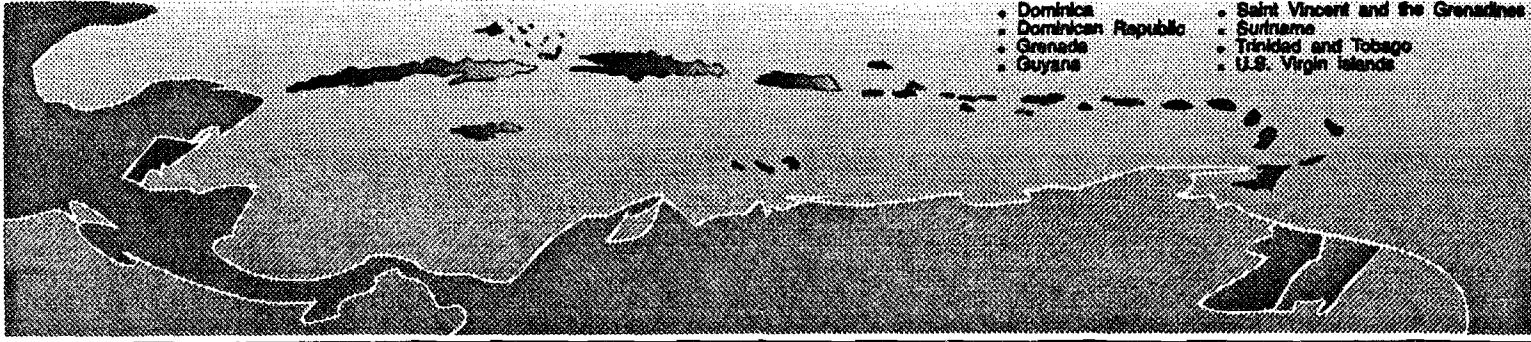




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- Antigua and Barbuda
- Aruba
- Bahamas
- Barbados
- Belize
- Br. Virgin Islands
- Cuba
- Dominica
- Dominican Republic
- Grenada
- Guyana
- Haiti
- Jamaica
- Montserrat
- Netherlands Antilles
- Puerto Rico
- Saint Kitts and Nevis
- Saint Lucia
- Saint Vincent and the Grenadines
- Suriname
- Trinidad and Tobago
- U.S. Virgin Islands



ECLAC/CARICOM/UNIFEM Caribbean Subregional Meeting  
 preparatory to the Fourth World Conference on Women, 1995  
 Curacao, Netherlands Antilles  
 28-29 June 1994

GENERAL  
 LC/CAR/G.429  
 15 August 1994  
 ORIGINAL: ENGLISH

**REPORT OF THE  
 ECLAC/CARICOM/UNIFEM CARIBBEAN SUBREGIONAL MEETING  
 PREPARATORY TO THE FOURTH WORLD CONFERENCE ON WOMEN, 1995**

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**REPORT OF THE  
ECLAC/CARICOM/UNIFEM CARIBBEAN SUBREGIONAL MEETING  
PREPARATORY TO THE FOURTH WORLD CONFERENCE ON WOMEN, 1995**

The ECLAC/CARICOM/UNIFEM Caribbean Subregional Meeting Preparatory to the Fourth World Conference on Women, 1995, was held on 28-29 June 1994 at the International Trade Center, Curacao, Netherlands Antilles.

Its purpose was to finalize the formal Caribbean perspective for inclusion in the Latin American and Caribbean regional report to be laid before the Latin American and Caribbean Regional Preparatory Conference to be held in Mar del Plata, Argentina, 26-30 September 1994.

The meeting was attended by Mrs. Gertrude Mongella, Secretary-General of the World Conference on Women (WCW). She commended the subregion for being the first to hold a meeting of the kind and was impressed by the active participation that the topic had received in the subregion. She expressed hope that the type of integration as displayed would be repeated at Mar del Plata in Argentina and at the World Conference in Beijing. She also highlighted the fact that the region was the first to have all its member countries ratify the CEDAW Convention and took the opportunity to express the importance of countries attending the final PrepCom in New York in 1995, so that the region's ideas could guide and merge with other ideas.

Fifteen member countries and six associate members of the Caribbean Development and Cooperation Committee (CDCC) attended the meeting. Twelve of these countries were represented at the ministerial level. Representatives from other United Nations specialized bodies - International Labour Organisation (ILO), United Nations Population Fund (UNFPA), United Nations Information Center (UNIC), United Nations Children's Fund (UNICEF) and the World Food Programme (WFP) attended the meeting. Representatives from the sponsoring organizations: the United Nations Development Fund for Women (UNIFEM), the Caribbean Community (CARICOM) Secretariat, the Economic Commission for Latin America and the Caribbean (ECLAC) and the British Development Division in the Caribbean (BDDC) were also present.

The forum unanimously endorsed the document "Achieving Social Justice, Equity and Development: A Review of the Status of Women of the Caribbean Subregion in Preparation for the Fourth World Conference on Women, 1995" for presentation at the Regional Preparatory Conference in Mar de Plata, Argentina. Section III of the document would be revised and included as the recommendations arising from the meeting and would become the Caribbean Platform for Action. The meeting felt that the Caribbean subregion was well prepared to participate in the other activities of the Conference.

### **Agenda item I - Opening of the meeting**

At the opening ceremony, four addresses were delivered by the following speakers: the Director of the ECLAC Subregional Headquarters for the Caribbean, Mr. Daniel Blanchard; Mr. Rudy Collins, Assistant Secretary-General (Acting), CARICOM Secretariat; Ms. Joycelyn Massiah, Regional Programme Adviser, UNIFEM, and a feature address by the Hon. Edith Strauss-Marsera, Minister of Women's Affairs, Netherlands Antilles.

The Director of ECLAC identified the main concerns and objectives of the meeting as had emanated from the country reports. These included: literacy, equal access to education, participation in parliamentary assemblies and employment rates of women. He observed that women in the Caribbean were in a better position than many other women around the world.

The representative from CARICOM commented that the preparatory process had recorded many achievements. These were: the expansion of the available database; amelioration of the constraints of inadequate human and financial resources at the Bureaux; the establishment of linkages with Anguilla, British Virgin Islands and the Turks and Caicos Islands; and a significantly increased measure of involvement of women at local and community levels.

The UNIFEM representative noted that the meeting should result in an integrated Caribbean perspective to be reflected in the report to be presented at the Regional Preparatory Meeting in Mar del Plata, Argentina. She referred to UNIFEM's assistance in this process and identified the need for public education on the Conference in Beijing and effective information dissemination to specific target groups which could aid a national consensus on the position of women.

The Hon. Minister welcomed participants to the Netherlands Antilles and emphasized the importance of the meeting in preparing the Caribbean subregion for the Fourth World Conference on Women, scheduled to be held in Beijing in 1995.

### **Agenda item 2: Election of the Bureau of Presiding Officers**

The Meeting elected the following persons to the Bureau of Presiding Officers:

Chairman:	Netherlands Antilles
Vice-Chairman:	Antigua and Barbuda
Members:	Haiti Trinidad and Tobago
Rapporteur:	Dominica

### **Agenda item 3: Adoption of the agenda**

The meeting adopted the agenda and agreed to the hours of work, as proposed by the Chairman.

### **Agenda item 4: Report on preparations of the Caribbean subregion**

The meeting considered the technical report which outlined the activities undertaken by the Caribbean in preparation for the Fourth World Conference on Women.

The purpose of the preparatory process was to make technical assistance available to territories in the subregion for the production of their national reports and to encourage and facilitate dialogue and consensus-building at the national, regional and global levels. The rationale for this was that a well-prepared subregion could be more effective in its regional and global interventions.

In this regard, the ECLAC/CDCC secretariat had provided technical assistance for the convening of meetings; assisted in public information-gathering and dissemination; assisted in the organization of key preparatory meetings and had played a major role in the preparation of a subregional report comprising a synthesis of the Report of the Commonwealth Caribbean, commissioned by CARICOM and the national reports of the remaining CDCC member countries.

The forum noted that of 22 CDCC member countries, 20 had participated fully in the preparatory process; the only two countries not participating being Puerto Rico and the United States Virgin Islands. It also noted that the entire process had been dependent on the commitment and the support from agencies and embassies in the subregion, such as UNIFEM, UNICEF, BDDC, the Canadian International Development Agency (CIDA) and the CARICOM Secretariat.

Also tabled for the information of the meeting was the report prepared by the CARICOM Secretariat on activities undertaken in the Caribbean in preparation for the Fourth World Conference on Women.

### **Agenda item 5: Presentation of subregional report**

The paper "Achieving Social Justice, Equity and Development: A Review of the Status of Women of the Caribbean Subregion in Preparation for the Fourth World Conference on Women, 1995" was prepared by the ECLAC/CDCC secretariat. It presented a synthesis of the Commonwealth Caribbean Report and the national reports of the non-Commonwealth Caribbean countries and incorporated information from 20 of the 22 member and associate member countries of the CDCC.

In addition to providing a statistical comparison of the countries of the subregion through data made available in the national reports, the document highlighted areas of consensus and dissensus and presented strategic objectives for the advancement of women in the subregion.

The document was structured in three parts. Section I provided a global, hemispheric and subregional context for the analysis of the national reports with a special section on the changing development paradigms. In addition, that section contained an overview of the key concerns which had been identified in the national reports and around which consensus had been growing during the preparatory process. Those concerns were identified as follows:

- (a) The impact of the movement of people in and out of the region and within countries, on the conditions of women;
- (b) The growing violent culture in the subregion and the incidence of violence directed against women;
- (c) The special, yet differing, cases of Haiti and Cuba;
- (d) The continuing status of dependent territories;
- (e) The plight of indigenous women in the subregion;
- (f) The issues of ethnicity, race, culture and the advancement of women;
- (g) The need for greater improvement in the mechanisms created for coordinating and monitoring of the integration of women in development at the national and subregional levels;
- (h) The position of women in the decision-making apparatus of the societies in the subregion;
- (i) The worsening position of poor women and their dependants and special groups, such as the elderly and the disabled;
- (j) The condition of and position of women in the informal sector and in low-wage/low-skill jobs.

Section II of the document provided a comparative analysis of the national indicators as outlined by the United Nations Guidelines. Through this mechanism, the document was able to provide a picture of the status of women in the subregion which was comparable to other subregions around the world.

Section III outlined overriding goals, regional objectives for technical cooperation and specific objectives regarding eight critical areas of concern for future action, as outlined by the Commission on the Status of Women (CSW) guidelines for national reporting.

### **Significant findings from national reports**

National reports indicated that women in the Caribbean were still underrepresented in the sharing of power and decision-making at all levels, although their participation had increased slightly in almost all areas for the period under review. For example, participation in parliamentary assemblies - despite women representing 50 per cent of the population, their representation in parliamentary assemblies grew from a low 10 per cent in 1980, to 12 per cent in 1985 to 13 per cent in 1992; in the sphere of economic decision-making, arrived at through indicators of women as employers/own account workers and women in business establishments, the data indicated that women fared better in this area than in political decision-making. Women represented 25 per cent of total employers and own account workers in 1980, this increased to 29 per cent in 1985 and 35 per cent in 1992; in business establishments, data suggested that women played a significant role. In 1980 women represented 20 per cent of the total, 25 per cent in 1985 and 49 per cent in 1992.

The data for education implied that in the subregion at the primary, secondary and tertiary levels there was almost equal access to education for women. Only at the technical level was there some bias towards men. National reports, however, articulated concern for the drop-out rates of young girls that seemed to be increasing in the present economic climate, and gender bias was still prevalent in the education system which resulted in young girls pursuing traditional areas of study and employment.

A worrying trend in migration was noted regarding the emigration of young well-educated women. The World Bank has estimated that the Caribbean subregion has the highest rate of migration in the world.

Escalating violence, particularly violence against women and domestic violence against women and children, was one of the key concerns raised in all national reports. This was one area where the collaboration of governments and NGOs has resulted in the implementation of sound programmes, from shelters for battered women and children, to training for police officers and new legislation. There was consensus, however, that greater efforts were required to stem the tide of violence.

The continuing status of the Non-Independent Caribbean Countries (NICCs) and their impact on the status of women in those countries was identified as a key concern among the countries of the subregion. This was so, particularly in relation to the signing of relevant international conventions and agreements, such as the Convention on the Elimination of Discrimination Against Women (CEDAW). In addition, the laws of heritage and citizenship as they impinge on women's lives were identified as requiring review.

A disturbing trend in child labour was noted, as families attempted to cope with their shrinking incomes by increasingly involving children in income-generating activities to help fill the gap. This had implications for school drop-out rates, teenage fertility and delinquency. Because in the Caribbean, a strong correlation existed between unemployment and poverty, the high rates of female unemployment in all territories were of deep concern. The increasing burden, of caring for grandchildren in the absence of parents, placed on elderly women on fixed incomes was a growing disturbing phenomenon.

The ECLAC/CDCC paper also identified four regional strategic objectives for technical cooperation, which were as follows:

(a) To increase the exchange and cooperation among policy makers and their technical advisers on programmes that addressed the subject of women and development.

(b) To adopt necessary measures and agreements interregionally and nationally to ensure freedom of movement of women working in all categories, either from the formal or informal sectors throughout the region.

(c) To reinforce and/or adopt measures to fully guarantee indigenous women's rights to social, economic, political sustainable development in an atmosphere of respect and solidarity for their indigenous values, cultures and practices.

(d) To strengthen subregional institutions whose functions were to link women and their work throughout the region.

### Discussion

The presenter of the report pointed out that many countries had not submitted data in all aspects of their national reports. Therefore, this lack of data might have affected the analysis in some areas of the report. Subsequently the need for countries to fill the data gap was highlighted. It was then agreed that each country would send to the ECLAC/CDCC secretariat the necessary data that was needed.

### Recommendations

The meeting recommended a number of adjustments to the report before its presentation at the meeting in Mar del Plata, Argentina.



**Agenda item 6: Presentation of issue papers**

Two issue papers were presented:

- The Valuing of Women's Unwaged Work, prepared by the CARICOM Secretariat; and
- Women in Science and Technology, presented by the delegation of Cuba.

**Women's unwaged work**

The meeting considered the paper entitled "The Valuing of Women's Unwaged Work". It was stated in the paper that, since the beginning of the decade, women had been seeking better measurement of their contribution to development. According to the 1988 UN System of National Accounts, it was recommended that the goods and services not exchanged for money be included in the concept of economic activity. The issue of recognition of remunerated and unremunerated contributions of women to all aspects and sectors of development had been agreed to in paragraph 120 of the Forward-Looking Strategies agreed upon in Nairobi in 1985.

The paper also considered the importance of women's unwaged work in the Caribbean in the light of:

- (a) The high proportion of single-parent female-headed households;
  - (b) The degree of entrenchment of gender stereotypes;
  - (c) The level of underdevelopment in some countries and regions;
  - (d) Vulnerability to militarism and war due to geographic location and small size;
- and
- (e) The lack of social support for reproductive work.

This situation had also been exacerbated by structural adjustment programmes. The meeting noted that unwaged work in the Caribbean had an economic and social cost and recommended that this work be counted in Gross Domestic Product (GDP) using methods developed by the International Research and Training Institute for the Advancement of Women (INSTRAW).

## Comments

Comments made by participants included the following:

(a) That the report on the valuing of women's unwaged work could form part of the documentation needed for the Human Development Report for 1995.

(b) That governments needed to be aware of the value of unwaged work and that the value of unwaged work was critical to the issue of the division of property, especially in common law unions. In addition, the value of unwaged work should be indicated to trade unions.

(c) That pilot surveys, such as those done within the framework of household surveys, could provide information on the issue of unwaged work. In addition, training should also be done in the areas of budgeting and patenting.

(d) That child care and family care had been neglected because of work outside the home.

(e) That standards and monitoring systems needed to be implemented in relation to the nurturing role of women.

(f) That issues relating to the availability of water and electricity and women's health were important to the concept of unwaged work.

The importance of legislation for divorced, separated and common-law union women was emphasized. The Barbados and Saint Lucia representatives informed the meeting that some measure of legislative action had been taken in their countries pertaining to this issue, namely:

(a) Legislation on separation of property.

(b) That no specific legislation existed in Saint Lucia on common law unions and that the Courts were trying to put a value on unwaged labour in the division of property in relation to divorce, separation and common-law unions.

(c) That legislation on the division of property should be raised at Beijing.

(d) That a new publication on women's unwaged work would be forthcoming and would outline the methodologies used in determining women's unwaged work.

(e) That a Bill valuing women's unwaged work would be presented in Parliament.

## **Women in Science and Technology**

The Cuba representative outlined the achievements made by women in science and technology in Cuba.

She informed the meeting that in 1993 some 61.1 per cent of the technicians at the middle and upper levels were women, while 43 percent of all the technical women workers were devoted to science. Women were also scientific researchers and had made great advances in scientific work.

In addition, women had contributed to scientific and technological knowledge in the sugar industry, agriculture-animal husbandry, research institutes and in the biological and medical sciences.

A woman scientist had made a scientific contribution in developing the first and only anti-meningitis Group B vaccine with proved effect and had also developed projects of bacterial and viral vaccines for cholera, viral triple new anti-meningitis vaccine, leptospirosis and dengue among others.

Women had also contributed in the following areas:

- (a) Discovering a better national variety for sugar cane recovery;
- (b) Application of new fertilizers;
- (c) Curing cattle diseases;
- (d) The protection of the environment;
- (e) Research and development in the oil industry;
- (f) The use of alternate sources of energy; and
- (g) The production of medicine

### **Agenda item 7: Presentation of paper from regional women's NGO community**

The presenter reported on the deliberations of the NGO Forum.

The NGOs felt that the challenge which faced the Caribbean in the post-emancipation period remained as relevant in the present situation, that of building societies where Caribbean cultures were nurtured; where political and economic democracy were

seen as mutually reinforcing and interdependent; where gender, class and racial inequities were rejected; where models of economic development which located people at the centre and were environmentally sustainable were pursued.

The NGO representative informed the meeting of the negative effects of structural adjustment on both women and youth, and felt that changes in the law and education could only promote *de jure* but not *de facto* equality. With respect to the institution of the family, the NGOs supported the Family Code proposed by the CARICOM Secretariat. The report identified the mass media as an important component in any policy aimed at the eradication of all kinds of discrimination against women. There was need for policy guidelines to ensure that the dignity of all human beings was being respected in advertising. The issue of sexuality, reproductive health and rights and prostitution was accorded much importance in the report which stated that "Reproductive rights should be stated in civil law: women's rights to bodily integrity is inalienable".

The report also addressed the issues of violence against women, militarism, migration, human rights, mechanisms to promote the advancement of women and equality in power-sharing and decision-making at all levels and the inequality in the sharing of power and decision-making. With respect to the issue of violence against women, the report commented that in many parts of the region, this violence was now clearly acknowledged to be a crime against the victim and the society. One major gain made during the last decade had been the increased provision of social support services for victims of violence, such provisions being largely borne out of the initiative of women's non-governmental organizations. With respect to the issue of human rights, the report stated that the challenge for women in the Caribbean was to reframe human rights theory and practice, so as to make it more responsive to the nuances of women's experience of injustice and exclusion while continuing to call for specific guarantees for women, in particular non-discriminatory laws and practices.

The presenter concluded by stating that individual and collective exercises were required to identify and analyze the mechanisms at work and find ways to shape mechanisms that were more realistic in promoting the advancement of women.

### Discussion

The Guyana delegate offered support to the NGOs. The Cuban delegate also expressed appreciation for the NGOs stating that their work should be given the support that it deserved. She commented that the report should be seriously analyzed and that the relationship between the NGOs and the government should be strengthened. The UNIFEM consultant stated that the document prepared by the NGOs would highlight the fact that the NGOs and the government shared similar concerns and this should be pointed to the partners in development (the IMF and the World Bank). She asked, therefore, for the key concerns of the NGOs to be highlighted in such a way in their document so as to reflect clearly their concerns.

The presenter clarified that a main concern of the NGOs was the present situation in Haiti and called for support for the Haitian people. She recommended that Caribbean support for Haiti should be dictated by what the Haitian people wanted and not by what others wanted for them.

**Agenda item 8: Presentation of the proposed Programme of Action for the women of Latin America and the Caribbean**

The paper "Achieving Social Justice, Equity and Development: A Review of the Status of Women in the Caribbean Subregion in Preparation for the Fourth World Conference on Women, 1995" was adopted by consensus.

**Agenda item 9: Schedule of upcoming preparatory activities**

Delegates also informed the meeting of actions in relation to public education on the Fourth World Conference on Women. The following is a summary of the country reports:

The delegate from Antigua and Barbuda stated that a Public Information Programme had been started in 1993 and that a revised plan of action up to the year 2000 had been prepared. A draft policy on Women in Development had been approved by the Government. Both the media and the church had assisted in the dissemination of information.

The Anguilla delegation informed the meeting that National Preparatory Committees had been formed with assistance from the BDDC in 1993. Statistics on women had been developed to the extent possible and education of the public through symposia and the press had been accomplished. A women's shelter had been opened. Anguilla had begun to seek observer status in both CARICOM and CDCC forums.

In the Bahamas, a number of Public Education Workshops had been convened. The gender training of personnel, especially among the NGOs and senior Government officials had been effected.

In Barbados, a National Preparatory Committee and a National Advisory Committee had been formed and were functioning. National-level consultations with government, the private sector and the NGOs had been held. A strategy and objectives to the year 2000 had been prepared and was awaiting Cabinet approval. Much media activity had been executed and an education programme had been embarked on. Encouragement had been given to NGOs and other bodies to utilize creative methods of sharing information with the public. The BDDC had been instrumental in providing for the aforementioned developments.

In Cuba, dissemination of information had been done through ministries, organizations and institutions related to women's affairs. The organizations were engaged in making a second evaluation of the Nairobi strategy for advancement of women. A debate on women's issues was scheduled for March 1995. Much mass media activity as well as research and community work had been promoted. A legislative council had been established to disseminate national legislation on women's rights.

In Dominica, the National Advisory Committee and the National Women's Bureau had been spearheading jointly the initiative to educate the public. Training on gender issues and Family Life Education had been undertaken. The media had been utilized to this end. Four national consultations had to date been conducted.

In the Dominican Republic, meetings had been held to encourage participation at the Fourth World Conference on Women. The media, both printed and electronic, had been pressed into action. A document had been formulated to include national proposals for insertion of women in the national and social policies of the Dominican Republic. Five forums had been planned with a starting date of August 1994 with a view to arriving at positions on several issues. The Dominican Republic had registered support for the UNICEF campaign for legislation to end discrimination against women. It had organized a National Exposition of Art and Craft to be held in December 1994.

The delegation from Jamaica reported that a meeting had been planned for 27 July 1994 with influential persons in the government and private sectors for funding that country's presence in Beijing. Media coverage had been planned for the July meeting.

Belize reported the development for dissemination of a pamphlet on the Beijing Conference. That country was convening a Gender Planning Workshop for senior policy makers.

In Saint Lucia, preparatory work had included the preparation of monthly fact sheets on women and a quarterly magazine to look at issues. A weekly radio programme had also been planned. Several consultations with women and women's groups had been planned or held. That country had planned to host the Fourth Meeting of wives of Heads of State and Government from 11 - 13 October 1994.

In Suriname, a National Preparatory Committee had been formed. In addition, a public education programme for rural women and women in the interior had been planned. Committees had been set up in those areas.

The delegation from Trinidad and Tobago reported that assistance had been received from the IDB to help strengthen the Women's Affairs Division. A gender training initiative had been embarked on. Consultations with NGOs and citizens, especially rural women, had been planned. Twelve national fairs for women prior to the Beijing Conference had been planned.

In the Turks and Caicos Islands, A Women in Development Committee had been inaugurated in October 1993 with assistance from the BDDC. Programmes of sensitization of women in the community and gender training of persons had been embarked on. A review of existing legislation on women had been planned. A Women's Desk had been established.

The meeting noted that a Public Education Programme was being planned by organizations such as the Caribbean News Agency (CANA), UNIFEM and the Women and Development Unit (WAND) of the University of the West Indies, Barbados, among others. The Programme was designed to develop themes that would focus on issues that would bring about a change in behaviour.

#### **Item 10: Any other business**

##### **Inclusion of gender in conditionalities**

The Jamaica representative expressed the view that countries request that gender issues be included in the list of conditionalities posed by Multilateral Financing Institutions, such as the World Bank.

##### **Funding for Beijing**

The Jamaica and Guyana delegations expressed concern as to the means of funding participation of certain countries in the Fourth World Conference on Women and drew attention to the doubtful ability of small and vulnerable countries undergoing structural adjustment to secure funding for their participation in the Women's Conference in Beijing.

#### **Agenda item 11: Closing session**

Ms. Gertrude Mongella, Secretary-General of the Fourth World Conference on Women, addressed the meeting.

After reiterating her praise for the subregion in the conduct of its preparatory activities, she called for government and agency commitment to certain key areas prior to attendance at Beijing, which she felt would ensure that action would be taken. The implementation of CEDAW legislation was one such measure and the need to consult with decision-makers in the process leading to Beijing was another. She stressed that the member countries should not lose their focus, but should remember that at Beijing it is important to present a unified position.

She reminded the meeting that after the Conference in Beijing other issues would take the fore. It was, therefore, important that each country establish some foundation for this issue with sufficient anticipation.

She reiterated the need for country participation in the March 1995 Meeting of the Commission on the Status of Women, as this meeting would prepare the Draft Platform of Action for Beijing.

She also undertook to examine means of funding country participation at Beijing since she understood that some countries would otherwise face financing difficulties.

Mrs. Edith Strauss-Marsera, Minister of Women's Affairs, Netherlands Antilles, delivered the vote of thanks.

There being no other business, the meeting closed with an exchange of courtesies.



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Ministry of Social Services  
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Ms Lana Wyomie Connor-Hoyoung  
Technical Adviser/Director  
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Women's Affairs Unit  
Ministry of Social Services

**TURKS AND CAICOS**  
Ms Arabella R. Smith  
Ministry of Education, Youth,  
Sports and Women's Affairs  
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Ms Leila Robinson  
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**Organizations****Caribbean Community Secretariat (CARICOM)**

Mr Rudy Collins, Assistant Secretary General (Ag.), P.O. Box 10827, Georgetown, Guyana  
Andaiye, CARICOM Resource Person  
Ms Janice Bisnauth, Project Officer  
Ms Cynthia Ellis, Consultant  
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**British Development Division in the Caribbean (BDDC)**

Ms Jane Armstrong, Programme Officer, BDDC, P.O. Box 167, Bridgetown, Barbados  
Mr John Harrison, Regional Social Development Adviser

**International Labour Organisation (ILO)**

Ms Constance Thomas, Senior Specialist, International Labour Standards and Gender Issues,  
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**United Nations Population Fund (UNFPA)**

Ms Liliana Frieiro, Deputy Chief, Latin American and Caribbean Division, UNFPA,  
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**United Nations Information Centre (UNIC)**

Ms Janet Badjan-Young, Director, UNIC Office for the Caribbean Area, P.O. Box 130,  
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**United Nations Children's Fund (UNICEF)**

Ms Luisa A.S. Vicioso, National Officer for Women and Education, Avenida Mexico  
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Ms Denise Shepherd-Johnson, UNICEF Caribbean Area Officer, Building 2, Floor 2,  
Chelston Park, Culloden Road, St Michael

**United Nations Development Fund for Women (UNIFEM)**

Ms. Ana Maria Brasileiro, Chief, Latin American and Caribbean Division, UNIFEM,  
304 E 45th Street, New York NY 10017

Ms. Joycelin Massiah, Regional Programme Adviser, UNIFEM, Chelston Park,  
Culloden Road, Bridgetown, Barbados

Ms. Audrey Ingram-Roberts, Consultant, UNIFEM, Barbados

**Special Guests**

Ms Gertrude Mongella, Secretary-General, Fourth World Conference on Women (WCW),  
UN Headquarters, New York, NY 10017

**ECLAC**

Mr Daniel Blanchard, Director, ECLAC Subregional Headquarters for the Caribbean,  
P.O. Box 1113, Port-of-Spain, Trinidad and Tobago

Ms Miriam Krawczyk, Chief, Women and Development Unit, ECLAC/Santiago

Ms Asha Kambon, Social Affairs Officer, ECLAC/Port-of-Spain

Ms Diane Almeras, Social Affairs Officer, ECLAC/Santiago

Ms Evangelina Mijares, Social Affairs Officer, ECLAC/Mexico

Ms Trudy Teelucksingh, Economics Assistant, ECLAC/Port-of-Spain

Ms Pauline Van der Aa, Expert, ECLAC/Santiago