILO in 1985, it surveys women's economic activity by geographical and economic regions as well as by country, and represents the first step towards bringing under one cover the latest information and data on the subject for policy makers and the general public. This document was distributed at the Nairobi conference, and continues to be regarded as a landmark in its field.

The Institute's statistical work proceeded energetically. A meeting on statistics and indicators on the role and situation of women was held in Geneva, March 1985, in co-operation with the Economic Commission for Europe (ECE), setting the foundations for INSTRAW's future work. Participants identified areas and issues requiring further work, including methods for assigning socio-economic positions to women living in different situations; development of a multi-dimensional economic activity concept describing how individuals spend their time on more than one activity; social mobility studies; problems in the collection of data on attitudes and feelings through sample surveys; statistics on victims of criminal offences and violence; and power and influence of women in society, among others.

INSTRAW has also participated in the long-term research project of the United Nations University on household, gender and age. The project reflected new research trends and used multiple research instruments to gather a comprehensive view of women in their changing social and economic settings.

## Breakthrough on the Informal Sector

Statistical research progressed significantly following an expert group meeting in Santo Domingo, October 1986. At that meeting, INSTRAW was directed to review work on the ongoing revision of the United Nations System of National Accounts (SNA) and related international classifications. The Institute also prepared four substantive papers, which concerned the following topics:

- measuring and valuing women's participation in the informal sector of the economy;
- improving statistics and indicators on women using household surveys;
- women in the informal sector in Latin America: methodological issues; and
- development of statistics and indicators on the economic situation of women.

The Expert Group concluded that the reports made an "outstanding technical contribution" to the improvement and application of statistics and indicators on WID. "Never before," they said, "have measurement concepts been analysed in such depth to test their viability to include the economic contribution of women." The Group found that activities commonly undertaken by women, particularly in developing countries, and their contributions to development, were overlooked or aggregated in such broad groups as to become invisible or treated in a biased way. INSTRAW accordingly began preparing position papers on changes to be recommended in the International Standard Classification of Occupations (ISCO), the Standard Industrial Classification of All Economic Activities (ISIC) and sectors of the economy such as household and general government.

Moreover, the General Assembly, after reviewing a report of INSTRAW's work in 1986, expressed its satisfaction at the "significance and scope of the activities of INSTRAW", particularly as related to statistics and indicators on women and training for the formu-

lation of WID policy analysis, planning and programming.

With this encouragement, INSTRAW proceeded in 1987 to expand its programme of activities devoted specifically to clarifying women's role and contribution to the informal sector, as well as contributing to the revision of international classifications (see *INSTRAW News No. 12*).

In May 1987, the Institute presented a paper to an informal meeting on women's statistics convened by the Economic Commission for Europe (ECE) in Geneva on *Measuring Women's Contribution to Household Income: Conceptual and Methodological Problems*. The meeting reiterated the need for conceptual clarification concerning the informal sector because of that sector's importance for the measurement of women's activities and the need to produce monetary estimates for household activities. Such estimates could be included in an "extended gross national product" concept, without modifying existing boundaries of the SNA.

A new project on "Improving African Women's Role in Informal Sector Production and Management" was undertaken in 1988, with the collaboration of several United Nations organizations (see story, p. 25). Four project countries—the Gambia, Zambia, Burkina Faso and the Congo—were chosen and the first data collection missions made. Eventually, this project will entail pilot project reports on data compilation in each country; technical handbooks; and the holding of two regional and four national workshops.

Another INSTRAW research project, a statistical data base on mid-life and older women, which had been initially developed in 1987, was used the following year as the major input for the *Consultative Group Meeting on Midlife and Older Women in Latin America and the Caribbean: Current Situation and Policy Implications* (Washington, October 1988). The Institute prepared two papers for this meeting, one on women of mature age in Latin America, which summarized the main findings of the data base, and

the other on problems of data collection and research on mid-life and older women. The latter presented the need to set up a new conceptual framework for innovative data gathering on elderly women.

INSTRAW's statistical research continued to be a top priority in 1989, garnering broad international recognition. The Institute presented papers on revising the SNA, came out with the first analytical results of its case studies in the informal sector of nine developing countries and provided input for three major United Nations publications. Other related activities of INSTRAW in 1989 include:

- preparation of a technical paper on measuring women's work for an ECE/INSTRAW joint meeting on statistics on women (Geneva, November; *see story, p. 26*);

- continuation of missions and case studies regarding women in the informal sector in Africa; and

- presentations of its work on the statistical data base on aging women in Latin America.

### **Statistical Training Turns Research Findings into Practice**

INSTRAW's training work on statistics draws heavily on the Institute's analysis and redefinition of the economic activities of women. In total, the Institute has organized numerous training workshops over the years as part of its statistics programme. A common objective has been to initiate or strengthen dialogue between producers and users, taking into account national and regional specificities. The workshops followed the participatory methodological approach. In co-operation with the United Nations Statistical Office, it has also prepared relevant training materials and manuals based on its research.

Two subregional seminars were held in 1985. The first (Harare, April-May) touched on problems in current methods of collecting, analysing and evaluating data on women's activities, and suggested solutions. The second (Montevideo, June) focused on statistical

analysis of the situation of women in the labour market through household surveys, and stressed the need for a new methodology.

Also in 1985, a one-week national training workshop was held in the Dominican Republic (May) to test INSTRAW's training methodology. The training material was drawn from the Institute's earlier publications on statistics and paved the way for its shift from conventional to innovative training techniques.

Three training workshops took place in 1986: one at the subregional level, for the Caribbean Community (CARICOM) countries (Barbados, July) and the first of its type in CARICOM, and two at the national level, in Nigeria and Pakistan (August and November, respectively). In general, participants urged that greater attention be given to women's participation in the labour force, especially in the agricultural sector and the household economy. They also underscored the importance of cross tabulations and disaggregations of variables by sex and marital status. More focus was needed on the daily lives of women, particularly those aspects that had previously been hidden under the clouds of tradition and custom. The staff of national statistical offices should also be trained to perceive the general paucity and bias of data on women and how it affected development planning and programming.

### **Workshops Stress Sex Disaggregation, Time Use Surveys**

INSTRAW continued translating its research on statistics into useful training programmes, holding two national training workshops in 1987. Recommendations emanating from Indonesia (October) called for regular meetings between users and producers; disaggregation of data collection, processing and analysis by sex; and micro studies on the topic of domestic work and voluntary activities by women. In Sri Lanka (October), participants added that modifications should be made to

gender-biased terminology and mini-surveys undertaken to cover areas such as free trade zone workers, domestic servants, home-based women workers and single parents. They also recommended sensitization of all organizations involved in women's issues to use all available gender-specific data and indicators in designing, implementing and disseminating their programmes.

Two more national training workshops, and one sub-regional workshop, were held in 1988: in China, Greece and Costa Rica, respectively. The most frequently echoed recommendations included the need to revise concepts, definitions and methodologies; to eliminate gender bias from upcoming census questionnaires; and to enhance dialogue between statistics users and producers.

In Beijing (June), participants urged the incorporation of more qualitative indicators —such as marital, health and nutritional status, mortality and its causes, educational level, political participation and labour protection. The workshop in Athens (October) called for the establishment of priorities in data collection, highlighting such groups as home-based workers, single women households, women migrant workers and unequal remuneration in the chemical, pharmaceutical, shoe and leather industries. In San José (December), on the other hand, users asked that attention be paid to the conditions and causes of migration and to the elaboration of better life-cycle and time use surveys.

Another three national training workshops on statistics were held in 1989: in Senegal (June), India (July) and Ecuador (November-December). Common topics included the adequacy of data collection methods and concepts; identification of data sources and needs; and strategies for compiling and using statistics and indicators on women and development.

In Senegal, participants recommended the creation of a government statistical department to centralize and analyse data on women and eventually to establish a women's data bank. They also requested special surveys on such

areas of the informal sector as dress-making and subsistence farming. In India, they said a study should be commissioned, among other things, to generate new statistics on the status

of female/adolescent children, and urged that the concept of household should be changed to reflect the household as an economic unit. The Ecuador workshop proposed variables to

determine the percentage of women working in the informal sector, and specifically to value women's contribution to society through domestic work. □

## Policy Design

**R**esearch for policy design concerned with women and development is a cluster of programme activities of INSTRAW that grew out of the Institute's mandate to monitor the current debate on development and international economic co-operation. It started with a focus on women and the world economy and the self-reliance of developing countries, and now encompasses such other areas as women's access to credit, women and technology and alternative approaches to development.

In 1984 INSTRAW began a series of research studies on the role of **women in international economic relations** and related topics, including food and agriculture, industrialization, choice of transfer of technology, trade, money and finance and their impact on the role and status of women. The studies concentrate on the analysis of interlinkages between macro and micro economies and were undertaken in collaboration with a number of internationally renowned academic and research institutions along with other United Nations agencies.

The series was finalized in 1985 on the basis of revisions made by a high-level expert consultative meeting (Geneva, October) and synthesized and published in 1987 under the title, *Women in the World Economy*. The studies highlight the effect of the international context on the economic lives of women everywhere. Changes in international markets have interacted with sexually divided patterns of activity to produce differential effects by sector and by region on men's and women's economic position. While in

all sectors—industry, agriculture, services, technology, trade and fiscal policies—some similarities are evident, they show that the social impact of international changes remains largely unexplored. The work of the Institute has contributed to a new field of knowledge that might eventually demarginalize women's concerns by bringing them into the mainstream of development at all levels.

INSTRAW is also mandated to give special attention to women in developing countries, emphasizing the principles of individual and collective **self-reliance of developing countries**. Accordingly, the Institute in 1984 prepared a study on "The principle of self-reliance and the developmental role and status of women in developing countries," which served as the basis for a chapter in *The World Survey on the Role of Women in Development*, published by the United Nations in 1985.

*Integration of Women in Development through Technical Cooperation among Developing Countries (TCDC)* was the title of one of INSTRAW's first publications. It provides an overview of areas in which integration of women through TCDC can be achieved. Most TCDC activities covering women, the report found, were concentrated in rural development and education, whereas areas such as community development, employment, migration, health, industrialization, energy, science and technology should be more fully integrated in the TCDC process. The publication also suggested the elaboration of planning techniques for including women in TCDC programmes and

projects, in order to secure proper use of human resources.

The workplan "Women and South-South Co-operation—Bridges to the Mainstream," was published in 1988 by the Centre for International Co-operation and Development and the Zimbabwe Institute of Development Studies as the result of their co-operation with INSTRAW.

INSTRAW published the recommendations of an interregional seminar on the *Incorporation of Women into Development Planning* (Santo Domingo, December 1983). Among the proposals were that methodologies to overcome obstacles to including **women in development planning** should view the development process not simply as economic but also as a social, cultural and political process. National machineries for women should be strengthened, and they should be located at central levels of the planning framework. More data were needed to ensure that developmental programming reflects various aspects of women's lives, and women should be trained as planners and decision makers.

That seminar was followed by another—this time on a regional basis—on the *role of women in the development planning process* (Santiago, Chile, October-November 1985). Participants discussed the social situation of women; women in the development process in Latin America and the Caribbean; women's involvement in the process of planning and formulating public policies; and the situation of women in the elaboration of programmes and projects.



## Credit, Technology, Co-operatives Studied

One of the outcomes of the Women's Decade had been the preparation and adoption of **guidelines and check-lists** for WID planning, programming and monitoring tools for ensuring women's participation in development programmes, tracking the extent and level of that participation and evaluating the programmes' impact on the role and status of women. These guidelines were initially reviewed at a meeting in Helsinki (October 1985), in cooperation with the Food and Agriculture Organization (FAO) and the Institute of Development Studies of the University of Helsinki.

FAO and INSTRAW later co-sponsored a regional training seminar for Asia and the Pacific (Dhaka, Bangladesh, August 1986) to produce prototype guidelines and check-lists for use at the country level (see *INSTRAW News No. 7*). The seminar was aimed at developing participants' capabilities to identify and incorporate women's concerns in the development of the rural sector, with emphasis on their contribution to agricultural and food production/self-sufficiency programmes.

Women's access to credit is another of INSTRAW's policy research areas that began in 1987 and continues to the present. Case studies on women's access to credit in Latin America and the Dominican Republic, Ghana and Malaysia were prepared, covering such aspects as the "invisible" worker, the role of women's income in poor households, obstacles to extending institutional credit facilities, the informal sector as a source of credit and recommendations for the policy and project levels.

INSTRAW in 1987 synthesized earlier work on yet another policy design programme, related to **women and technology**. The resulting publications — "*Choice of technology for women: theories and realities*" and "*Women's access to technology: myths and realities*" — cover trends in women and technological development based on conceptual insights from the United Nations Decade for Women. They also contain state-of-the-art reports documenting the linkages of women with available technological options raising the question: "What choice of technology for women?"

Women's role in co-operatives was examined at an INSTRAW interregional consultative meeting (Plovdiv, Bul-

garia, June 1988), the proceedings of which were published in 1990. Discussions focused on regional experiences in the co-operative approach to development, women's involvement in the international co-operative movement, organizational and managerial aspects. Policy guidelines were prepared for long-term action to enhance women's participation in co-operatives.

In recent years, INSTRAW has experienced a growing demand for it to organize, co-sponsor and participate with relevant contributions to regional and national training seminars devoted to **alternative approaches to women and development**. Last year it continued its efforts to develop a sound methodological framework that would link women's issues with alternative approaches to mainstream models of economic growth and social progress. With that objective, it organized a training seminar on *women, population and development* in collaboration with the United Nations Population Fund (UNFPA) (Santo Domingo, May 1989); a subregional seminar entitled "*Post-Nairobi Alternative Approaches*" (Santo Domingo, July 1989); and a workshop on "*Alternative economic analysis for women*" (Athens, August 1989). □

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## Sectoral Issues

**A**n important cluster of INSTRAW's work programme is to consider the specific role of women in particular sectors of development, such as water supply and sanitation (WSS), food and agriculture, industry, and new and renewable sources of energy (NRSE). This is done in close co-operation with relevant United Nations bodies and with Governments and GNOs.

Women and energy has been of interest to INSTRAW since its inception (see *INSTRAW News No. 10*), and is particularly relevant now given the world-wide attention being focused

on the state of the environment and sustainable development. In 1983 the Institute prepared a report on its role in implementing women-and-energy-related aspects of the Nairobi Plan of Action, which grew out of the United Nations' Nairobi conference in 1981 on NRSE. The Plan recognized the special burden of women as producers and users of energy, particularly in rural areas. Women are mainly responsible for household fuel collection, preparation and use — chores low in productivity and high in time consumption. With the world-wide energy crisis and the resultant reduction in energy use

by developing countries, the dilemma is compounded, as not only women's lives but the general development process is negatively affected.

An expert group meeting on the *role of women in NRSE*, which emphasized the steps needed to incorporate women in the development and use of biomass, hydropower, solar, wind, geothermal and other new energy sources, was held at INSTRAW headquarters in 1985. The Institute followed up by developing a prototype modular training package on women and NRSE, finalized in 1988. Last year it completed the second phase of a project to

test that package, convening a regional training seminar (Addis Ababa, October) in order to examine the pilot test edition. The modules will be adapted accordingly.

A technological manual on high-efficiency and environmentally sound wood stoves was prepared in 1988, based on the experiences of four francophone African countries: Burkina Faso, Mali, Mauritania and Niger. The manual was part of a search for solutions to deforestation, primarily by reducing the demand for fuelwood. Research focused on the evaluation of stoves in use and on the design of improved fuel-saving stoves for household use.

Finally, INSTRAW participates in meetings of the Committee on the Development and Utilization of NRSE, in order to promote a co-ordinated programme approach with emphasis on the mainly female unserved rural and peri-urban poor population.

INSTRAW's ambitious programme on women, water and sanitation was launched in 1984 (see *INSTRAW News No. 13*). INSTRAW had in 1983 assumed joint responsibility with UNICEF for the secretariat of the Inter-Agency Task Force on Women and the International Drinking Water Supply and Sanitation Decade (IDWSSD, 1981-1990), and in March 1984 it sponsored an interregional seminar on the Decade in Cairo to discuss the multifaceted problems of water and sanitation as they related to women. The purpose was to find solutions to ensure that women's roles and needs were met, looking at the socio-economic, health and sanitation and scientific-technical aspects. Participants concluded that when deciding on national development priorities, one of the major criteria should be the extent to which a particular scheme benefits women and secures their participation. In addition, consideration should be given to providing adequate water as close to households as possible, in order to free women's time, secure the maintenance of equipment and enable them to involve themselves in health prevention and devel-

opmental activities aimed at producing income (see *the Institute's pamphlet on women and the Water Decade, published in 1984*).

Water programmes have been a continuing priority at INSTRAW. It organized a panel on the subject at the Nairobi conference in 1985 and initiated two multi-media training packages on WSS, reflecting five years of research. The packages illustrated the importance of women's participation in all aspects of water resources, including agriculture, human resources development and water resources management. They were tested in 1987 for the African region and in 1988 at seminars in Kenya, Ethiopia, Sudan and Somalia.

### **Institutes Focuses on Water, Energy**

Highlighting the Institute's work in the water sector last year was its regional training seminar, "*Women's contribution to the IDWSSD*", organized in co-operation with the Economic and Social Commission for Asia and the Pacific (ESCAP). The seminar, which utilized INSTRAW's multi-media training package on WSS, was held in Bangkok in January 1989. A national training workshop on the same subject was also held in Lagos, Nigeria in May. Reports of all seminars were published by INSTRAW in its series on women and water; the modules themselves are currently being updated in co-operation with the Department of Technical Co-operation for Development and in consultation with the Inter-Agency Task Force, headed by the United Nations Development Programme/PROWESS.

Co-operation with the Task Force has been continuously pursued. INSTRAW was present at many international meetings and conferences advocating the need for community-based approaches for solving the issue of the unserved population—presently estimated at one billion people.

The Institute produced another training manual on WSS for the community level, in collaboration with the Fondation de l'eau. It consists of 10 modules, a trainer's guide and 80 posters (in

English and French), and covers water supply systems (deep-well, hand-pump, stand-post); water transport and storage; and relations between water, sanitation, hygiene and health, among other topics.

Work on women and industrial development began in 1983, when INSTRAW conducted a survey of approaches and methods for mobilizing women in small-scale and rural industry, in conjunction with the United Nations Industrial Development Organization (UNIDO). The survey was designed to be the basis for recommendations to Governments in order to overcome obstacles to the full participation of women and to initiate training programmes for women managers and entrepreneurs in industrial activities.

The two organizations followed up by sponsoring a joint workshop (Vienna, December 1984) which determined that training activities specifically aimed at women as a target group should be carried out to remove existing environmental, social and other constraints and to speed up the process of integrating women into entrepreneurial and managerial activities, preferably in industry. As a result of the workshop, INSTRAW and UNIDO agreed to develop full-fledged training curricula and/or modules in co-operation with institutions in developing countries, aimed, among others, at female executives; female business entrants; female entrepreneurs' trainers; and training managers.

Another INSTRAW/UNIDO joint consultative meeting on *women in entrepreneurial and managerial activities in industry* was convened in Santo Domingo, June 1987. The purpose was to devise a training programme for women in industry, and to revise and prepare two prototype training manuals. Foundations were laid for research on women's development in entrepreneurial and management activities, including characteristics of women entrepreneurs, women's organizational mobility, skills and competence development in industry.

INSTRAW has also continued to support the activities of FAO and the International Fund for Agricultural De-

velopment (IFAD) related to strengthening the role of women in rural development and food production. INSTRAW in 1983 began developing a framework for policy-oriented research

and training, focusing on food production strategies and how to involve women. Two studies were prepared in 1984, one on strategies for strengthening the position of African women in food pro-

duction, and the other on rural women in Latin America: a social factor in the past decade. Several related papers, concerning case studies from Africa and Asia, were published in 1986. □

## Training: INSTRAW Applies Pioneering Modular Approach

The formulation of INSTRAW's training strategies grew out of an assessment of training needs undertaken by several United Nations agencies and bodies during the Women's Decade. Given its mandate to focus on women in developing countries, the Institute has strived to apply innovative training strategies to link the development process with improvement of women's position and status in society. Its training activities are designed to be an integral part of changes taking place in mainstream development, and to enable women to grow and develop in order to utilize more fully their human potential and assume roles at the technical, executive and managerial levels in different development sectors. This strategy is supported by INSTRAW's research programme, which incorporates up-to-date data on the status of women world-wide and translates the synthesis into training materials in the form of training packages containing self-teaching modules and audio-visual teaching aids. It also includes providing advisory services, with about 50 requests for support on development programmes and projects being received each day.

At the end of 1989, INSTRAW could proudly report a 100 per cent increase in the number of participants—about 1,100 people—in training workshops and seminars over the previous biennium. If they in turn transfer the knowledge gained to only 10 other persons each, the multiplier effect is considerable. According to feedback, this is beginning to happen.

Training programmes focus on four major groups of activities: traditional training forms (workshops, seminars, conferences, expert groups and the like); co-operative arrangements with United Nations training institutes; formulation of innovative training methodologies and techniques based on the modular approach; and advisory services, internship and scholarship programmes.

Since 1982 INSTRAW has organized numerous training seminars and workshops on such subjects as development planning, women in development, statistics and indicators, women, water supply and sanitation (WSS) and new and renewable sources of energy (NRSE). Different methodologies and techniques were applied to reach target audiences at the national, regional and international levels, including development practitioners, NGOs and women's groups and United Nations field staff. The target groups were chosen in order to "train the trainers" to transfer training techniques in a self-reliant manner back to their own countries and communities.

INSTRAW's training work first produced results in 1986, after it had compiled the existing research results of the Women's Decade and translated the data into pragmatic approaches. It had published a booklet detailing the policy outline, conceptual framework, objectives and methodologies of its training activities in 1985, which paved the way for production of multi-media training packages. These deal with women and development; women,

water supply and sanitation; and women and NRSE. The water packages in particular—produced in collaboration with the ILO/Turin Centre—are considered to be models in their field and are in wide use internationally. All packages contain training text, a user's guide, trainer's guide, lesson plan, additional reading and bibliography, key-issue checklist, evaluation forms and audio-visuals (sound-slide packages and transparencies).

Two modular training curricula targeted to women aspiring to management positions were published by INSTRAW in 1989, in collaboration with UNIDO and the International Centre for Public Enterprises (ICPE).

INSTRAW is also paying attention to training United Nations staff. An outline of a training package on WID aimed at enhancing their capacity to deal with the centrality of women's role in development was presented in New York in September 1987. It was intended as a core prototype for the United Nations system as a whole, to be adapted and added to by each agency.

### WID Curricula Promoted

Also in 1986, INSTRAW initiated its ambitious long-term programme on promoting curricula and training programmes on women and development. Representing the first attempt ever at a global level to separate the women and development aspects from women's studies, the programme comprises a global and regional survey of academic

and other centres that offer women-related programmes or courses, and an analysis and comparison of the development, content and institutional contexts in which such programmes took place. An overview of this survey was presented at the UNESCO/INSTRAW joint training seminar on "*Rethinking women in development: research and training*" (New Delhi, August 1986).

Two training seminars were held in 1987 to follow up on INSTRAW's earlier work in WID curricula development. In Montreal (June), the Institute's seminar on "*Women and development: alternative approaches*" aimed at raising the awareness of professors and teachers in the developed countries about the problems faced by women in the developing world. The second seminar, entitled "*Training in*

*women and development studies*" (Geneva, July), analysed curricula development at the national and regional levels in order to design courses and teaching materials on WID for different levels of educational systems, government bodies and non-governmental and women's organizations. The seminars enabled INSTRAW to seek new inputs from participants and to refine materials for future training materials.

A multi-media training package on women and development was prepared in 1988. The package was presented at a subregional training seminar for the Caribbean in Santo Domingo (November-December 1988) on *women in development*, at which an initial evaluation of the package was given by United Nations field staff and local NGOs.

In 1989, the Institute published

*Women's Studies and Development: Bridging the Gap*, a compilation of the Institute's global survey on WID curricula and papers submitted to the seminar on women and development studies. Preparation of a handbook of prototype WID curricula for use in designing courses on women and development is now under way.

An internship and scholarship programme has been an important part of the Institute's overall training programme. It aims at creating opportunities to enable women to increase and acquire new skills in the field of women and development and in other areas that coincide with the Institute's programme of work. Over the years, this has resulted in the awarding of short-term grants through regional commissions and INSTRAW focal points. □

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## Information, Network Building Consolidated

**I** NSTRAW's information programme, which relies heavily on a modern communications infrastructure, has been developed in phases. A reference collection had to be built up and inhouse publishing facilities installed. Establishing modern communications with the outside world from a small island nation has been another challenge which was successfully met.

The general objectives of the information programme are threefold:

- to establish a mechanism for systematically organizing and rendering accessible the information produced internationally on women and development;
- to support a process of consciousness-raising and education by disseminating information; and
- to help develop co-operation regarding information about development and act as a link between the re-

gional and world-wide levels on that subject.

The Institute's public information unit has contributed by producing features, press releases, posters, radio and television programmes and by publishing information booklets and a newsletter, *INSTRAW News* (in English, French and Spanish). A portable exhibit for use at international conferences and exhibitions, and a catalogue of INSTRAW publications are in progress. Other public information activities include organizing press conferences and participating in a variety of special events, including International Women's Day, other United Nations celebrations, briefings to NGOs and events in the host country.

Early documentation activities were aimed at gathering, registering and classifying relevant information on women and development for use by the Insti-

tute and other users. In recent years, INSTRAW has been improving its documentation base by collecting and indexing basic reference documents and material on WID issues, and has also launched an exchange of publications with outside organizations.

Computerized mailing lists, rosters of institutions and experts, bibliographies, a computerized system of administration and management and the strengthening of on-line linkages with data bases within and outside the United Nations system have been ongoing activities of INSTRAW. In addition, an experimental venture in providing software for the production of a portable library on WID on compact disc is under way.

The Institute convened an international consultative meeting on *Communications for Women in Development* (Rome, October 1988), the

proceedings for which will be published in 1990. Discussions centred around two major areas of concern: the selection of communication technologies (hardware of the channel of communication), and the choice, production and transmission of relevant communication content or programming. The first issue was how to communicate in the specific developing country circumstances; the second, what to communicate. The meeting produced guidelines for future action, including how to facilitate women and development information to the mainstream communications media, how to secure adequate communication to support development programmes and projects; and how to provide new support services using new technologies.

INSTRAW's co-operation in disseminating and implementing these guidelines is foreseen in its medium-term plan.

Networking-building—the last of INSTRAW's major programme clusters—is crucial for the Institute's mode of operation, which is based on co-operative arrangements with Governments, United Nations bodies, non-governmental, academic and women's organizations (see *INSTRAW News No. 11*). It has led to the establishment of INSTRAW's focal points—mainly women's organizations or academic institutes (presently in 30 countries)—that co-operate with the Institute on the execution and dissemination of its work (see *sidebar*). Another important part of networking for the forthcoming biennium focuses on co-operation with the United Nations regional commissions, in the form of parallel activities (see *sidebar*).

### **Institute Develops Evaluation Methodologies**

INSTRAW had been mandated by ECOSOC and the General Assembly in 1987 to elaborate monitoring and evaluation methodologies for WID programmes and projects. Evaluation—increasingly referred to as “programme research”—is viewed as an ongoing process to improve project implemen-

tation; for INSTRAW, it is applied both to the Institute's own work, in the form of self-evaluation, and to WID-related work undertaken within the United Nations system.

Following a consultative meeting in 1989 to brainstorm on improvements needed in current evaluation practices within the United Nations, the Institute has launched a new long-term research programme on evalua-

tion, the first stage of which focused on the collection of relevant information from the United Nations system. INSTRAW will also follow up on the recommendations of the New York meeting, specifically by compiling WID and gender-related terminology for a revised Glossary of Evaluation Terms and updating its survey of existing methodological approaches (see p. 25). □

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## *INSTRAW's tenth anniversary was highlighted at the 1990 session of its Board of Trustees*



*Last February INSTRAW Board of Trustees elected Tawheeda Osman Hadra (Sudan) as President; Gule Afruz Mahub (Bangladesh), Vice-President; and Kristin Tornes (Norway), Rapporteur.*

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# INSTRAW

## Focal Points

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*INSTRAW's unique networking mode of operation consists of co-ordinating and pooling of "focal points" – women's organizations in various countries that work with the Institute in supporting, implementing and publicizing its work and women's issues in general. At the 1990 session of the Board of Trustees, the number of focal points rose to 30, in as many countries. Readers of INSTRAW News are invited to contact the focal points for information on their activities and their collaboration with the Institute. A complete list follows.*

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Secretaría de Desarrollo Humano y Familia  
Ministerio de Salud y Acción Social  
Defensa 120-1o.  
1345 Buenos Aires, ARGENTINA

Conselho Nacional dos Direitos da Mulher (CNDM)  
Ministerio da Justica  
Edificio Sede do Ministerio da Justica  
5o. andar – sala 509  
CEP: 70.064  
Esplanada dos Ministerios  
Brasilia, D. F., BRAZIL

Bulgarian Academy of Sciences  
Presidium  
Research Commission  
Women in the Socialist Society  
3 Aksakov Street  
1040 – Sofia, BULGARIA

Ministerio de Cultura, Juventud y Deportes  
Centro Nacional para el Desarrollo de la Mujer y la Familia  
Apdo. 10.277-100  
San José, COSTA RICA

Federación de Mujeres Cubanas  
Paseo y Esquina 13  
Vedado  
La Habana, CUBA

Danish International Development Agency (DANIDA)  
Ministry of Foreign Affairs  
Asiatisk Plads 2  
1448 Copenhagen K, DENMARK

Dirección General de Promoción de la Mujer  
Avenida Leopoldo Navarro  
Edif. San Rafael, 5ta. planta  
Santo Domingo, DOMINICAN REPUBLIC

Instituto Ecuatoriano de Investigaciones y Capacitación  
de la Mujer (IECAIM)  
Avenida 6 de Diciembre 2817 y República  
Quito, ECUADOR

Ministry of Social Affairs & General Rapporteur  
of the National Commission  
Women's Affairs Department  
Mugamaa Building, Tahrir Square  
Cairo, EGYPT

University of Helsinki  
Institute of Development Studies  
Hämeentie 153 B,  
00560 Helsinki, FINLAND

Secrétariat d'Etat Chargé des Droits des Femmes  
31, rue Le Pélétier  
75009 Paris, FRANCE

Ministry to the Presidency  
Greek Parliament  
General Secretariat for Equality  
Palaia Anaktora  
Athens, GREECE

Kantor Menteri Negara Urusan Peranan Wanita  
Jalan Medan Merdeka Barat 15  
Jakarta 10110, INDONESIA

AIDOS  
Via dei Giubbonari, 30  
Interno 6,  
00186 Rome, ITALY

INSTRAW, Social Co-operation Division  
United Nations Bureau  
Ministry of Foreign Affairs of Japan  
100 Kasumigaseki 2-2-1,  
Chiyoda-ku  
Tokyo, JAPAN

Consejo Nacional de Población  
Angel Urraza 1137-Piso 5  
Col. Del Valle  
C. P. 03100  
México, D. F., MEXICO

Ministry of Women's Affairs  
Private Bag  
Wellington, NEW ZEALAND

Ministry of Culture and Social Welfare  
5 Kofo Abayomi Street  
Victoria Island, Lagos, NIGERIA

NAVF's Secretariat for Women and Research  
Sandakerveien 99  
N-0483 Oslo 4, NORWAY

Women's Division "Research Wing"  
Secretariat of the Government of Pakistan  
44 West, Aaly Plaza, F-6/1  
Islamabad, PAKISTAN

Instituto de Investigaciones y Capacitación  
para la Promoción de la Mujer (ICAPROMUPA)  
Apartado Postal 5960 - "El Dorado"  
Panamá, REPUBLICA DE PANAMA

National Commission on the Role of Filipino Women  
1145 J. P. Laurel Street, San Miguel  
Manila, PHILIPPINES

Comissao da Condicao Feminina  
Ava. da República, 32 - 1o.  
1093 Lisboa CODEX, PORTUGAL

Instituto de la Mujer  
Ministerio de Asuntos Sociales  
Almagro 36  
Madrid 28010, SPAIN

Centre for Women's Research (CENWOR)  
125, Kirula Road  
Colombo 5, SRI LANKA

Department of Women Affairs  
Ministry of Social Welfare  
Under Secretary's Office  
P. O. Box 2663  
Khartoum, SUDAN

U. S. Council for INSTRAW  
c/o Department of City and Regional Planning  
228 Wurster Hall  
University of California  
Berkeley, CA 94720  
U S A

Ministra de Estado para la Promoción de la Mujer  
Avenida Libertador, Centro Comercial Libertador  
P. H. Oeste  
Caracas, VENEZUELA

Yugoslav Centre for Theory and Practice  
of Self-Management Edvard Kardelj  
Kardeljeva Ploščad 1  
Ljubljana, YUGOSLAVIA

Women's League  
Freedom House  
P. O. Box 30302  
Lusaka, ZAMBIA

## INSTRAW Medium-Term Plan for 1990-1995

This plan was elaborated in the framework of the United Nations system-wide medium-term plan for women and development for the period 1990-1995, the main purpose of which was to translate the developmental dimension of the Nairobi Forward-looking Strategies into programmatic tasks for the entire system. INSTRAW plays a significant role in most of the subprogrammes included in the system-wide plan, paying particular attention to:

- improving instruments for international action (development of statistics and indicators; research and policy analysis; information network, including dissemination of research and technical findings);
- comprehensive approaches to women and development;
- employment, productive resources and income, with particular emphasis on the informal sector; and
- promoting more positive attitudes towards the role of women and development and the participation of women in management and decision-making.

In carrying out this mandate, the Institute will focus more activities on the regional and national levels. It will strengthen the national capabilities of developing countries in the area of research, training and information for the advancement of women, and will concentrate on network building for co-operation with INSTRAW. The Institute will also concentrate on using research to undertake training and will intensify its information, documentation and communication programme. □

# INSTRAW Celebrates Its 10th Anniversary

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Activities in honour of INSTRAW's tenth anniversary are taking place throughout 1990. Since this year was chosen as the anniversary because it marks the tenth session of the INSTRAW Board of Trustees, it is only fitting that the Board itself inaugurated the celebrations at its meeting in Santo Domingo last February. Board members laid a floral wreath at the *altar de la patria* — a dome-shaped marble edifice housing the remains of the three main architects of Dominican independence. Members of the Board, along with INSTRAW staff, also attended a reception in their honour given by the Foreign Minister of the Dominican Republic, Joaquín Ricardo.

The Institute is producing a number of public information materials to be used in conjunction with observances of its anniversary. A comprehensive catalogue of INSTRAW publications, with synopses of some 130 research studies, papers, surveys, expert group meeting reports, training manuals, as well as booklets, flyers and posters, is being issued this spring. Also in the works is a portable exhibit on

INSTRAW, covering the Institute's work in such areas as the informal sector; women, water and sanitation; and women and energy. The panels will be displayed by INSTRAW staff and the United Nations regional commissions at exhibitions and meetings throughout the world, and will be available in English, French and Spanish.

INSTRAW has also commissioned the design of two full-colour posters by celebrated women artists: Ada Balcácer of the Dominican Republic, who previously designed a United Nations postal cachet commemorating the World Bank; and Saudi Arabian artist Mounira A. Mossly, who has exhibited her work in the Dominican Republic. The posters will be distributed world-wide and will be on sale in United Nations bookstores.

An anniversary sticker (*see cover of this issue*) is being affixed to all important INSTRAW correspondence in 1990. It is adapted from a design by Marie Hanna Brunings of Suriname, who won the second prize for it in INSTRAW's 1984 logo competition. □

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## Message of the Secretary-General

The Tenth Anniversary of INSTRAW is an important moment in the history of the United Nations. In this time, INSTRAW has proved itself an invaluable instrument of the United Nations in fulfilling the Charter's requirements to reaffirm the equal rights of men and women, 'to promote social progress', and to further economic and social advancement.

"In support of the system-wide work of the United Nations to meet those requirements, INSTRAW has defined and described the special needs and contributions of women, especially in their role in development. It has developed badly needed and frequently unique avenues of research, analysis, data collection, and training. Moreover, to those ends it has built a network of collaboration with a broad array of non-governmental, national, and international organizations devoted to the advancement of women and

their acceptance as full partners in all aspects and activities of their societies.

"This impressively rapid and effective response by INSTRAW to its original mandate would not have been possible without the firm support of Member States. This has been especially true of the strong backing and understanding of INSTRAW's host country, the Dominican Republic. INSTRAW's achievements fully justify this support and its continuation and expansion in the future.

"I warmly congratulate INSTRAW on its important work and on the celebration of its Tenth Anniversary. May that occasion inspire all of us in the efforts of the United Nations to bring women to their full and rightful place in the world's work and to better standards of life in larger freedom." □





*My Land and Folk 1990*  
By Mounira A. Mossly, Saudi Arabia

*"Shall I take along my spikes of grain,  
My land and my folk?  
Shall I take along the dream of mine,  
A dream that tallies my time,  
The color of my sun,  
And the mountaintops?"*

## International Community Congratulates INSTRAW

**T**he Institute has been receiving many letters of congratulations to honour its first 10 years of existence. Among those to send messages are the United Nations Secretary-General (see sidebar, p. 14); his representatives at INSTRAW

*Board of Trustees meetings; former Board members; nongovernmental organizations and INSTRAW focal points. Excerpts follow.*

Xie Qimei, Under-Secretary-General for Technical Co-operation for Development, and representative of the Secretary-General at the 1989 and 1990 sessions of the Board of Trustees, made the following statement at the 1990 meeting:

"(INSTRAW's) programme of activities... has become an essential component of the efforts of the United Nations system to improve the condition of women in the developing world. All this has not happened miraculously, but has been the result of the collective effort of all the entities and individuals involved in the functioning of the Institute. The Board of Trustees has devoted hours and hours, particularly in the early stages, to draft guidelines, review proposals, discuss options.... The Government of the Dominican Republic has made giant efforts to make available a home for the Institute and is still providing invaluable assistance in ensuring INSTRAW's smooth operations within its territory.

"The Director, who has guided the growth of the Institute from the very beginning, and the whole staff, have devoted an extraordinary number of hours, including their personal time, to the implementation of the programmes of the Institute.

"It is no miracle, therefore, that the Institute is thriving and in full strength 10 years later...."

From Helvi Sipila, representative of the Secretary-General at the 1979 session of the Board of Trustees:

"At the end of INSTRAW's first decade my thoughts return to the first resolution adopted at the World Conference of the International Women's Year in Mexico, 1975.

"After that I had the duty and the privilege to follow it up until the formal establishment of the Institute, the first meetings of its Board and the appointment of its Director.

"It has been a pleasure to follow the development throughout the years and to see its great achievements.

"With warm congratulations and best wishes for continued success."

From Leticia Ramos Shahani, Senator from the Philippines and representative of the Secretary-General at the 1982 session of the Board of Trustees:

"I wish to extend my warmest personal greetings to INSTRAW on its tenth anniversary. Its advocacy and work for the advancement of women deserves much commendation. I would further wish to extend my felicitations to Dunja Pastizzi-Ferencic, who has ably led the group to contribute invaluable research for the women's cause. More power to INSTRAW." □



## INSTRAW AND THE DOMINICAN REPUBLIC 7 Years of Collaboration

Ever since INSTRAW moved to its headquarters in the Dominican Republic in 1983, outstanding assistance has been provided by the Dominican Government, Dominican women and some 60 local women's organizations. The women's movement has a long tradition in the country, which is one of the reasons the Dominican Republic offered to host the Institute and the United Nations agreed to that offer. One of the four women to sign the United Nations Charter is Dominican; and one of the oldest feminist journals in the world, *Voz de la Mujer*, was first published in Santo Domingo in 1973.

Dominican women's groups are involved in promoting women's interests in all spheres of life, from legal rights and political participation to health, education and the training of women farmers. INSTRAW's focal point in the country is the Dirección General de Promoción de la Mujer – the national office for the advancement of women, which was founded in 1982 to ensure the Government's commitment to that cause.

The Institute's co-operation both with its focal points and with other women's organizations has been of mutual benefit. INSTRAW has provided these groups with materials, information and advisory services. It has furnished speakers, invited the groups to attend its seminars and training work-

shops, enabled local researchers to use its library and encouraged external donor agencies and Governments to provide financial assistance.

Dominican women's groups, in turn, have given substantive support to the national and international activities sponsored by the Institute at its headquarters. Without their generous participation, collaboration and experience, the intense efforts of INSTRAW would not have been as fruitful.

The establishment of INSTRAW in the Dominican Republic has been a source of great satisfaction to the country because of the great honour of hosting an institute of the United Nations. The same pride also extends to the rest of Latin America and the Caribbean, since the Institute is the first specialized body of the United Nations to be headquartered in the region. This fact is even more noteworthy given that INSTRAW's objectives go hand in hand with those of the Dominican Republic with regard to the advancement and promotion of the condition of Dominican women.

INSTRAW takes this opportunity to express its gratitude to the Dominican Government and people –including women's organizations – for their dedication and efforts on behalf of the Institute. It is INSTRAW's hope that this unique form of co-operation will only increase over time. □

# INSTRAW's 1990-1991 Programme

## Approved by Board

INSTRAW's programme of activities for 1990-1991 was approved by the Board of Trustees at its tenth session, held from 12 to 16 February 1990, with a budget ceiling of \$3,105,700. The new work programme calls for INSTRAW to commence work in new fields such as women, environment and sustainable development, as well as country-specific research and training materials on rural women, including rural credit. Emphasizing the importance of the growing role of research, training and information on women in development within and outside the United Nations system, it recommended that the Institute continue working on new methodological approaches in these fields.

The new programme budget contains six subprogrammes within the Research and Training component, the first of which concerns *comprehensive approaches to women and development*. The international development debate and trends will be constantly monitored to provide a basis for strengthening comprehensive approaches to women and development by applying interdisciplinary and cross-cultural methodologies.

Another, subprogramme, on *statistics, indicators and data on women*, continues the priority given by the Institute to strengthening innovative methodological approaches for improving statistical data on women, with particular attention to training and to the new conceptual framework on women's work in the household and informal sectors of the economy.

Under research for policy design the Institute will continue its work to improve current practices for monitoring and evaluation methodologies to apply gender-based analysis to development projects. Within this cluster of programmes, priorities will include policy analysis of the informal sector, choice and assessment of technology, and — a new field for the Institute — women, environment and sustainable development.

INSTRAW will pursue its activities to enhance women's role in water sup-

ply and sanitation in another subprogramme on *sectoral issues*. It will also seek to augment women's active participation in the design of programmes in new and renewable sources of energy, mainly through training.

As in the past, one of the highlights of the new programme budget is the *training and production of training material on women and development*. In this subprogramme, activities will be geared towards the translation of research on women and development into training material on such topics as women and rural development, with emphasis on credit; financial policies affecting women's access to credit, their work and income in the informal sector; gender issues in mobility of capital and the surplus labour pool; and prototype curricula on women and development studies. Also included in this subprogramme are the continuous upgrading and dissemination of INSTRAW training packages, as well as the organization of training seminars and workshops.

*Network building and strengthening* is another ongoing priority subprogramme of INSTRAW, representing a

main pillar of the Institute's successful mode of operation based on co-operative arrangements. During 1990-1991, follow-up activities for this subprogramme will focus on increased co-operation with the five regional commissions, INSTRAW focal points and correspondents, non-governmental and academic organizations. Co-operation with the major groupings of developing countries is also envisaged as a means to promote greater South-South co-operation.

Another major component of the programme budget is the *information, documentation and communication programme*. INSTRAW will continue this programme by making internationally produced materials on women and development accessible, disseminating appropriate information to support consciousness-raising for the improvement of women's participation in the development process, and acting as a link between the regional and worldwide levels in exchanging information about women and development. A preview issue of a new INSTRAW publication, *INSTRAW Review*, will also be produced for academic audiences. □

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## INSTRAW CO-OPERATES CLOSELY WITH REGIONAL COMMISSIONS

In its programme implementation, INSTRAW continues co-operating very closely with the five United Nations Regional Commissions: Economic Commission for Africa (ECA); Economic Commission for Europe (ECE); Economic Commission for Latin America and the Caribbean (ECLAC); Economic and Social Commission for Asia and the Pacific (ESCAP); and Economic and Social Commission for Western Asia (ESCWA).

The co-operation relates to the design of INSTRAW programme planning, since all regional commissions are represented as *ex-officio* members of the INSTRAW Board of Trustees.

Co-operation with the commissions includes the following:

- Joint programming of parallel activities on Women and Development in order to secure regional comparison of results;
- Joint implementation of research programmes on Women and Development;
- Co-operation in convening training seminars and workshops;
- Co-operation in regional conferences on Women and Development; and
- Interaction in information exchange.

This co-operation has proven to be very fruitful, and severe financial constraints notwithstanding, it has continued to grow. □

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United Nations

# International Women's Day 8 MARCH

## Secretary General Message on International Women's Day

**"T**his year, as we celebrate International Women's Day on the theme 'Women and the environment', there is a new awareness of the crucial part women can and do play in the global community: their critical role in the family, their economic contribution to agriculture and industry, and their creative and practical achievements in the realms of enterprise, science and the arts. Women are also increasingly in the vanguard in espousing issues of national and international concern. Their contribution towards enhancing awareness of the threat posed to our planet by the degradation of the environment is but one example.

"While significant progress is being made, especially in terms of the increased recognition of the role of women, their potential for active participation in society has not yet been fully realized. In industrialized countries, women all too often play multiple roles with little or no adequate support services, such as childcare, and with limited share in political decision-making. In developing countries, the contribution of women needs to be far more closely integrated into national development strategies.

"For 40 years, the United Nations has been actively involved in promoting equality and adequate recognition of the role of women in society. The Convention on the Elimination of All Forms of Discrimination against Women, which was adopted 10 years ago by the United Nations General Assembly, has now been ratified by 101 countries. The United Nations closely monitors action taken by Governments in accordance with the Convention in working towards the equal participation of women in political, economic, social and cultural life. This has contributed to a re-examination of traditional attitudes and practices, while at the same time addressing new challenges to the status and role of women in societies. Intensive work is also under way to accelerate the pace of implementation of the Forward-looking Strategies for the Advancement of Women, adopted at the Nairobi World Conference five years ago.

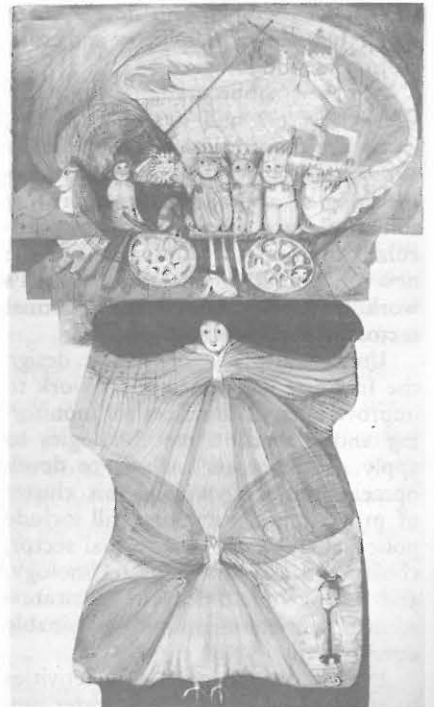
"With each passing day, the world is becoming more complex and interdependent. The problems we are facing cannot be resolved by the efforts of only half the population of the globe. Both men and women must work together as equal partners in order to ensure a sustainable future for the generations to come. On this International Women's Day, let us renew our commitment to the advancement of women and redouble our efforts to transform our commitment into reality." □

"Maqueta del Recibimiento",  
by Puerto Rican artist  
Marta Pérez. →

**I**N NEW YORK: International Women's Day celebrations this year focused on the theme of women and the environment, which was the subject of a briefing given to non-governmental organizations (NGOs) on 8 March by Joan Martin Brown, representative of the United Nations Environment Programme (UNEP) in Washington. The NGOs were also informed that INSTRAW's Board of Trustees had approved a research programme on women, environment and sustainable development for 1990-1991.

At an assembly for United Nations staff organized by the Group on Equal Rights for Women, the Secretary-General made an opening address, followed by a panel discussion on "Equality when? Strategies for the 1990s". Panelists were Bella Abzug, prominent advocate of women's rights in the U.S.; Ellen Johnson Sirleaf, political activist and international banker; and Dr. Peter Wilenski, Ambassador of Austria to the United Nations and an authority on administrative reform and social justice.

In his statement, the Secretary-General highlighted the "significant contri-



bution" made by women to the Organization's recently completed mission in Namibia. "These women," he said, "acquitted themselves in a manner which should once and for all erase the doubts... regarding the ability of women to perform as well as men in any and all areas of United Nations activity." The same could be said, he added, of the Organization's observer mission for the elections in Nicaragua, nearly half of whose staff were women.

INSTRAW Board of Trustees' solidarity message to women world-wide was distributed at both events.

• **IN VIENNA:** Margaret Anstee, Director-General of the United Nations Office at Vienna, spoke at a ceremony at which a new wall chart on "The Situation of Women 1990" was also presented. The idea for the chart originated with the United Nations Statistical Office and INSTRAW; the chart updates a previous version issued in 1985, and includes such key indicators as population composition and distribution; education and literacy; economic activity; fertility; and political life in 178 countries (*for excerpted data, see pp. 22-23 in this issue*).

• **IN SANTO DOMINGO:** INSTRAW and the Volunteers of the Casas Reales museum co-sponsored an exhibition of painting, sculpture, drawings, engravings and ceramics by 35 Puerto Rican women artists. INSTRAW Deputy Director Eleni Stamiris made a statement at the inaugural ceremony, after which the International Women's Day messages of the Secretary-General and INSTRAW's Board of Trustees were read (*see sidebars*). □



## Message from INSTRAW Board of Trustees on International Women's Day

“On the occasion of the tenth anniversary of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), the Board of Trustees at its tenth session sends its congratulations and greetings to women all over the world as they celebrate International Women's Day, 8 March 1990. We also express our most heartfelt solidarity with those women who suffer still the travails of underdevelopment, poverty and discrimination, and who are deprived of their human rights. INSTRAW, its Board of Trustees, the organizations we represent in our own countries and the United Nations system in general will continue striving to improve the situation of women everywhere.

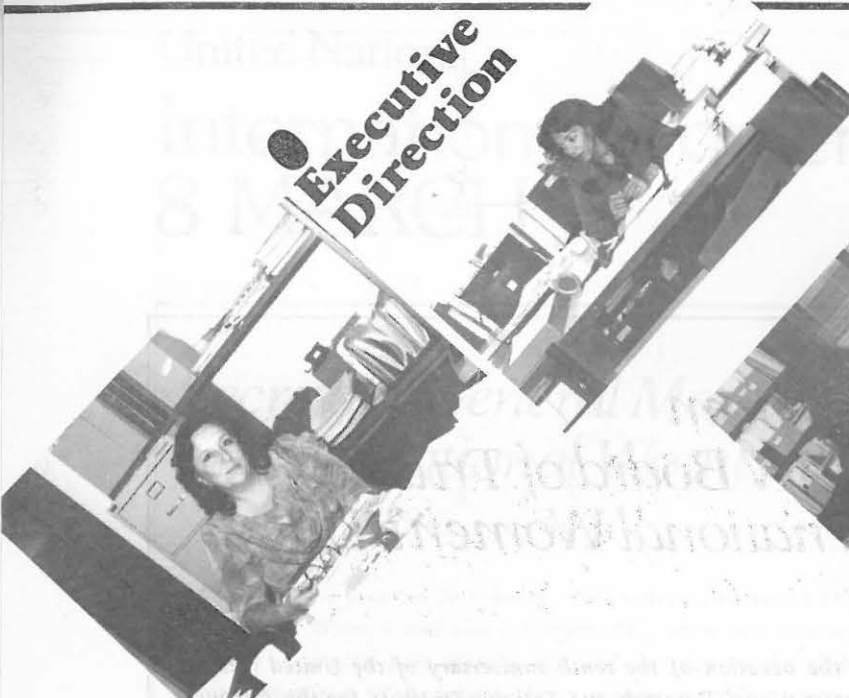
“International Women's Day celebrates women's contributions to history, development, the economy, culture and life in general. It also highlights the growing commitment world-wide to increase women's full participation in development and in the political and decision-making process of their own countries.

“Much has been accomplished since the International Women's Decade, but much remains to be done. At the dawn of the Fourth United Nations Development Decade, and in view of the ongoing structural adjustment process, the integration of women in the development process is more urgent than ever. Therefore, let us work together to make the world more aware of women's vital role in the search for equality, development and peace. Let us work for women's equality under the law and in accordance with the Convention on the Elimination of All Forms of Discrimination against Women — not just *de jure*, but *de facto*. Women must also achieve equality in the home, in the work place and in all spheres of life.

“INSTRAW contributes to this effort through its research, training and information exchange activities on women and development. Through its invaluable work, women are less and less the forgotten producers and invisible workers, and their increasing role in all spheres of development is becoming recognized as benefiting not just women, but the entire human family. We join with our sisters in every country in saluting INSTRAW on its tenth anniversary and in calling for a true spirit of co-operation to make the goals of International Women's Day a reality.” □

— “La Ira”,  
by Anaida Hernández  
of Puerto Rico.

# Executive Direction



# Research and Training



# Administration



● Information, Documentation and Communication

INSTRAW STAFF



# A Small United Nations Institute Works

## To Improve the Situation of Women

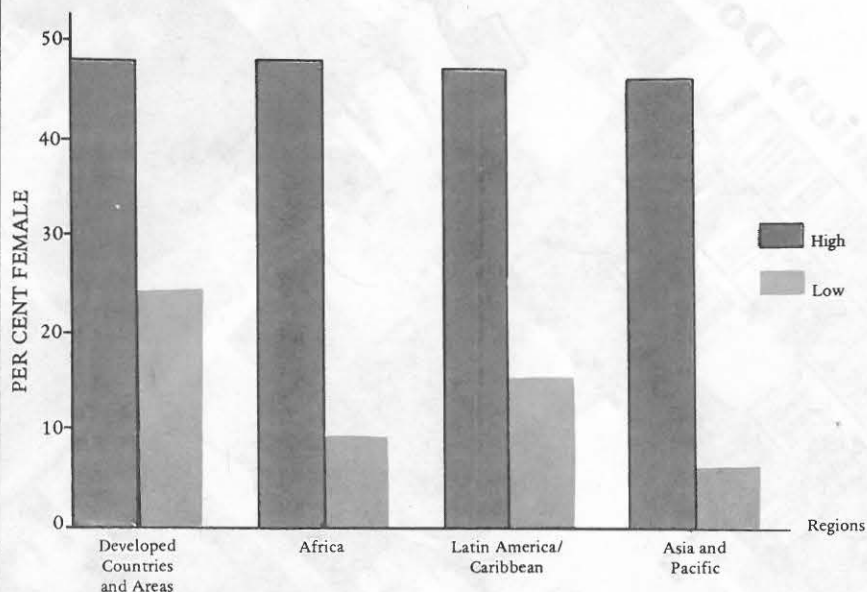
Somewhere in Africa, the woman wakes up at 4:30 A.M. and walks two miles in tropical heat to fields which she plows, hoes, weeds and plants until 3 P. M. On her way home, she collects firewood. She pounds and grinds corn until 5:30. Then she spends an hour fetching buckets of water—probably from a polluted stream, a mile or so away. Finally, she lights the fire, cooks and serves dinner, washes the dishes, the children and herself, and at about 9:30 P.M., she goes to sleep.

Somewhere in Asia, the story is different. The woman works at an electronic factory for a multinational corporation that has been drawn to the cheap labour of developing countries. But the long hours of work outside and inside the home are the same. In Singapore and Malaysia, for example, nine out of ten workers in 70 electronics firms in 1978 were women. Most are recruited when they are between 16 and 23 years old, and most are unmarried; some corporations even refuse to hire married women to avoid paying maternity bene-

fits. In recessions, women are among the first to be laid off; Governments consider female labour to be marginal. Laws prohibiting night shifts for women are waived in Singapore and Malaysia for multinational corporations, and unions are restricted. More than half of the world's working women are Asians. Virtually all work in bad conditions.

In Western Europe, growing numbers of women work in offices, small industries and at home, doing factory "outwork" in textiles and shoes, for which they are paid by the pieces.

**SHARE OF WOMEN IN LABOUR FORCE:  
1990 PROJECTED REGIONAL HIGHS & LOWS**



The factors influencing the differential participation of females are many. They may be demographic, socio-cultural or economic. But there is also the question of the extent to which these differentials reflect problems of data collection, because statisticians' definitions and data-gathering methods have not yet caught up with the new work being produced by INSTRAW and other organizations. The graph shows that in the countries with the highest female representation in the labour force, women take up close to 50 per cent, while in countries in the lowest ranges, women account for less than 10 per cent. At the high end are Mozambique, Tanzania and the United States (48 per cent); Barbados (47 per cent) and Democratic People's Republic of Korea and Maldives (both 46 per cent). In Spain, the figure is 24 per cent, and in the Dominican Republic, 15 per cent. The lowest female representation in the labour force is found in Africa and Asia and the Pacific, where less than 10 per cent of the labour force is female (9 per cent in Algeria and Libya; 6 per cent in the United Arab Emirates).

Source: United Nations Wall Chart on The Situation of Women 1990: Selected Indicators. A collaborative effort by the Department of International Economic and Social Affairs and the United Nations Office at Vienna, with the assistance of UNICEF, UNFPA, UNDP, UNIFEM and INSTRAW. Sales Publication No. E. 90. XVII. 3A.

**Notes:**

A series designated by a slash between years, e.g. 1985/87, refers to the latest year in that period for which data are available.

The designation "developed" countries, areas or regions is intended for statistical convenience and does not necessarily express a judgement about the stage reached by a particular country or area in the development process. In this chart, "developed" regions or areas refers to countries and areas of Europe plus Australia, Canada, Japan, New Zealand, Soviet Union and United States. Figures for Australia, Japan and New Zealand are therefore shown under the heading "developed countries or areas", not under Asia and Pacific.



Worldwide, women already constitute more than one-fourth of the industrial labour force and at least two-fifths of the agricultural labour force and service sector. The number of dual-income families is on the rise. Housework alone would add up to an additional month of work a year, but according to a recent study, women do the housework and child-rearing as well as their jobs.

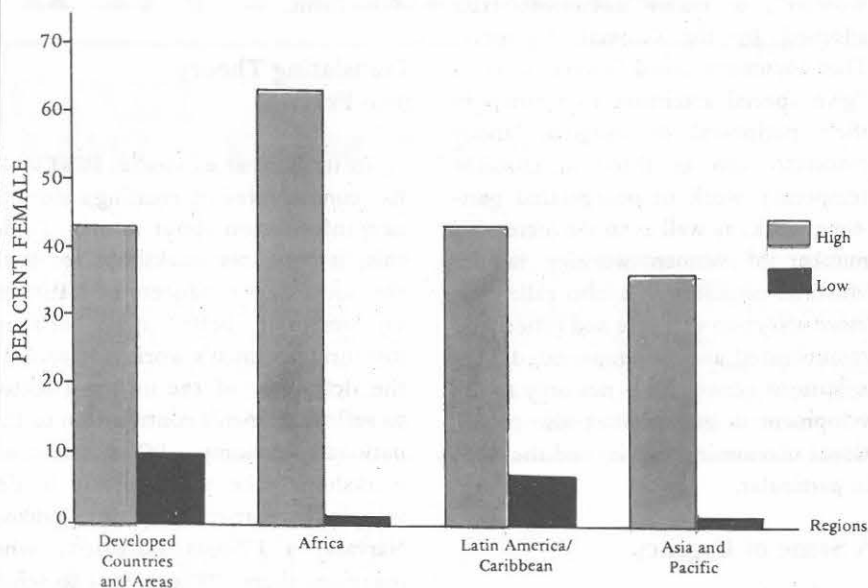
### “Feminization of Poverty”

In a lot of homes, women get no help at all. More than one-third of all households in both developed and developing countries are headed by women. They are usually at the bottom rung of the income ladder. This is the “feminization of poverty.”

In many poor countries, women survive by working in the so-called “informal sector” of the economy—in unregistered factories and workshops, and as street vendors or domestics. The informal sector covers nearly three-quarters of the labour force in developing countries and one-eighth of the world’s adult population. However, none of these people are protected by labour laws. Their work, on which millions of families depend, is mostly ignored by policy makers and left out of statistics, such as the gross national product.

Since 1979, a small United Nations agency of 45 people, most of them women, has been working hard to change all of this. It is the International Research and Training Institute for the Advancement of Women (INSTRAW), based in Santo Domingo, Dominican Republic. The Institute conducts research to uncover and spotlight the

### SHARE OF WOMEN IN SELF-EMPLOYMENT: 1980/87 REGIONAL HIGHS & LOWS



Women’s representation in self-employment varies substantially between countries. In Botswana, which has the highest rate, 63 per cent of those in self-employment are women. In Portugal and El Salvador, 43 per cent of the self-employed are females; in Nepal, 36 per cent. In many other countries, the proportions are much lower. The lowest share of women in the ranks of the self-employed in the four regions are: 1 per cent in Algeria, Bahrain, Jordan, Kuwait, Tonga and United Arab Emirates; 7 per cent in Cuba; and 10 per cent in Ireland. *For source, see facing page.*

specific role and contribution of working women to national economies. Nobody knows how large that is. The process is long and requires painstaking statistical studies and methods. INSTRAW is the “think tank” for new ideas on women in development. “Development should be people-oriented, and that includes women,” says Dunja Pastizzi-Ferencic, INSTRAW’s Director. “Women make an enormous contribution to development, and yet they are generally viewed as burdens or passive beneficiaries, not as assets. Research and training are absolutely essential to change these notions.”

### “Overburdened But Undervalued”

INSTRAW has found that economic growth does not necessarily trickle down to women. “Women are overburdened but undervalued,” says Pastizzi-Ferencic. “If the work of more than half the world’s population

stays outside the GNP, women will continue to be the forgotten producers and the forgotten providers of services.”

INSTRAW wants to act as a catalyst by working out better ways to evaluate women’s work and by bringing the results to the attention of the world’s decision makers. It has already had some impact on aid projects, which no longer view women’s work in the home, on the farm or in the informal sector as a mere extension of their family duties and therefore non-productive. “This new knowledge will contribute, we hope, to improving the lives of women at the grass roots,” says Pastizzi-Ferencic.

The Institute is an outgrowth of women’s issues that accompanied the women’s movement. Women both inside and outside of the United Nations system were instrumental in organizing the United Nations Decade for Women and three world conferences on women—the most recent of which was held in Nairobi in 1985. Out of that

event came the "Forward-looking Strategies for the Advancement of Women", a major document later adopted by the General Assembly. This document urged Governments to "give special attention to women in the peripheral or marginal labour markets, such as those in unstable temporary work or unregulated part-time work, as well as to the increasing number of women working in the informal economy." It also called for more effort to measure and reflect the remunerated and unremunerated contributions of women — not only to development in general, but also to national economic statistics and the GNP in particular.

### A Sense of Urgency

INSTRAW's reports and studies have brought a sense of urgency to women's issues, particularly in the third world. The Institute has collaborated with the UN Statistical Office in the trail-blazing, 592-page *Compendium of Statistics and Indicators on the Situation of Women 1986*. It collaborated with the International Labour Organisation (ILO) in the publication of *Women in Economic Activity: a Global Statistical Survey (1950-2000)*, the first and most comprehensive study of its type ever produced by the U.N. The Institute also worked with the U.N. to update the *World Survey on the Role of Women in Development*, issued by the U.N.'s Division for the Advancement of Women in Vienna. With this vital base of factual information, much can be done to improve the lot of women.

INSTRAW staff and consultants are involved in a number of ongoing projects. They are preparing a training module for women in managerial and entrepreneurial positions designed especially for developing countries. The Institute has completed an international survey of 800 formal and informal training institutions offering courses in women's studies, to be published shortly. This project not only determined what was being taught,

but also tried to develop an international curriculum on women in development.

### Translating Theory into Practice

In its 10-year existence, INSTRAW has concentrated on creating a store of new information about women. To do this, it organizes workshops for both the users and producers of statistics, on designing better questionnaires; measuring women's work; and revising the definition of the informal sector to reflect women's contribution to the national economy. "Our statistical workshops take place mostly in developing countries," explains Corazon Narvaez, a Filipina statistician who organizes them. "The idea is to sensitize people about women's issues and then have governments include them in policy-making and planning. We try, for instance, to convince census gatherers that they need to include questions that reflect the so-called non-economic activities of women, such as women's work in the home, farm and informal sector." Data gatherers are taught how to ask questions that avoid bias and to ensure that women, when asked if they work, do not answer: "No, I'm just a housewife." Both users and producers of statistics, including project planners, non-governmental aid agencies, academics, Government officials and women's groups, are encouraged to attend the workshops.

### Helping Women to Alleviate the Water Supply Problem

One of INSTRAW's chief contributions to improving the lives of women and their families has been in training women to improve their water supply and sanitation facilities. Roughly three-quarters of the population of the third world lack reasonable access to clean drinking water. Some 25 million people die every year from water-borne diseases. In the past, many water projects failed because men, rather than women, were taught to operate and repair

pumps and wells. However, when a village pump breaks down, it is the women who are most affected, because they are usually responsible for water supply. By documenting the women's paramount role as water carriers and end users, and by training women in the use of water supplies, INSTRAW has helped make third world development projects more effective.

INSTRAW also provides courses to help women who spend up to six hours a day collecting firewood for household use. Trainees are taught about biomass, biogas, hydropower, solar energy, wind energy and geothermal energy.

### Shoestring Budget

Although INSTRAW's annual budget has been less than \$1.5 million, it touches many, many lives because of its emphasis on training. In 1986-87, INSTRAW trained 580 people, and in 1988-89, 1,100 people — who will go on to train many more women.

Pastizzi-Ferencic thinks \$10 million a year would effectively enhance and expand INSTRAW activities. In lieu of a larger budget, however, the current practice is to share costs with other agencies. A recent seminar in Pakistan cost INSTRAW \$7,000, but was supplemented by a contribution from the Government of Pakistan. Some Governments — particularly those of Italy and the Netherlands — and non-governmental organizations, such as Chicago-based ZONTA International, are very helpful.

The United States first contributed to INSTRAW in 1988, when the Women in Development Act gave it \$200,000 and \$800,000 to its sister agency, the United Nations Development Fund for Women (UNIFEM), which gives money and technical support to women involved in development projects. Last year, the U.S. contributed another \$200,000 in support of INSTRAW's activities for fiscal 1990. □

*This article was written by Erica Meltzer with the help of Vera Gathright and was first published as a paper of the U. S. Council for INSTRAW.*

# INSTRAW Activities

## INFORMAL SECTOR WORKSHOPS FOR AFRICA

Zambia, 23-27 July and Burkina Faso, 6-10 August 1990

These workshops are being organized by INSTRAW and with other international organizations as part of a major interagency project entitled, "Improving African Women's Role in the Informal Sector: Production and Management". Participants will discuss methods of collecting and analysing statistics on women in the informal sector and their contribution to the national product. Primary objectives are:

- o To pool expertise and experiences in the use of statistical data to value women's contribution to the informal sector; to familiarize participants with regional variations in sources of data and methods of compiling and analysing statistics on women's participation in the informal sector; to collate available quantitative information; and to review and make recommendations on two key project documents. These are a technical handbook on statistical compilation and analysis, and a synthesis of four national case studies already undertaken by participating agencies (in Burkina Faso, Congo, the Gambia and Zambia).

Six sessions are envisioned for each workshop:

I. National initiatives in the development of statistics on women and the informal sector;

II. Definition and measurement of the informal sector: review of conceptual and analytical approach and focus of the Handbook;

III. Sources of data and techniques for compiling and analysing statistics on female and male participation in the informal sector;

IV. Collection and analysis of data on income, production and time-use in the informal sector;

V. Compilation of statistics on the relative contribution of women and men to the informal sector within the framework of the national accounts; and

VI. Further work at national and international levels.

The workshops will be attended by Government-nominated officials with experience in national accounts surveys, employment or establishment

surveys and research on women's activities.

The project is being developed and funded by the United Nations Development Programme (UNDP) and is a co-operative effort of the Economic Commission for Africa (ECA) as executing

agency, the Organisation of African Unity (OAU), International Labour Organisation (ILO), INSTRAW, the United Nations Statistical Office, the United Nations Development Fund for Women (UNIFEM) and the four African Governments concerned. □

## WID EVALUATION METHODOLOGIES

New York, 8-10 November 1989

United Nations headquarters was the setting for the first consultative meeting on a relatively new area for the Organization: evaluation methodologies for programmes and projects on women in development. Organized by INSTRAW and facilitated by the United Nations Population Fund (UNFPA), the meeting's objective was to brainstorm on improvements needed within current evaluation practices as applied within the United Nations system, for both mainstream and women-specific programmes and projects. The idea was also to help INSTRAW develop its evaluation guidelines and methodologies.

INSTRAW's Director, Dunja Pastizzi-Ferencic, said that evaluation should be made continuously throughout the life of a project. Monitoring and evaluation should also include an integrated community-based approach, since most WID projects/programmes should be participatory. Such an approach should start with an assessment of needs, including identification of the extent to which present notions of women's roles determined a need for attitudinal or behavioural changes. Finally, she said cost-benefit analysis could be useful, but should not be applied too narrowly to WID projects; wider socio-economic objectives and developmental change should also be taken into account.

An INSTRAW survey paper entitled "The Women-in-Development Dimension in Evaluation Methodologies — a

Survey of Approaches by the Organizations of the United Nations System" was presented by consultant M. Carrera-Halim. According to the survey, most United Nations organizations did not include WID issues in their guidelines for evaluation, and what guidelines did exist tended to be procedural.

Working groups made the following recommendations:

- INSTRAW should update its survey paper and compile WID and gender-related terminology for a revised Glossary of Evaluation Terms.

- United Nations organizations should develop user-friendly data bases on WID and country profiles.

- WID rosters of experts should be developed, and evaluation should be done by both internal and external teams.

- WID approaches should be used to consider the effects of structural adjustment processes, the fight against the feminization of poverty, the significance of women's work in the informal sector and the interrelationship of socio-economic aspects with the environment.

- United Nations organizations should include training on WID in their programmes for project personnel.

The meeting was attended by representatives of 22 United Nations organizations. INSTRAW's representatives, in addition to the Director, included Borjana Bulajich, Associate Social Affairs Officer, and Alfred Stangelaar, Social Affairs Officer. □

## STATISTICS OF WOMEN

Geneva, 13-16 November 1989

Part-time employment, household production, absenteeism from work and gender differences in time use were among the issues considered by participants at the second Economic Commission for Europe (ECE)/INSTRAW Joint Meeting on Statistics of Women.

Due to the varying social and economic structures of different countries the term "part-time employment" is interpreted in different ways, and its statistical treatment has varied accordingly. In some circumstances, people choose to work part-time, while in other situations, they have no choice but to do so. Therefore, a clear distinction between voluntary and involuntary part-time work should be reflected in data collection. Statisticians attending the meeting agreed that cases involving persons desiring full-time employment but who

could find only part-time jobs constituted one type of underemployment.

The need for statistics to be collected on a life-cycle basis to capture both the productive and reproductive phases of women's lives was also expressed. Statistical data collection systems should be more flexible so as to better take into account changing values and mores in society.

New initiatives in the measurement and valuation of labour inputs were also presented at the meeting. These included the development of satellite accounts on household production and measurement and valuation of a household's productive activities that are outside the boundaries of the System of National Accounts—the United Nations measurement of national economic production, including GDP, GNP, occupation and employment

status. INSTRAW, in collaboration with the United Nations Statistical Office, is preparing a report to assist countries in developing their own statistics in the field; the report will also provide national planners with a more complete picture of production in the informal and household sectors.

New social trends are forcing statisticians to develop new definitions, the meeting found. For example, surveys of informal care givers are increasingly useful, given the growing burden of care associated with the aging of much of Europe's population.

INSTRAW was represented at the meeting by Marie-Paul Aristy, Senior Economic and Social Affairs Officer; Corazon Narvaez, Associate Social Affairs Officer; then-President of the Board of Trustees, Kristin Tornes; and consultant Ann Chadeau. □

## USERS AND PRODUCERS OF STATISTICS

Quito, Ecuador, 27 Nov. - 1 Dec. 1989

This national workshop on statistics and indicators on women and development, co-sponsored by INSTRAW and its focal point in Ecuador, the Instituto Ecuatoriano de Investigaciones y Capacitación de la Mujer (IECAIM), covered four main topics:

- *Principal sources of statistical information for measuring women's participation in development, with special reference to Ecuadorian women.* Participants cited the inadequate dissemination of published statistics and lack of access to unpublished data. Criteria for data-gathering on women's situation should be revised and specific research undertaken to cover the country's poorest provinces, where women's problems are most dramatic.

- *Statistics on women needed for planning national development.* Statistics should not deal with women as a homogeneous group but should consider the various socio-economic strata they comprise, participants said. Social class should also be considered in relation to such factors as housing conditions, fertility, marital status, educational level, women's participation in the labour market and child survival rates.

Other essential statistics include information on food, health, shelter and education, community development, work productivity, legislation, and the situation of rural, indigenous, urban poor and female heads of household. Participants considered the appropriateness of using the household as the basic unit of analysis. On the subject of health, they called for consideration of the reproductive role, occupational health hazards and the health consequences of the "double working day" and of consumer society, which leads to the consumption of food with low nutritional value because it is readily available and well-publicized.

- *Women's economic contribution and statistics.* Existing data tend to underestimate drastically women's participation in the agricultural and artisan sectors, participants said. Ecuadorian women have been particularly hard-hit by the regional economic crisis, with the double working day affecting the poorest women most of all. Many of the women presently identified only as housewives are in fact farmers, artisans, vendors and service workers. Concepts and data-gathering techniques should be revised according to the reality of

present-day Ecuador, rather than relying on European models.

- *Use of existing statistics in projects for improving women's situation.* Participants in this session stressed the importance of statistical analysis based on class and ethnic group, as well as on sex. New approaches were needed to consider women's multiple roles, and therefore required new data-gathering techniques, such as life histories and participant-observation.

Greater participation by women in public life outside the family was urged. The fact that data on violence against women was relatively unquantified should be rectified. Finally, with regard to the problems of peasant women, participants said more conceptual improvements as well as data were needed, particularly to document the profound deterioration in these women's condition since the collapse of the hacienda system.

Marie-Paul Aristy, INSTRAW's Senior Social Officer; consultant Mercedes Pedrero; and Fabiola Cuví Ortíz, IECAIM Director, were among the speakers at the plenary session. Alfonso Chan, INSTRAW's Chief Administrative Officer, also attended. □

# WOMEN'S RIGHTS CONVENTION CELEBRATED

Santo Domingo, 22 January 1990

Participants in a round table sponsored by INSTRAW called for changes in the labour and social laws of the Dominican Republic to comply with the Convention on the Elimination of All Forms of Discrimination against Women. The round table was held on 22 January as part of celebrations marking the tenth anniversary of the Convention, which was adopted by the United Nations General Assembly on 18 December 1979.

Representatives of INSTRAW provided the background on the work connected with implementing the Convention from an international perspective. "Achievement of the principle of equal pay for equal work is still in the distant future," said Dunja Pastiz-Ferencic, Director of the Institute. Teresa Elvira Meccia de Palmas, Ambassador of Argentina to the Dominican Republic and President of the Fundación por los Derechos de la Mujer Latinoamericana, described the work of the Foundation, which attempts to coordinate work on the Convention at the regional level. Finally, experiences

at the national level in providing direct assistance to women were presented by representatives of three Dominican groups and of the Government.

In the debate that followed more than 120 participants drawn from Dominican public life, women's organizations and the international community focused on the situation of Dominican women in the areas of employment, family life, health and education. They stressed that labour laws must be modified to secure women workers' rights to paid maternity leave and day-care centres. A family court should be established to deal with cases of divorce, sexual abuse and violence in the family. Better education was needed to encourage the more equal distribution of household chores between the sexes. Participants also suggested that both the public and private sectors should be involved in research on the conditions of women working in the country's free trade zones. Finally, they called for a common front to effect the necessary changes in legislation in accordance with the Convention. □



More than 120 people attended INSTRAW's 10th anniversary celebration of the UN's women's rights convention in Santo Domingo last January.

## UN WOMEN'S DIVISION SENDS MESSAGE

The United Nations Division for the Advancement of Women, based in Vienna, coordinates the dissemination of information regarding the Convention for the entire United Nations system. Chafika Sellami-Meslem, Director of the Division, sent the following message to INSTRAW for the Institute's celebration of the Convention's tenth anniversary:

"On (this) occasion..., I am happy to extend to you the full support of the Division for the Advancement of Women. Our efforts and aims are the same in that we are endeavouring to disseminate the word and spirit of the Convention so that it may be universally accepted and all its provisions implemented to the full.

"We can use this tenth anniversary to celebrate some success but not to become complacent. We can be proud of what has been accomplished. Most of the women already covered by the Convention are still unaware of their rights under it and are not using them for their own betterment. Subject to poverty, the effects of past discrimination in education and employment, lacking knowledge of the workings of their legal systems, lacking institution and services that would allow them to channel their demands into their legal systems, women are still kept behind. New measures must be taken to make the Convention, together with the Nairobi Strategies, accessible and relevant to these women....

"There are still over 60 (countries) whose women are not covered by this Magna Carta of emancipation. The reasons for non-accession, justified on the basis of tradition or national practice, are not convincing, and efforts must be made inside those countries and on the international level to complete the task of ensuring that all women can benefit from its provisions". □

# WID issues in the UN: the debate continues

## Commission on the Status of Women

Vienna, 26 February -9 March 1990

A world conference on women will be held in 1995, under a draft resolution adopted last March by the United Nations Commission on the Status of Women, which is the Organization's major intergovernmental body for women's issues. The Commission, whose actions will be submitted this fall to its parent body, the Economic and Social Council (ECOSOC), also recommended a target of 30 per cent by 1995 for women holding leadership positions in Governments, political parties, trade unions, professional and other representative groups. That proposal is one of numerous recommendations on ways to increase implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, which were appraised by the Commission during its extended session.

The Commission stated that implementation of the Strategies had been "slow", and accordingly it approved another resolution by which ECOSOC would urge Governments to strengthen their national machineries and programmes for the advancement of women. Such machineries should be established in every State by 1995, with an institutional location allowing them to have a direct effect on government policy, the Commission recommended. The United Nations would also, under the terms of another resolution, carry on a world-wide campaign to increase awareness of the obstacles encountered in implementing the Strategies, focusing on *de facto* equality in political participation and decision-making, and

on the advancement of women in employment, education and health, giving special attention to problems faced by women in extreme poverty, rural women and women in the informal sector of the economy.

Among the Commission's recommendations and conclusions on its review of implementation of the Forward-looking Strategies are the following:

- "In order to help revitalize economic growth, international economic and social co-operation together with sound economic policies should be pursued. Structural adjustment and other economic reform measures should be designed and implemented so as to promote the full participation of women in the development process, while avoiding the negative economic and social effects. They should be accompanied by policies giving women equal access to credit, productive inputs, markets and decisionmaking and this should be incorporated fully into national economic policy and planning.

*"The International Development Strategy for the Fourth United Nations Development Decade should take full account of women's contribution and potential and this should be an important part of monitoring its implementation. Relevant organizations of the United Nations system should continue to examine the effects of national and international economic policies on social progress, in particular the condition of women in developing countries."*

- "Government policies, non-governmental action and international co-operation should be directed to sup-

port programmes to improve the living conditions of women in the informal sector.

*"These programmes should contribute—among other things—to the incorporation into the informal sector of appropriate technologies which can increase informal sector production and make possible greater access to domestic and international markets...."*

- "Governments should... ensure that new technologies are accessible to women and that women participate in the design and application of those technologies."

The Commission further called on Governments and financial institutions to support the establishment of co-operatives and rural banks for women to provide small- and medium-scale production.

Other recommendations made by the Commission would ask Governments and non-governmental organizations to:

- continue campaigns for women's "legal literacy";

- establish offices of ombudsmen to put legal equality into practice;

- promote the revision of textbooks to eliminate sex-biased presentations;

- ensure women's equal access to education and training, in order to remove all gender-related differences in adult literacy by the year 2000;

- increase the proportion of women involved in economic decision-making and paid employment; and

- promote issues concerning women and the environment, particularly natural disasters. □



## Latin American Poverty

Quito, Ecuador,  
31 August-1 September 1990

UNIFEM's second regional conference on poverty includes the topic of women and poverty, within the framework of the Organization's inter-agency draft Regional Plan of Action for the improvement of the condition of poor women in Latin America and the Caribbean. The Plan is being drawn up by all United Nations agencies concerned with women in development, including INSTRAW.

The idea of the Plan is to generate a new strategy for the 1990s in light of the feminization of poverty that took place in much of the region during the previous decade. It will address areas in which action is urgently needed, such as the legal condition of women; ways to alleviate the high rates of maternal mortality, fertility and early motherhood; education and training, particularly of young and poor women; increasing women's participation in the labour market and access to credit and property; women's role as caretaker of the deteriorating environment; socio-cultural aspects of women's life, such as discrimination, the role of the media, and violence against women; and actions to improve and systematize statistics on women.

INSTRAW's representative at the conference will report on the Institute's work regarding adjustment policies, statistics and training. □

## Global Consultation on Safe Water and Sanitation for the 1990s

*"A Safe Environment for a Healthy Life"*

New Delhi, 10-14 September 1990

The United Nations International Drinking Water Supply and Sanitation Decade 1981-1990 (IDWSSD) is ending in 1990. The activities under the aegis of this concerted international effort have led to the provision of safe water supplies to an estimated 700 million new users, while sanitation facilities were provided to some 250 million people during the Decade.

However, there is a great need to continue the efforts of the international community, together with individual countries, in order to achieve the aims and goals of the Decade during the 1990s. For this reason, the United Nations Development Programme (UNDP) is organizing a Global Consultation on "Safe Water and Sanitation for the 1990s: A Safe Environment for a Healthy Life". It will be hosted by the Government of India in New Delhi, from 10-14 September 1990.

The objective of the meeting is to provide an opportunity for consultations between developing countries and external support agencies to formulate strategies for environmentally sound and sustainable water supply and sanitation services for the 1990s and beyond. The consultation is expected to reach a consensus on strategies which could be supported by the international community. The results of the consultation will be brought to the attention of the United Nations General Assembly at its 1990 session. The agenda provides the framework for consultations on specific themes and issues based on regional and global characteristics for the 1990s, and strategies will focus on an integrated approach through country and local level planning and programming.

INSTRAW will be represented by its Director and a staff member. □

## WFUNA Recommendations for 1990-91 Programme

The World Federation of United Nations Associations (WFUNA), at its 1989 Assembly in Moscow, made a number of recommendations for action to be taken by United Nations associations during 1990-1991. These associations should see to it that the Nairobi Forward-looking Strategies are translated into national languages and widely distributed; press Governments to implement the Strategies in all member countries; ensure that Governments actively support United Nations efforts to implement the Strategies internationally; and insist that the Strategies be integrated into the Fourth International Development Strategy for the 1990s, which will be adopted by the United Nations General Assembly this fall.

WFUNA also recommended investigating what member associations and their national Governments have done since the Nairobi Conference in order to implement the Strategies and the United Nations' women rights convention, as well as what the proportion is of men and women among the leadership, board members and professional staff of the associations. □

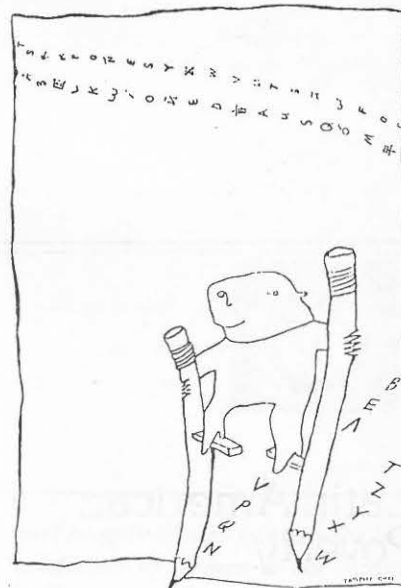
# 1990: International Literacy Year

The United Nations General Assembly has proclaimed 1990 as International Literacy Year (ILY). Literacy is of great concern to women, since the literacy gap between men and women is increasing: the rate is currently 34.9 per cent for women to 20.5 per cent for men, while in the developing world, where nearly 98 per cent of the world's illiterates live, there is a 21 per cent difference. Female illiterates over age 15 now account for two-thirds of all illiterates world-wide.

To remedy this situation, ILY is linked to a Plan of Action to assist countries in eradicating illiteracy by the year 2000. One of the Year's principal objectives is to create favourable conditions for launching world, region-

al and national plans of action by mobilizing international public opinion in support of literacy efforts. In particular, an effort will be made to alert public opinion to the rate of illiteracy among adult women and its implications for the well-being of their children, the lower rate of school participation among girls than among boys and the association between literacy and poverty, underdevelopment and economic, social and cultural exclusion.

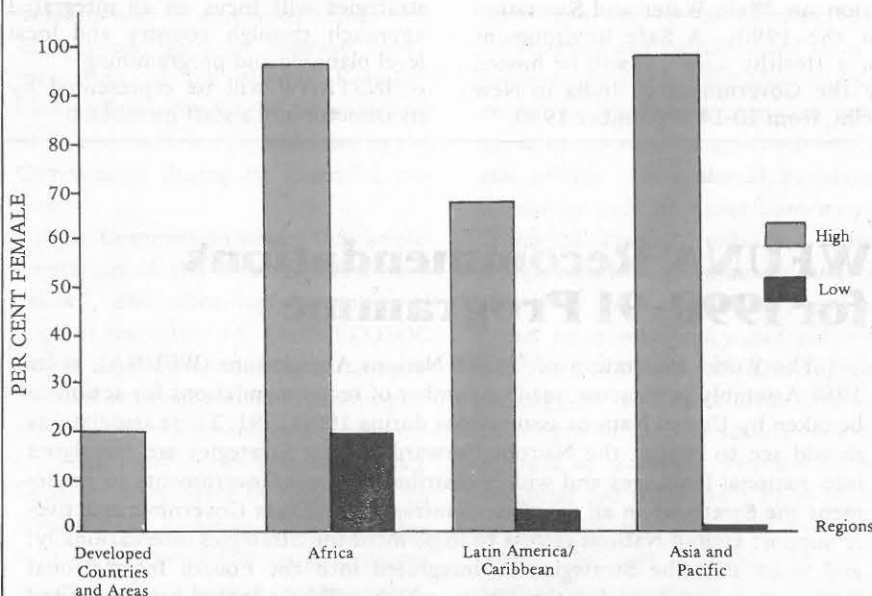
Among the major events planned for ILY are a World Conference on Education for All (Thailand, 5-9 March); the International Conference on Education (Geneva); and International Literacy Day (8 September).



1990 INTERNATIONAL LITERACY YEAR

UNESCO is the lead United Nations organization for ILY. For further information on its literacy programmes, contact the ILY Secretariat, UNESCO, 7 Place de Fontenoy, 75700 Paris, France. □

**ILLITERACY FEMALE AGED 15+; 1980/85  
PERCENTAGE HIGHS & LOWS**



The illiteracy rates of women aged 15 or more vary dramatically within the regions. In Asia and Pacific, for example, they range from 99 per cent (Yemen) to Tonga (1 per cent). The high for Africa is found in Burkina Faso, where 97 per cent of women in this age group are illiterate, while Reunion boasts the lowest rate (20 per cent). The contrast is also great in Latin America and the Caribbean: from a 68 per cent illiteracy rate in Haiti to 4 per cent in Cuba. Among the developed countries, Portugal has the highest percentage of female illiterates (20 per cent), and the Soviet Union, the lowest (0 per cent).

Source: United Nations Wall Chart on The Situation of Women 1990: Selected Indicators. A collaborative effort by the Department of International Economic and Social Affairs and the United Nations Office at Vienna, with the assistance of UNICEF, UNFPA, UNDP, UNIFEM and INSTRAW. Sales Publication No. E. 90. XVII. 3A.

**Notes:**

A series designated by a slash between years, e.g. 1985/87, refers to the latest year in that period for which data are available.

The designation "developed" countries, areas or regions is intended for statistical convenience and does not necessarily express a judgement about the stage reached by a particular country or area in the development process. In this chart, "developed" regions or areas refers to countries and areas of Europe plus Australia, Canada, Japan, New Zealand, Soviet Union and United States. Figures for Australia, Japan and New Zealand are therefore shown under the heading "developed countries or areas", not under Asia and Pacific.



# News from the regions

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## **ECA** **Economic Commission** **for Africa**

An international conference on the role of popular participation in development has explicitly identified the lack of participatory processes as the primary cause of Africa's unyielding, decade-long economic catastrophe. Sponsored jointly by ECA and non-governmental organizations, the conference called on African peoples and Governments to embark urgently on a series of far-reaching changes in the structures, patterns and political context of decision-making at all levels of society.

The conference, held in Arusha, Tanzania, 12-16 February 1990, adopted the African Charter for Popular Participation in Development Transformation, which asserts that "there must be an opening up of political processes to accommodate freedom of opinion, tolerate differences... and ensure the effective participation of the people and their organizations... in designing policies and programmes".

A significant portion of the Charter is devoted to analysing the pivotal contribution made to development by women, and it urges that attainment of equal rights by women in social, economic and political spheres must be a central feature of any democratic and participatory pattern of development.

INSTRAW Trustee Victoria Okobi presented a paper on behalf of the Institute at the *Fourth Regional Conference on the Integration of Women in Development and on the Implementation of the Arusha Strategies for the Advancement of Women in Africa* (Abuja, Nigeria, 6-10 November 1989). "Since the beginning," she noted, "the Institute has concentrated a substantial part of its efforts in the African region." She cited INSTRAW's statistical project on African women in the informal sector — on which the Institute is collaborating with the Commission and the Organization of African Unity — field-testing of its training package on women, water and sanitation at national workshops in four African countries, and evaluation methodologies. □

## **ECE** **Economic Commission** **for Europe**

ECE is engaged in a joint project with INSTRAW on time use, and has completed four of five case studies. The first concerns "Everyday life in ECE countries: A comparative study of women's and men's time use". Specifically, it looks at trends and changes in time use from the 1920s to the 1960s in the Soviet Union, the United States and the United Kingdom, as well as trends and changes in paid and unpaid work and free time. While men still have the principal responsibility for paid work and women for unpaid work, the general trend is for men's and women's time use structures to converge.

The second case study is entitled "Economic activity and women's time use". One section deals with women's employment, specifically age/participation rates in Europe, while the second section uses time budget data to examine the relationship between employment status and the full range of women's and men's activities.

The informal and domestic work of women in countries with centrally planned economies is the topic of the third case study. It focuses on the determinants and forms of work; time use; and the economic role of women in such countries, and discusses the concepts and evaluation of informal and domestic sectors.

The fourth study, concerning variation in women's time use by age and stage in family cycle, includes a longitudinal analysis of such changes in Denmark, Norway and the United Kingdom. Data on the Netherlands, Hungary, Canada and the United States are also provided.

The Commission is interested in strengthening its collaboration with INSTRAW by making the Institute's European focal points the nucleus for future parallel activities. Following the ECE/INSTRAW joint meeting on statistics on women last November. (*see p. 26*), consultations will be held on the next meeting in 1991. □

## **ECLAC**

### **Economic Commission for Latin America and the Caribbean**

In 1989, ECLAC reorganized its activities in order to systematize the relations of its Women and Development Unit with regional Governments, with the help of a group of Presiding Officers. In taking this action the Commission followed the recommendations of the Fourth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, which was held in Guatemala City, 27-30 September 1988.

The September 1989 meeting of the Conference's Presiding Officers highlighted Commission actions on behalf of the least protected sectors of women, and the actions intended to enhance theoretical and quantitative knowledge on the theme of women. The possibility of an interregional proposal on that subject by the regional commissions and INSTRAW was also underlined.

ECLAC presented the Officers with the following new studies:

- "Rural Women of Latin America and the Caribbean: Results of Projects and Programmes", which summarizes the main aspects of the recent situation of rural women in the region, emphasizing the gender division of rural productive work and women's recent incorporation into agro-industry.

- "Women and Politics in Latin America and the Caribbean" analyses the political participation of women, linked to the concept of integral development.

- "Latin America: The Challenge of Socializing the Domestic Environment" analyses changes in the situation of women and families in the region. This situation is the product of inadequate development and the impact of the debt crisis, and requires the design of innovative and effective policies to support women.

The Fifth Regional Conference is tentatively scheduled for September-October 1991. □

## **ESCAP**

### **Economic and Social Commission for Asia and the Pacific**

Two ESCAP publications from 1989 are of interest to WID. *Guidelines on Upgrading the Legal Status of Women* is derived from an analysis and evaluation of legal literacy programmes for women carried out by the Commission in Bangladesh, Indonesia, the Philippines and Sri Lanka. The programmes covered women's political, civil/family and economic rights, and general welfare, especially as paid workers. The programmes were implemented by national counterpart agencies in each country on the basis of workshops, and legal literacy campaigns were conducted. The *Guidelines* describe the scope and strategy of a legal literacy programme as well as the campaigns in each of the four countries.

The revised edition of the *Directory of National Focal Points for the Advancement of Women in Asia and the Pacific* contains charts on total population, economically active population, fertility rate and life expectancy on each of 32 countries in the ESCAP region. Information on national focal points, including national policy, organizational structure, functions, major programmes, and publications, is also provided, as are country maps and a fold-out map for the region. □

## **ESCWA**

### **Economic and Social Commission for Western Asia**

ESCWA has developed a project proposal aimed at increasing the economic participation of Arab women in the region through a culturally acceptable approach that takes women's family responsibilities and economic contribution into account. The proposal, which has already received preliminary funding from the United Nations Development Fund for Women (UNIFEM), is entitled "Strategy for Western Asia: A Third Choice for Arab Women".

Women's participation in economic activities in the ESCWA region has been among the lowest in the world. At the same time, the demand for labour in the Gulf countries has led to the influx of large numbers of expatriate workers, including women. However, increased utilization of the native female population to meet this demand will entail due consideration of the region's predominantly Islamic cultural values, which restrict women's access to remunerative employment.

Three areas of action can be pursued to increase women's economic participation within existing norms and attitudes. First, the number of women working in secretarial and service positions, for which demand is high, could be increased. Secondly, their representation in the statistical and professional occupations could be boosted. These first two alternatives, nonetheless, are not necessarily the most desirable, since women secretaries and service workers only contribute to sexual stereotyping, while few women in the region are sufficiently trained in professional skills. They also call for women to choose between staying at home or sacrificing family duties and personal satisfaction in order to maintain a regular job — something which goes against the grain of their cultural orientation.

ESCWA is therefore advocating the "third choice" — "a labour market response to new and emerging needs of the labour force". It has the same goal as the other two — greater participation of women — but by adapting work requirements to the family needs of women, instead of the other way around. The Commission proposes to accomplish this through four interlinked activities: data collection and analysis, to document the present situation of women; occupational training; formulation of policy guidelines, to be presented at a meeting of policy makers and women's groups; and implementation of the strategy itself, through clearing-house and technical co-operation activities. □

# NEW IDEAS OUTSIDE THE UN SYSTEM

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## INSTRAW Represented for First Time at Non-Aligned Summit

*Belgrade, 4-7 September 1989*

INSTRAW was invited for the first time to attend in a guest capacity the Ninth Conference of Heads of States or Government of Non-Aligned Countries. During the Economic Committee session, a study on "Women and South-South Co-operation: Bridge to the Mainstream", prepared by INSTRAW

in collaboration with the Centre for International Co-operation and Development Studies, Harare, Zimbabwe, was distributed to delegates.

INSTRAW was represented by its Director, Dunja Pastizzi-Ferencic, and Borjana Bulajich, Associate Social Affairs Officer. □

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## Non-Aligned Countries Discuss WID

*Havana, 29 Jan. - 1 Feb. 1990*

The Ministerial Conference of Non-Aligned Countries on the Role of Women in Development was intended to coordinate the non-aligned countries' position on this issue, especially in view of the 1990 session of the United Nations Commission on the Status of Women (see "WID issues in the UN").

The Conference recommended that working relations within the framework of the United Nations among the Division for the Advancement of Women (DAW), the United Nations Development Fund for Women (UNIFEM) and INSTRAW should be strengthened in order to incorporate activities designed to benefit not just women but the overall development of non-aligned and developing countries. It also called on the United Nations Statistical Office, DAW and INSTRAW to strengthen further their collaboration in the collection, analysis and use of statistics on women.

"We reaffirm the valuable contribution of all women, and strongly support their aspirations towards the recognition of their rights. We particularly underscore the need for greater efforts for the full integration of women in our development processes. The promotion of human rights and freedom is one of the basic objectives of our Movement."

Marie-Paul Aristy, Senior Economic and Social Affairs Officer of INSTRAW, represented the entire United Nations system at the conference. □

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## International Women's Rights Action Watch

*New York City, 20-22 January 1990*

"A Decade of the Women's Convention: Where We Are -What's Next?" is the title of the IWRAW's fifth annual conference, which celebrated the tenth anniversary of the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women. The purpose of the conference was to appraise implementation of the Convention at national levels and to plan for a second productive decade. In addition, a special one-day forum on women's reproductive rights focused on how those rights are threatened world-wide since the recent U.S. Supreme Court *Webster* decision.

Participants also focused on topics considered by the Committee on the Elimination of Discrimination Against Women, which reviewed country reports in January 1990. Sessions on legal literacy and services illustrated how

women's and law groups world-wide are implementing the principles of the Convention at the grass-roots level.

IWRAW -commonly known as WATCH- is a global network of individuals and organizations that monitors, analyses and promotes changes in laws and policies affecting the status of women. The organization uses the United Nations Convention as the focal point for its activities, and is the only NGO to focus on the Convention and its relation to human rights and development.

INSTRAW was represented by consultant Nina Miness. For further information, contact: DLPP/IWRAW, Center for Population and Family Health, 60 Haven Ave. B-3, New York, N. Y. 10032, USA, tel. 212/305-6980, fax 212/305-7024. □



# "Women Hold Up Half the Sky: Vision and Voices for the 1990s"

Des Moines, Iowa, 3-5 May 1990

The United Nations Association of Iowa sponsored this international colloquium, which was designed to encourage dialogue between humanities scholars, researchers, planners, policy makers, artists and community organizers to promote institutional and cultural change. Sessions were highlighted around the following themes: access to information; access to popular culture, the media and alternative publications; access to resources; and grass-roots networking and access to power. A communications fair illustrated how to look at heritage through the lives of women nationally and internationally; showcasing art, masks, the media and needlecrafts.

Using the United Nations' non-governmental Nairobi grass-roots meeting, FORUM '85, as a model, the programme was intended to:

1) further implement both locally and globally the Nairobi Forward-

looking Strategies and the United Nations Convention on the Elimination of All Forms of Discrimination Against Women;

2) promote a greater understanding of the real problems as well as the commonalities that link women across the globe;

3) provide a vision of what society might or ought to be like for women in the 1990s; and

4) explore methods for empowerment of individuals and women's organizations.

Dunja Pastizzi-Ferencic, INSTRAW Director, spoke on "The Need for Innovative Development Indicators and Policy: Women's Work in the Informal Sector of the Economy". The United Nations system was also represented by speakers from the United Nations Population Fund (UNFPA) and the United Nations Development Fund for Women (UNIFEM). □

# WOMEN

hold up half the sky:  
vision and voices for the 1990s



## Women and the Many Dimensions of Power

Montreal, 3-8 June 1990

This first world summit, organized by the Canadian women's group F.R.A.P.P.E. ("Femmes regroupées pour l'accessibilité au pouvoir politique et économique", or Women for Access to Political and Economic Power), will be held in commemoration of the fiftieth anniversary of Québec women's right to vote. FRAPPE calls it "a Nairobi-type convention to pave the way for the United Nations meeting planned for 1995".

The objectives of the summit are, accordingly, to draw up common stra-

tegies in order to gain access to the corridors of power and to put in place the means to give women their due place in all decision-making structures of modern society.

Four major workshops will be devoted to Power and the Economy; Power and the Media; Power and Politics; and Power and Religion. Concurrent workshops also cover the relation of power to such topics as the arts; ecology; handicapped women; health; law; reproduction and choices; senior citizens; sexuality; and work. The

latter aims to provide a critical analysis and future perspectives on women's work within the official and unofficial economy.

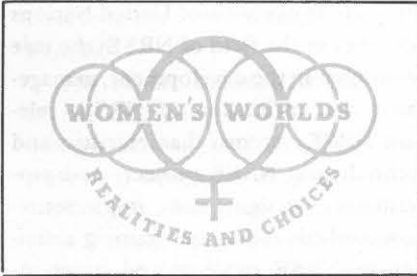
Filmmaker Margarethe von Trotta, author Shere Hite and politician Geraldine Ferraro are among the scheduled speakers.

For further information, contact: FRAPPE, 822, rue Sherbrooke est, Bureau 322, Montréal, Québec, Canada H2L 1K4, tel. 514/521-0152, fax 514/521-7686. □

# Women's Worlds: Realities and Choices

New York City, 3-7 June 1990

INSTRAW Director Dunja Pastizzi-Ferencic will be keynote speaker at the *Fourth International Interdisciplinary Congress on Women* at Hunter College (CUNY), New York City. The



Congress, held every three years, aims to bring together scholars and practitioners from a wide range of disciplines to share insights, experience and research, and to explore issues of importance to women throughout the world.

This year's Congress will explore women's realities and choices as they intersect with analysis, research, theory and action.

For further information, contact: Marsha Frankel, 4th IICW, Dept. of Anthropology, Hunter College-CUNY, 695 Park Ave., New York, NY 10021, USA. □

## Indian Colleagues Request Support

The Indian Institute of Human Sciences is planning to organize an international conference on women and housing problems late in 1990. It is also interested in undertaking an international, intercultural, multidisciplinary project on friendship, focusing on friendship among and between women, both in rural and urban settings, and in the work place and domestic situations.

The Institute has requested financial assistance for the conference and input from scholars for the friendship study. Contact: Prof. Samir K. Ghosh, Indian Institute of Human Sciences, 114 Sri Aurobindo Rd., Konnagar, W.B., India 712 235. □



*In this religious ceremony in Bali, it is the women who carry the offerings to the temple.*

UN PHOTO/John Isaac

# Bookshelf

## selected INSTRAW publications

**Report from the National Training Workshop on "Women, Water Supply and Sanitation".** *Zonta International/INSTRAW, Santo Domingo, 1990. 47 pp., English. INSTRAW/SER. A/19.*

This report presents a summary of events and concise coverage of certain substantive issues dealt with during the workshop, which was held in Lagos, Nigeria, from 10-16 May 1989. These issues include: the participation of women in planning water supply and sanitation (WSS) projects and programmes; women's activities in health and hygiene education in WSS projects and programmes; the role of women as participants and beneficiaries in the choice of technology and training for WSS; women's activities in the operational stage of WSS projects; and communication/information strategies in WSS projects. Also included in the report are numerous recommendations emanating from the workshop.

Among the recommendations are: the issuance of directives to all States to establish uniform Steering Committees to plan WSS projects and programmes; the establishment of a National Women's Commission to function as a channel through which the input of women will be reflected in policy and programme planning for WSS; an improvement in the channels through which women can be educated on health and hygiene; the involvement of women in the entire process of choosing technology and training; the elaboration of a national policy on women and WSS with specific reference to communication/information strategies; and regular evaluations of WSS projects and programmes.

The annexes include the agenda, a presentation on WSS aspects in Akwa Ibom State and opening statements by the Minister of Social Development, Youth and Sports and INSTRAW's representative, Stephani Scheer.

**Report of the Regional Training Seminar on "Women, New and Renewable Sources of Energy",** *Santo Domingo, INSTRAW, 1989. 38 pp., English. INSTRAW/SER. A/18.*

This report summarizes the events of the seminar, organized by INSTRAW in co-operation with the United Nations Economic Commission for Africa (ECA), and sponsored by the Government of Italy. The seminar took place in Addis Ababa, Ethiopia, 16-20 October 1989.

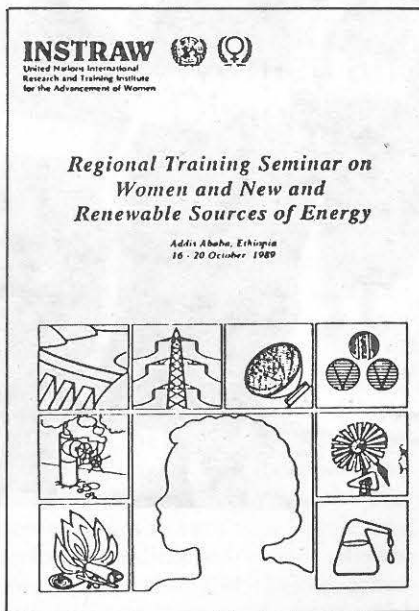
The purpose of the seminar was to test INSTRAW-ILO/TURIN Centre's prototype multi-media modular training packages on Women and New

and Renewable Sources of Energy (NRSE). Deliberations focused on such areas as: an overview of United Nations activities in the field of NRSE; the role of women in the development, management and utilization of NRSE; relevant NRSE systems: characteristics and technologies; NRSE projects and programmes: design and implementation; and education and training activities in NRSE projects and programmes.

The report also contains participants' recommendations, which include the recognition of the role of women in national policy on NRSE; the involvement of qualified women in project management, supervision, monitoring and evaluation; an emphasis on technologies which contribute to alleviating the heavy burden of women's work; and critical evaluation of NRSE training programmes. A list of participants and observers, as well as the seminar's workplan, are provided as annexes.

**Taller Subregional de Centroamérica para Productores y Usuarios de Estadísticas e Indicadores de la Mujer y el Desarrollo (Subregional Central American Workshop for Users and Producers of Statistics and Indicators on Women and Development).** *INSTRAW, Santo Domingo, 1989. 150 pp., Spanish. INSTRAW/SER. A/16.*

This publication presents the results of the sub-regional training workshop on statistics and indicators on women, which was held in San José, Costa Rica, 5-10 December 1988. The workshop was organized by INSTRAW in collaboration with the Centro Nacional para el Desarrollo de la Mujer y la Familia de Costa Rica (Cos-



ta Rican National Centre for the Development of Women and the Family).

The report summarizes the results of the discussion and the recommendations. It also compiles all the papers presented which, in keeping with the workshop's objectives, dealt with statistical needs from the users' perspective; statistical data for measuring women's participation in the development process; and the use of statistics in designing women-oriented policies. Recommendations highlighted the need to adopt measures to improve traditional statistics, and to facilitate access to information. Also recommended were a revision of occupational classifications in order to reflect more adequately the situation of the region; the addition of the category of ethnic group as another relevant characteristic to be included in tabulations; and further research on the conditions and causes of internal and international migration. Among the annexes are some of the papers presented at the workshop, the agenda and lists of participants and documents.

**Proceedings of the Interregional Consultative Meeting on Women in Cooperatives: Implications for Development.** *INSTRAW, Santo Domingo, 1990. 374 pp., English. INSTRAW/SER. A/17.*

Part One of the proceedings of this meeting, which was held in Plovdiv, Bulgaria, 20-24 June 1988, presents the report of the meeting, whose main objective was to analyse, from the global and regional perspectives, women's participation in the co-operative movement, particularly in developing countries, and to produce long-term guidelines for action to

enhance women's participation in co-operatives.

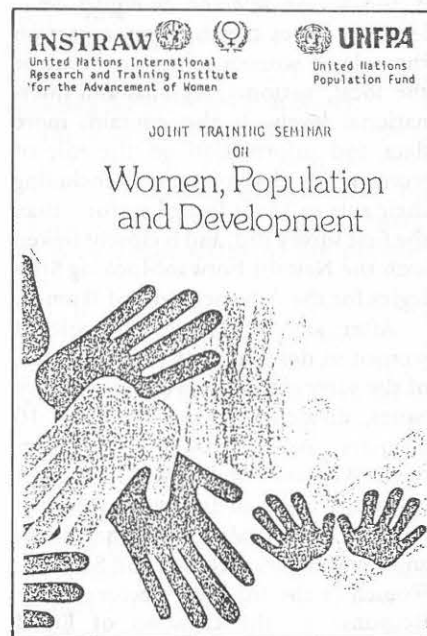
The papers, presented by experts in co-operativism from both developing and developed countries and from United Nations bodies and agencies, are reproduced in Part Two. They focus on the co-operative approach to development; regional experiences in economic and social policy; women's involvement in the international co-operative movement; and organizational and managerial aspects of co-operatives. Experiences from African, Asian, European and Latin American countries, as well as from governmental and nongovernmental organizations and United Nations institutions, are presented.

The participants formulated prototype guidelines for future action at the international, regional and national levels. Some of these guidelines are: the co-ordination of co-operative education, training and exchange of information for women in co-operatives by the United Nations, its specialized agencies and inter-governmental and nongovernmental organizations; the collection and classification of data at the national and regional levels on women's participation in co-operatives; and future research on obstacles to women's participation in co-operatives, as well as on existing co-operatives in which women predominate.

**Report of Training Seminar on Women, Population and Development.** *Jointly organized by United Nations Population Fund (UNFPA) and INSTRAW, Santo Domingo, 1990. 35 pp., English. INSTRAW/SER. A/20.*

This report summarizes the deliberations of the seminar, the first organ-

ized in the sub-region of Central America and the Caribbean on the topic of *Women, Population and Development*. At the seminar (Santo Domingo, 22-26 May 1989), development practitioners from 15 countries exchanged experiences and views in order to influence the formulation of programmes and projects of direct benefit to women, their families and society.



Presentations included United Nations approaches to WID and population and national experiences in population programmes and development policies.

Among the seminar's recommendations are the positioning of women in decision-making roles and using the media to promote women's issues; increased dissemination of information on maternal mortality; and the inclusion of time and place of work as indicators. There is also a bibliography on women, population and development for the region. □

# Book Notes

**1989 World Survey on the Role of Women in Development.** *United Nations Office at Vienna, Centre for Social Development and Humanitarian Affairs. Vienna, 1989. 301 pages, English.*

This survey, an update of the first such survey published in 1986, comprises 11 chapters, including annexes, tables and figures, and a bibliography. By mandate of the General Assembly, it focuses on selected emerging development issues that have an impact on the role of women in the economy at the local, national, regional and international levels. It also contains more data and information on the role of women in development—including their role in the informal sector—than the first survey did, and is closely linked with the Nairobi Forward-looking Strategies for the Advancement of Women.

After an overview of the role of women in development, the main part of the survey deals with the substantive issues, divided into the following 10 chapters: Women, Debt and Adjustment; Women, Food Systems and Agriculture; Women in Industrial Development in Industrial Countries: Trends and Perspectives; Women and Services; Women in the Informal Sector; Policy Response to the Creation of Equal Opportunities in the World of Work; Technology and Women; Culture and the Economic Role of Women; Statistics and Indicators on Women's Participation in the Economy; and Equality, Development and Peace: An Inevitable and Irresistible Interdependence.

The following United Nations bodies contributed the chapters: Division for the Advancement of Women; FAO; UNIDO; UNCTAD, ILO; Centre for Science and Technology for Development; UNESCO; and the Statistical Office. INSTRAW contributed an annex to the chapter on women in the informal sector, concentrating on the development of statistics and indicators.

**World Economic Survey 1989: Current Trends and Policies in the World Economy.** *United Nations Department of International Economic and Social Affairs, New York, 1989. 186 pages, English.*

This volume reviews and analyses the implications of such economic trends as the unexpectedly large expansion of world output, the vigorous growth of international trade and investments, and the fact that many developing countries, particularly in Africa and Latin America, barely benefited from those developments.

The survey has been divided into eight chapters: The State of the World Economy; Global Economic Trends and Prospects; International Trade; International Finance and Debt; The International Energy Situation; Economic Reform and Integration of Centrally Planned Economies; Interest Rates in the 1980s; and Economic Adjustments and the Net Transfer of Resources from Developing Countries.

The final portion of the survey is devoted to three special issues, one of which concerns the socio-economic attainments of women, with a special focus on economic aspects of women's situation and their contribution to economic development, taking into account their participation in the evolution of labour markets. Tables are provided in this section on female-male activity rates for different regions and the economically active female population in agriculture, industry and services, 1970 and 1980. There is also a discussion of the impact of technology on women.

The other special issues covered by the survey are early identification, analysis and monitoring of world economic developments, and selected demographic indicators. Numerous statistical tables and figures are also provided.

**Multimedia Training Materials for Water Supply and Sanitation.** *World Bank, Economic Development Institute. Washington, D.C., n.d., English.*

These new training tools comprise a comprehensive collection of audiovisual and written materials designed to help managers and decision makers to plan, finance and implement water supply and sanitation (WSS) projects. The collection focuses on the economic, financial and institutional considerations essential to the success of any WSS project.

The materials are grouped into four subject areas: economic feasibility, financial feasibility, institutional feasibility and technical options. Topics within each subject area are organized into self-contained training units. The collection consists of a total of 20 units including separate units explaining the concepts of macroeconomics, sector planning and the project cycle. As a whole, the units form a complete two-week seminar, but they can also be ordered and used separately to focus on particular subjects.

Each unit contains 35mm colour slides with an accompanying lecture on cassette tape, 20 copies of a participant manual, and an illustrated transcript of the slide-sound presentation. Instructor guides and notes for all units are gathered into one notebook.

The materials in this collection have been extensively reviewed by World Bank staff and field-tested in some 30 seminars. Modified versions in French and Spanish are also under preparation.

For further information, or to place an order, contact: Edith A. Pena, Economic Development Institute, 1818 H Street, N. W., Washington, D. C. 20433. Prices for individual training units range from US\$140-240; the complete collection of 20 units retails for US\$3,000.



## Book Notes

**Población y condición de la mujer en la República Dominicana (Population and Condition of Women in the Dominican Republic).** I. Duarte, C. Gómez, C. Báez and M. Ariza. Santo Domingo. Instituto de Estudios de Población y Desarrollo (IEPD), 1989, 170 pages, Spanish.

In the Dominican Republic, changes that have taken place in the family, the

educational system and the work place in recent decades have redefined and further exacerbated the subordination of women.

This study analyses the entire problem, presenting factors of sex and class as general explanations of women's situation, relying on the methodological supposition that the differences between men and women are due primarily to their sexual condition,

while differences between women as a group are expressed through their social status.

According to the authors, the shift of women from the domestic sphere to the labour market, the control women have over their reproductive capacity by means of contraception and the different reproductive strategies tied to social class have had a major impact on both the socio-demographic context and the family structure.

In the area of fertility, a decline has been noted, from 7.4 children per mother in 1950-55 to 3.8 in 1985-90, with women in the rural areas accounting for the highest averages.

The study suggests that the impact of the economic crisis could increase the trend towards strengthening or rebuilding the extended family among the poor urban sector of the population.

As to education, women's participation in the system has increased to the point where it is now equal to that of men. None the less, the sexual division is still felt as strongly as in the past, particularly in technical/vocational education.

Unequal distribution of salaries in terms of sex has also been noted: women's percentage share of salary decreases as salary scales increase. The process of urbanization, the growing importance of the tertiary sector and the decline in real income have stimulated women's participation in the economically active population, particularly in commercial activities and the service sector.

The increase in remunerated work, conclude the authors, leads women to organize their household work differently, to have fewer children and to seek help from the extended family, but it also means a greater emotional burden and stress in order to cope with the incompatibility of their productive and reproductive roles. □

## MULTI-AGENCY TASK FORCE DISCUSSES WOMEN AND TROPICAL DISEASES

Such questions as whether women have different risks than men for infection and disease in the tropics, and which periods of a woman's life represent the greatest risks, were discussed by medical specialists at the first meeting of the UNDP/World Bank/WHO Special Programme for Research and Training in Tropical Diseases (TDR). Research on how tropical diseases affect women should take into account their unique social, economic and care-giving roles, experts stressed at the meeting, which took place on 1 May 1989.

Pregnancy is a risky time for diseases like leprosy, when increased estrogen levels lower immunity and can exacerbate the disease. The challenge for health planners, experts noted, is to find out how to convince women with leprosy to postpone pregnancy while their disease is active. Similarly, malaria puts pregnant women at risk—largely because it frequently leads to anemia, which is a major cause of maternal mortality.

However, malaria can be a more serious problem for women than for men when cultural patterns make access to treatment more difficult. One expert at the meeting described a situation in Thailand, where the ratio of men to women using a malaria clinic was six to one. This is not because men are more prone to malaria—in fact, there are no significant differences in frequency of malaria between the sexes—but because women may have less control than men over the resources needed to travel to a clinic, such as cash, credit, means of transport or the social ease and acceptability of travel.

In rural areas of Colombia as well, where 75 per cent of women work outside the home, women have less chance than men of receiving adequate malaria treatment. This is because when they are ill, there are few other household members willing or able to take care of them and because, in their self- and other-imposed role as primary caretakers, they are less likely to seek or obtain proper care.

Meeting participants also discussed why males, who at conception outnumber females by 120:100 and at birth by 105:100, end up being less disadvantaged by social and environmental factors than women. "Perhaps the most striking reason for the loss of the female 'advantage' in the developing world," suggests the June 1989 issue of *TDR News*, "is the relative lack of protection given to women during... pregnancy and childbirth.... Of the estimated half a million women who die each year during this period, over 99 per cent are in developing countries."

Dr. Carol Vlassoff, in an interview published in the same issue, states that "Women are the key decision-makers in relation to their family's health and to the way family members seek health care in tropical countries.... Surprisingly few studies have attempted to look at the sex differentials, both biological and social, in risks for TDR's target diseases."

As she points out, the TDR meeting emphasized the need for studies to begin providing some answers. Accordingly, workshops are planned world-wide. □

# In-house news

● In October 1989, INSTRAW was visited by Bolivian parliamentarian Emma Oblea Torres, who is also president of the Democratic Women's Federation of Bolivia. Ms. Oblea discussed a possible collaboration on organizing a national training workshop on statistics and indicators.

● *Reinbart Helmke, Resident Representative of the United Nations Development Programme (UNDP) in Haiti, came for an exchange of views and to discuss various areas of co-operation between UNDP and INSTRAW.*

● Anthropologist Stella Pieters Kwiers, advisor to the Federation of Curacao Women, came to INSTRAW to learn about its operations. The visit was part of her research work, which is supported by a grant from the International Development and Cooperation Institute of Canada.

● *INSTRAW continuously receives representatives of Dominican organizations, including Miriam Perelló and Divina Franco, of the Dominican Women's Association and Book Foundation, respectively.*

● Last November, Elke Warnke, wife of the Minister of Economic Cooperation of the Federal Republic of Germany, who was in the Dominican Republic for an official state visit, stopped by INSTRAW. The Institute organized an informal meeting for Ms. Warnke with Dominican women's groups.

● *The secretary of the American Affairs Commission of the International Unit of Latin Notaries, Silvia Farina, exchanged views with INSTRAW staff.*

● From Washington, D.C., Randy H. Grodman—co-ordinator of the International Cooperation Department of the Organization for Rehabilitation through Training—came to familiarize herself with INSTRAW's training programmes.

● *Also in November, Sandra Pyke-Anthony and Janice Abraham of the YMCA of Trinidad & Tobago visited INSTRAW to learn about the Institute's operations and programmes.*

● Representatives of several international co-operation agencies were in Santo Domingo last December for a meeting of the International Council

of Volunteer Agencies, and stopped by INSTRAW's headquarters.

● *Tatsuro Kunugi, Deputy Executive Director of the United Nations Population Fund (UNFPA), made a courtesy visit to the Institute.*

● In order to strengthen co-operation between INSTRAW and the United Nations Non-Governmental Liaison Service/Geneva, Thierry Lemaesquier met with the Institute's Director and several staff members.

● *Carmen Bernadó, a Spanish painter who lives in the Dominican Republic, was briefed on INSTRAW's efforts to disseminate the work of Dominican artists.*

● Dr. Mahendra Prasad Shrestha arrived in February 1990 for a three-month internship with INSTRAW during which he has been working on Women and Development issues. Dr. Shrestha is programme officer at the United Nations Population Fund (UNFPA)'s office in Kathmandu, Nepal.

● *Two other interns were at INSTRAW this winter. Pilar González Laso came under the auspices of Spain's Instituto de la Mujer—INSTRAW's focal point in that country—to learn about INSTRAW's work and to strengthen collaboration between the two organizations. Ms. González Laso is chief of planning for the International Affairs Department of the Spanish Red Cross, and her stay was part of the first course on Women and International Cooperation for Development, presently being organized by the Institute.*

● La Verne Hargett, New York-based anthropologist, also did an internship here with the support of the U.S. Council for INSTRAW. Ms. Hargett is supporting some INSTRAW research efforts.

● *Gladys Lama and Fidelina Pimentel of the Dominican Association of Executive Women in the Tourism Industry paid a working visit to INSTRAW to expand the scope of their activities.* □

## New Deputy Director Joins INSTRAW



Eleni Stamiris, from Athens, Greece, became INSTRAW's new Deputy Director in February 1990. She brings to the Institute many years of experience in the field of women's studies and research, including three years of service as a member of INSTRAW's Board of Trustees from 1983-1986.

From 1982-1989, Ms. Stamiris was Director of the Mediterranean Women's Studies Institute in Athens. A non-governmental organization with consultative status to the Economic and Social Council, the Institute addresses women's issues and problems throughout the Mediterranean through its programmes in research, information and

documentation, women's studies, peace and conflict resolution and training women from developing countries.

Ms. Stamiris' varied and impressive career also includes teaching positions in sociology and social anthropology, television production, community organization and immigrant services. She is a member of the Board of Directors of the European Network of Scientific and Technical Cooperation on Women's Studies under the Council of Europe; the EEC Erasmus Women's Studies Network; the Women's International Studies Europe (WISE); and Women's International Development Studies (WIDE). She has participated in numerous international committees and meetings, both within and outside the United Nations system.

Ms. Stamiris holds a B.A. with honours in philosophy from Concordia University in Montreal, an M.A. in social anthropology from New York University and a diploma in management from Carleton University in Ottawa.

Research and publication credits include work on women's participation in political decision-making processes; the women's movement in Greece; and immigrant and rural women.

Ms. Stamiris is married and has one daughter. □

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INSTRAW

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

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