

E/CEPAL/CDCC/63
19 May 1980

ECONOMIC COMMISSION FOR LATIN AMERICA
Office for the Caribbean
CARIBBEAN DEVELOPMENT AND CO-OPERATION COMMITTEE
LATIN AMERICAN INSTITUTE FOR SOCIAL AND
ECONOMIC PLANNING

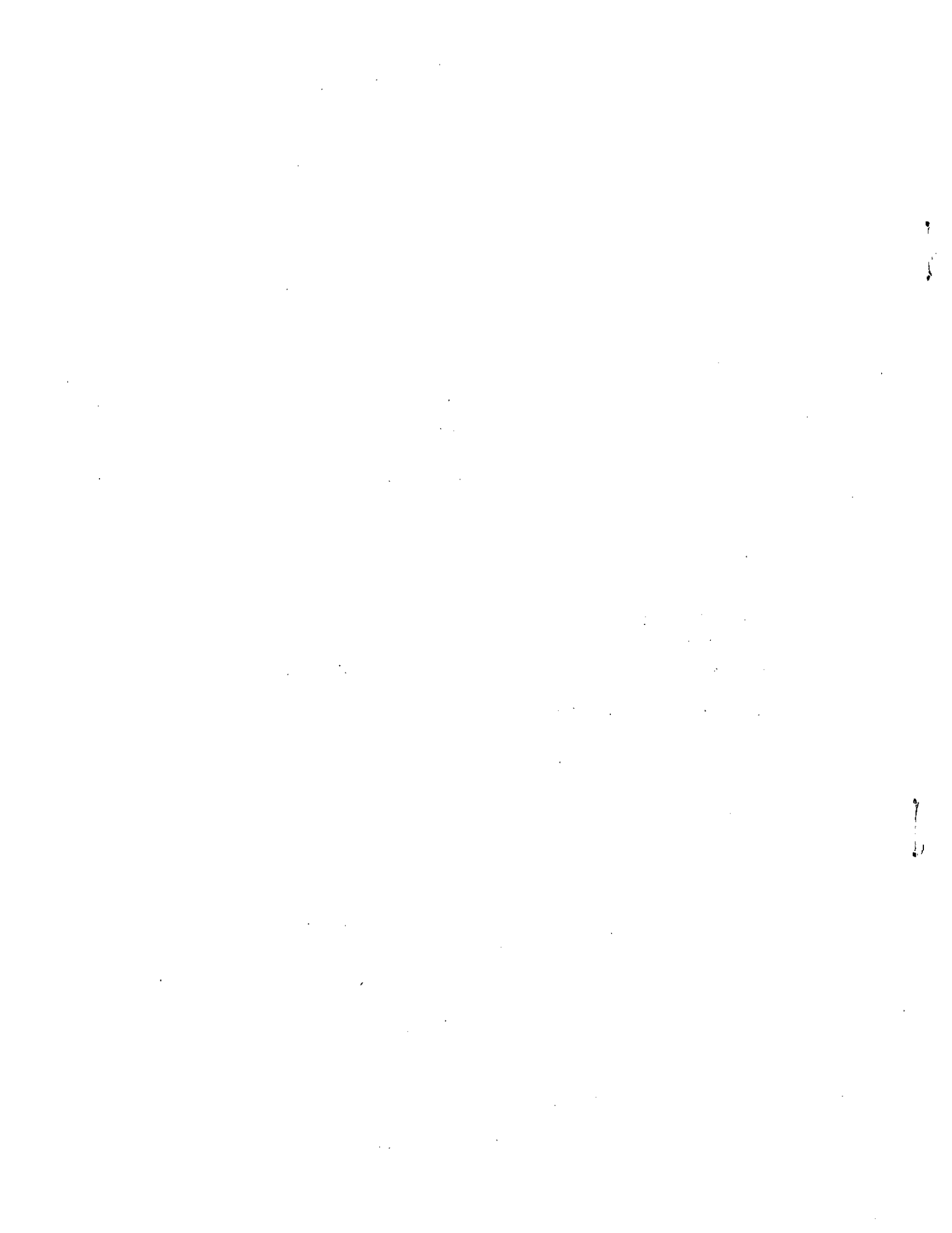
REPORT OF THE MEETING ON
WOMEN IN DEVELOPMENT PLANNING
(12 - 14 May 1980, Christ Church, Barbados)



UNITED NATIONS

ECONOMIC COMMISSION FOR LATIN AMERICA Office for the Caribbean

11 JUL 1980



ORGANIZATION

1. The Economic Commission for Latin America (CEPAL) and the Latin American Institute for Social and Economic Planning (ILPES), sponsored this Meeting which was held in St. Lawrence, Christ Church, Barbados, from 12 - 14 May 1980. The Women and Development Unit (WAND), Extra-Mural Department of the University of the West Indies provided assistance for the development of the meeting.

Attendance ^{1/}

2. Participants from the following countries attended the sessions: Barbados, Jamaica and Suriname. In addition representatives from the CARICOM Secretariat and WAND attended.

3. The Caribbean Office of CEPAL was represented at the meeting by the Caribbean Coordinator for the Integration of Women in Development Programmes.

Election of Officers

4. The Meeting elected by acclamation, the following officers:

Chairperson: Ms. Doreen Mapp
Assistant Secretary
Ministry of Labour and Community
Services, Barbados

Rapporteurs: Ms. Scarlet Gillings
Social and Regional Planning Section
National Planning Agency, Jamaica

Ms. Peggy Antrobus
Tutor-Coordinator, WAND, University
of the West Indies, Barbados

^{1/} The full list of participants appears in Annex I.

Adoption of Agenda

5. The Meeting adopted the following agenda:
 1. Opening Session
 2. Election of Officers: Chairperson and Rapporteurs
 3. Adoption of Agenda and Programme of Work
 4. National Experiences of Planning for Women in Development
 - a) Barbados
 - b) Jamaica
 - c) Suriname
 5. The Integration of Women in Development Planning
 - a) General considerations
 - b) The Situation of Women in the Caribbean
 - c) Approaches to the Planning Process
 - d) Data, Information and Monitoring Systems
 6. Training for Women in Development Planning
 7. Discussion and Adoption of the Report.

Opening Session

6. At the opening ceremony, Ms. Vivian M. Mota, CEPAL's Caribbean Coordinator for the Integration of Women in Development Programmes, stated the background and institutional frame of reference of the Meeting.

7. In her statement, Ms. Mota said that at the First Meeting of Planning Officials in the Caribbean, held in Cuba in January 1979, (E/CEPAL/CDCC/49), a resolution on the integration of women into development planning was adopted. In it, the Meeting recommended the appropriate United Nations agencies and organizations in the Caribbean (CDCC, CEPAL and ILPES), to undertake the study and analysis of the integration of women into development planning.

8. The Coordinator informed on the adoption of a minimum programme of work in the sphere of planning for CDCC countries, at the Fourth Session of the CDCC held in Suriname in April 1979. The convening of meetings, seminars and workshops on the integration of women in development planning is one of the most important activities of the minimum work programme adopted in Suriname.

9. Both the resolution adopted in Cuba and the programme of work in the field of planning, showed the growing concern among the countries of the Caribbean for the inclusion of women into not only the objectives of development but also into the planning process itself.

10. After her election as Chairperson of the Meeting, Ms. Doreen Mapp welcomed the participants to Barbados, and presented for their consideration the work programme, which was to place great emphasis on formulating recommendations for policy decision-makers and planners.

II

SUMMARY OF RECOMMENDATIONS

11. The Meeting, before adopting recommendations, expressed that if national development plans are to promote and enhance the contribution which women make to the development of their countries, the following general considerations and issues should be given due attention:

- a) The reality of women's lives should be the base of the National Plan, and not simply assumptions or ideals about women;
- b) The Plan should recognise that women do not constitute a homogeneous group on the basis of their sex, but rather, that women have different strengths and needs depending on income, class, residence (rural, urban), education, etc.
- c) National plans, policies and programmes should be designed to meet the needs women have in all their multiple roles and functions - reproduction, household maintenance, social and economic production, political and civic.

12. The following recommendations were adopted:

National Development Plan and Women: Long Term Objectives

- a) The general objectives of the Plan should be complemented by objectives/goals specifically related to women. These objectives/goals should be incorporated into every sector of the Plan, rather than be limited to a special section "on women".
- b) Qualitative and quantitative targets should be established in the Plan as well as a schedule for reviewing its progress.
- c) There should be consistency among the goals related to women and the measures set forth in the plan, i.e., if the goal is to increase employment opportunities, then training and education should be given due consideration.

- d) There should be systematic and sustained linking of efforts to integrate women into national development planning and policies. Particular attention should be given to the sectors of employment (agricultural and non-agricultural sector employment; industry: manufacturing and tourism), education, training and health. It is also necessary to allocate adequate material, technical and personnel resources within each sector of national development.
- e) In the Plan and the programmes and projects that are used to carry it out, there should be provisions for the development and improvement of infra-structural technology, basic services and incentives, particularly for the rural sectors of the population and the urban poor; women should be given greater rights to land ownership, increased access to credit and financing and to health and day-care facilities, basic sanitation, safe water and energy resources, and the skills to maintain and build community self-reliance.
- f) There should be incentives and concrete programmes for increasing the participation of women in decision-making processes at all levels and in all spheres of national development.
- g) With regard to the Plan, programmes and projects, care should be taken to ensure that women are actively engaged in: defining objectives, targets and goals; planning and conducting programmes and projects; and planning and conducting educational, evaluative criteria for the programmes and projects in which they are involved.

- h) In the appraisal and evaluation of the Plan, programmes and policies, critical questions should be raised which would help to ensure that their impact on women is adequately measured and ascertained.
- i) Existing development plans and programmes should be reviewed in order to adjust the roles, functions and relationships of women as agents and as beneficiaries of the process of development.

Short-Term Objectives

- j) Special transitional strategies should be designed and special mechanisms and programmes established with the purpose of correcting imbalances and discrimination and overcoming existing inequalities in employment, educational systems, health services and the like.
- k) National machinery should be established in those countries where it does not exist to ensure the integration of women in development.
- l) The national machinery should have the adequate technical, financial and personnel resources in order to, inter alia:
 - i) upgrade its role in national development plans;
 - ii) be able to conceptualize women's problems in an integrated manner within each sector of development;
 - iii) develop effective methodologies and policies for affirmative action to ensure an integrated approach to development vis-à-vis women;
 - iv) advise on new approaches and methodologies to accelerate the full participation of women in every sector of the development process, according to national priorities; to deepen awareness and understanding of specific groups of women; identify gaps and shortcomings in services and programmes; to educate and influence programme managers and policy-makers;

- v) work collaboratively so as to increase the participation of grass-roots organizations (trade unions, community organizations, religious groups and neighbourhood associations) both in decision-making and in the implementation of projects. It is also important that the national machinery helps women's groups and organizations to obtain financial and technical assistance from national, bilateral and international funding sources;
- vi) provide data on the socio-economic and political participation of women to governmental and non-governmental organizations not only for the purpose of diagnosing, monitoring and evaluating programmes for the integration of women in development, but also to sensitize society to the importance of the contribution women make to development and to inform the public of the obstacles to equality of opportunity.

Data, Information and Monitoring System

- m) Planners and experts on women in development should identify new analytical concepts and techniques which could assess more adequately the social and economic participation of women. Among others, there is
 - i) need for data disaggregated by sex;
 - ii) need to make adjustments to and improve the current definitions and classifications of socio-economic statistics to rectify the under-reporting and under-estimation of social and economic parameters relating to the female population in regular national statistics;
 - iii) need to obtain data and information which have important policy implications for the female population, such as, inter alia:
 - work as performed by women;
 - sources of income for women not included in the official definition of the labour force;
 - distribution of income and consumption within male and female members of the family unit;
 - the potential skills and knowledge of "illiterate" females;

- marital status, number of children, occupation, income, etc., of female heads of households.

- n) Develop the necessary mechanisms for the incorporation of these assessments in programme and regional sectoral analysis and projections.
- o) Design special training programmes for planners with the objectives of:
 - i) developing skills for gathering, analyzing and utilizing new types of data;
 - ii) developing strategies for project and programme planning to put the new data into use;
 - iii) developing monitoring systems that could assess the effectiveness of the above.

Legislation Needs for Planning

Recognizing that legislation is a tool for planning and recognizing also that the legal situation of women has social and economic implications on their lives, it is recommended that:

- p) All discriminatory legislative provisions in the social, economic and political spheres and in penal codes be repealed.
- q) Where customary law governs large sections of the population, an assessment of the degree of protection or oppression and equality of discrimination accorded to women under such a law, should be made in order to incorporate or reject such practices in the statutory legislation.
- r) New laws must be made, and institutional arrangements established, which will help to ensure that women are both aware of their rights and of the means to enforce them.
- s) All international instruments of the United Nations and its specialized agencies that deal with women's rights should be ratified and adhered to, especially those affecting the poor rural and agricultural women workers.

Training Needs for Women in Development Planning

- t) Training programmes for planners and consultants on women in development should be established and aimed at:
- i) designing planning methodologies which incorporate the needs and strengths of women into national development;
 - ii) providing the necessary skills for plan, programme, project identification, formulation funding and evaluation;
 - iii) developing new analytical concepts, techniques and data related to women's role in development;
 - iv) improving channels of communication among planners and experts on women in development;
 - v) producing technical guides and materials on women in development planning.

Cooperation and Collaboration

Recognizing that some countries in the Caribbean have acquired experience in the inclusion of women in development planning and in the establishment of national machinery; and also recognizing the technical assistance which could be provided by regional planning institutions (e.g. ILPES), it is recommended that:

- u) Intra-regional assistance be provided to the national planning agency of those countries which requires it in order to accelerate the incorporation of women into development planning, fostering economic and technical cooperation among developing countries, and consequently, enhancing the social and economic well being of the entire population.
- w) ILPES continues and increases its commitment to women in development planning, by:
 - i) incorporating the roles and functions women play in the development process into its regular courses on economic and social planning;

- ii) designing and implementing specific courses on women in development planning;
- iii) providing technical and financial assistance at meetings;
- iv) collaborating in the development of new analytical concepts and techniques for the adequate clarification and assessment of women's roles and functions;
- v) disseminating information on women and development planning.

III

NATIONAL EXPERIENCES OF PLANNING
FOR WOMEN IN DEVELOPMENT

A. Barbados

13. The representative of Barbados' Department of Women's Affairs expressed that national machinery was established by a resolution in the House of Parliament in 1976 with the setting up of a Department of Women's Affairs and a Commission on the Status of Women. The Commission was an ad hoc body set up for the purpose of examining the situation of women in Barbados and making recommendations for improving their status.

14. The Commission has now ceased to exist, having completed its assignment. The Department of Women's Affairs, formerly a part of the Ministry of the Attorney General, has now been relocated in the Ministry of Labour and Community Services.

15. The representative expressed that the recommendations made by the Commission and which are contained in a comprehensive final report, have been discussed with a number of different groups, both governmental and non-governmental, and have formed the basis of a programme for legislative and other changes which have been proceeding satisfactorily.

16. The Department of Women's Affairs works through informal contacts in various Ministries and Departments. The agencies with which it has the closest ties, other than the one within which it is established are: the Ministry of Education and the Ministry of Agriculture. The representative added that the Department of Women's Affairs is reporting encouraging results in its use of informal contacts with other Ministries and Government Agencies, as well as with non-governmental organizations, particularly voluntary organizations of women. The Department still finds it necessary at times to be the initiator of projects to facilitate action. Finally, she added that there are no ongoing links with the Planning Division of the Ministry of Finance and Planning.

17. The representative from the Ministry of Finance and Planning in Barbados explained her country's planning system. She expressed that the planning process is effected through a Sub-Committee of Cabinet, the Planning and Priorities Committee (PPC).

18. The PPC's policies and directives are made effective by the Planning Division of the Ministry of Finance and Planning, specifically through the Public Investment Unit. The Ministry performs, with regard to planning, a coordinating and evaluating function.

19. The representative noted that sectoral plans are developed in the various sectors, and the primary role of the PPC is to ensure, on behalf of Cabinet, the national development of the Government's policies, plans and programmes, and to coordinate their implementation.

20. There is no specific section of the National Development Plan for 1979 - 1983 referring to the needs of women nor are there women as specific target groups. The representative explained that references are made within sectoral plans where necessary.

21. In terms of Barbados' national priorities, three have been considered: Tourism, Manufacturing and Agriculture.

B. Jamaica

22. The representative of Jamaica's planning agency introduced the experience her country has in relation to planning for women in development. She stated that Jamaica, recognizing the needs, unique experiences and potential of women and the need to have them fully integrated into the development process, appointed, in 1974, a Special Adviser on Women's Affairs in the Ministry of Community Development, and had a Women's Desk established in the same Ministry.

23. In 1975 the Desk was upgraded to a Women's Bureau (with additional staff) and transferred to the Office of the Prime Minister. The Bureau is now located in the Ministry of Social Security.

24. The representative indicated that in 1978 a Five Year (1979 - 1983) National Plan for Women and the Family was prepared by the National Planning Agency in collaboration with the Bureau. The Plan was so designed that it cannot be effectively implemented without integration with other sector plans. Some of the relevant sector plans are those of Agriculture, Education, Youth and Sports, and Industry and Commerce. Jamaica's representative observed that what the Plan reinforces is the necessity for agencies to work together.

25. In commenting on the Five Year Plan, the representative expressed that the Plan identifies the present status and conditions of women and the opportunities available and assesses these in relation to what opportunities are needed to be created to improve the present conditions. She added that a detailed breakdown has been done, e.g., the population has been broken down into: age groups, participation in the labour force, unskilled and skilled labour, women heading households and also women in both legal and non-legal unions. The deductions based on the data outlined in the Plan, are that the role and status of women are characterized by lack of formally recognized skills, under-utilization of existing skills, low income and low status.

26. The representative described some of the main objectives outlined in the Plan:

- (1) Identification of the available employment and training opportunities and planning for new opportunities which would ensure equal pay to women and some mobility for economically and socially depressed families.
- (2) Diagnosing, in the broader community context within which families function, the extent to which services are available, in order to:
 - i) reduce the burden of non-technological life and child-rearing responsibilities of rural women;
 - ii) provide a minimum standard of health and welfare for urban and rural women; and
 - iii) provide some base for community cohesion, supportive services and the sharing of resources between all age groups.

- (3) Attempt attitudinal change towards women through community counselling sessions so as to make the integration of women in the national development process more possible.

27. There are special overall strategies and affirmative actions adopted to accelerate the general improvement of women's position. The representative added that these strategies and actions take the form of policy decisions. For example, there is a hiring policy reflecting a positive bias towards hiring women, where a negative bias exists. Where unskilled labour is being employed, a 60:40 female to male ratio in hiring is recommended to partially offset the 2:1 female/male unemployment ratio.

28. At the National Planning Agency there is an officer with special responsibility for women's concern within the Social and Regional Planning Section. This officer works closely with the Women's Bureau.

29. With regard to monitoring, the representative added that the Planning Agency tries to go into the field to assess needs and to see that programmes are maintained. The emphasis in Jamaica's National Plan is on the full development of all human and natural resources and on maximizing the participation of everyone in the process of national development.

30. The representative of Jamaica's Women's Bureau indicated that from the outset the Bureau's strategy involved:

- (1) establishing links with relevant government Ministries, Departments and Agencies, particularly with the National Planning Agency;
- (2) abstracting, analyzing and disseminating information on the situation of women in Jamaica;
- (3) providing opportunities for women throughout the country to define their priorities and needs;
- (4) establishing collaborative relationships with women's organizations, and
- (5) developing demonstration projects as a way of testing methodologies and approaches, and assessing women's needs and concerns.

31. The Bureau performs its functions by:

- (1) advising and participating in the formulation of national policy for the advancement of women;
- (2) translating policy into detailed plans, programmes, measures, budgets, while also acting as a catalyst and liaising with government and non-government agencies to identify programmes and services available to women;
- (3) monitoring progress made through regular, national reviews and appraisals;

32. The Bureau's representative observed that recently the Bureau has been engaged in a series of national meetings aimed at assessing the needs of women and in the establishment of Regional Action Committees whose aim will be to coordinate efforts and stimulate programmes.

33. The representatives from Jamaica expressed that after five years the Jamaican experience seems to indicate that:

- (1) programmes to promote attitudinal change are of high priority;
- (2) programmes and strategies cannot be effectively implemented without adequate financial and human resources;
- (3) there is need to develop more adequate data systems and appropriate tools for maintaining programmes.

C. Suriname

34. The representative from Suriname explained that the Suriname Planning Ordinance, established in 1973 before the country achieved her independence, prescribes the institutions in charge of planning and development. She added that the Ordinance also outlines the legal procedures of the planning and implementation process, although it was the agreements with the donor agencies which really regulated the conduction of planning.

35. The representative noted that Suriname does not have institutional arrangements for the inclusion of women in the national development plans, although there were certain units within government concerned with the issue and some references to women in sectoral plans.

36. The Meeting noted that it is possible to incorporate women in the planning process and in the national plan, as demonstrated by the experience of some countries in the region, and that such experience could constitute the basis for future intra-regional cooperation and collaboration.

IV

THE INTEGRATION OF WOMEN IN
DEVELOPMENT PLANNING

A. General Considerations

37. Discussion led to the roles and functions women play in the process of development. It was observed that Caribbean women have always contributed to social and economic development, inter alia, as producers of food in agriculture, and distributors of it in the market; as salaried and non-salaried workers in industry, commerce and the home; as reproducers of the labour force, both biologically and socially. However, they have contributed largely without access to the new technologies, information and services that would enhance their contribution and help them to be more productive.

38. This contribution women make to national and regional development is often overlooked or is relegated as secondary. A participant observed that the existing social division of labour with its specific allocation of tasks according to sex, and the different value it attaches to the activity carried out by each sex, places women as a welfare rather than as a human resource development issue.

39. There was recognition that this view on women as mainly recipients of welfare^{1/} corresponds to a more general theory and project of development. According to this theory-project, development is economic growth, or the growth of the gross national product, through the manipulation of the so-called "most productive" sectors of the economy.

40. The Meeting observed that development includes economic growth, but that the final objective of development is the sustained improvement in the well-being of the individual, bestowing benefits to all human beings. It was indicated by the Meeting that in order to achieve this objective, the full and active participation of all human resources is an essential condition. Women constitute more than half of the human resources in our region.

^{1/} The location of most national machineries and/or women's programmes is in governmental bodies dealing with "remedial actions".

41. Consequently, as long as plans and programmes deal only with women's reproductive roles and household functions, and as long as these are defined as welfare concerns, women will not be integrated in development planning.

42. The Meeting expressed the view that since women are part of the development process, and are no less central to major social and economic processes than men, it then must follow that explanations for the exclusion of women from development should be found in the political and technical spheres. The integration of women must be made at the level of development planning, e.g. the political, technical and human process by which a political entity seeks the growth and the distribution of resources.

43. The Meeting concluded that the integration of women at all levels of the planning system and in all stages of the planning process, including the execution of national development activities is a necessary condition for and an objective of development. However, several attitudes, practices and traditions have served to inhibit or restrict their full participation in this process and there is need to make men and women aware of the constraints and obstacles which operate against this objective. There is need, therefore, for a strategy to provide a framework for advocacy and intervention on behalf of women and to monitor these processes.

B. The Situation of Women in the Caribbean

44. In summary, the Meeting discussed the situation of women in the region. Women constitute approximately 50% of the population, with minor variations among countries. A striking fact is that in all of the region, at least one-third of the households are headed by women. In certain countries, especially in the Windward and Leeward Islands, the proportions are as high as 39%,^{2/}

45. With regard to those women heads of households, it was pointed out that this means they are solely or mainly responsible for the economic support of their families. This represents a considerable section of the population in the region. The situation is made more dramatic, as one participant noted, if consideration is given to some characteristics of those women: most of them have attained only primary level education, as a result of which they tend to be

^{2/} see USAID, Women-Headed Households: The Ignored Factor in Development Planning, by Mayra Buvinic, Nadia Youssef and Barbara von Elm, International Centre for Research on Women, Washington, March 1980, passim)

concentrated in occupations such as sales or service, and agricultural work, in which wages on average are quite low.

46. In the Caribbean region, and in the population of working age, females outnumber males. In certain countries, approximately between 40 to 50% of the labour force is female. Nevertheless, employment is not shared equally by males and females. In Barbados and Jamaica, female employment in 1975 was 29.3 and 37.9% respectively. The data for Barbados (February 1980) shows that unemployment is higher among women than among men: 16.2% against 7.3% for men. As for Jamaica (1978), the unemployed women as a proportion of females aged 15 - 60 was 34.6%, while for men (same characteristics) it was 14.6%.

47. A participant made the observation that a high significant percentage of women work to provide or supplement family income in occupations which are not reflected in regular statistics on labour force, e.g., in domestic food production and marketing, and in general, in the "informal sector". In this case, the figures for employed/unemployed do not reflect accurately the working conditions of women.

48. The Meeting noted that women in the Caribbean have traditionally had a high level of education. For example, in 1975, female school attendance rates for the age group 6-23 years were higher in most countries than male attendance rates. For both sexes, and for females, the countries showed the following rates: Barbados - 55.7 and 56.8; Cuba - 68.5 and 66.5; Guyana - 55.7 and 55.0; Haiti - 22.3 and 18.5; Jamaica - 66.1 and 68.3; Dominican Republic - 54.2 and 54.4; and Trinidad and Tobago - 47.3 and 46.6.^{3/}

49. The problem seems to reside in the type of education the women have (mostly "Letters" and "Education") and not in the level of education they attain. One participant observed that the distribution of technical skills among women are both limited and at low levels, although this situation is beginning to change through the existing vocational training centres in the region. Barbados and Jamaica both have such training centres for males and females. Jamaica reported that in 1974, only 10% of the students

^{3/} Source: Annex II, p.172, E/CEPAL/CRM.2/L.3

enrolled in its Vocational Training Centre were women. For 1977 the percentage of girls and women enrolled in the training course for skills in industry and agriculture were 54.6 and 22.0 respectively.

50. The Meeting observed that although the situation of women in the Caribbean fares better than in other regions, there are enough indicators to show that women are not sharing equally with men in the process of development. Furthermore, on the question of available data there are deficiencies as to their quantity and quality which makes it difficult to adequately assess the situation of women.

C. Approaches to the Planning Process

51. A participant expressed the view that in the Caribbean, planning cannot be given a greater role that it already has. She stated that for most countries of the region - with the exception of Cuba, Guyana and Jamaica - planning usually consisted in making choices on national public expenditures, with very little prediction, control or direction of national goals. The participant added that this is so not only because planning is a relatively new instrument of development in the Caribbean, but more important, because of the close links between planning and external aid in the region.

52. It was expressed that planning in most countries of the Caribbean was a part, a component, of the institutional settings established in order to administer the funds provided by the colonial powers. It was added that this function, although not the only one planning had, was the most important. With independence, the new governments, in gaining control over the public sector, sought to institutionalize the rudimentary planning system.

53. The participant observed that the limited resources of most of the countries and especially the dependency on international financing, impedes the growth of planning as an efficient instrument of development. The participant characterized most planning systems in the region as oriented by standards developed abroad with very little regard for national characteristics and local value systems. Moreover, the internal institutional weaknesses of the planning systems along with the external economic forces of the market propiciates ad hoc policy decisions, formulated and adopted with practically no participation of the people.

54. Still, it is possible to develop in the Caribbean new models in development planning and to approach the planning system in different ways. The Meeting observed that a strategy for development planning can best be understood by adopting a planning model which takes into consideration the need to ensure that:

- a) the wishes, expectations, interests and goals of the people are the basis of the plans;
- b) there is constant communication between planners and people;
- c) there is conscious participation of the people in the development process and activities.

55. The Meeting also observed the need to closely relate long term goals with short term goals within each sector of the national plan, as well as the need to ensure that goals and the measures for their achievement are adequately and consistently related.

56. This is particularly important for women in development planning. The Meeting noted that in some development plans there are references to the need for increasing women's opportunities to enter the labour force, especially in the urban areas. Nevertheless, the training and education measures stated in the plans show no consistency with the employment goal in some cases. In other cases, although some consistency among goals and measures was evident, special measures were lacking, e.g., support services in the form of day-care centres for working women.

57. The Meeting also observed that since planning is the technical instrument of a project which is firstly and mostly political, no approach to the planning process whether it be "participatory" or "communicative" will be successful if governments do not fully realize women's contributions to development.

58. The priorities and strategies for the integration of women in development must be related to national priorities. This involves a complex and dialectical process in which women's needs and resources are directly considered in development planning (along with the needs and resources of the male population) but without losing the specificity of the conditions of women.

D. Data, Information and Monitoring System

59. The Meeting discussed the needs for adequate data, information and monitoring systems. It was observed that in certain countries, national commissions have produced studies and reports on the status of women; nevertheless, there have not been systematic attempts to prepare national reports on the situation of women as a guide to policy and programmes.

60. In general, the information and data gathered on women are mainly the by-products of data collection and studies pursued in connection with overall social and economic problems. Most of the data dealing with the situation of women, and which have attempted to gather statistics on their economic activity, e.g., level and type of education, marital status, political participation, besides sharing with the male population the general deficiencies which statistics have in developing countries, also suffer from the lack of an adequate perspective for dealing with the specific conditions of women.

61. A participant observed that the real impact on women of low-income and/or subsistence level, on social and economic changes cannot be adequately evaluated, since those women are found in the so-called "informal" sector of the economy, which cannot be easily assessed by conventional statistical methods. Important information for policy purposes is thus not gathered.

62. Moreover, cultural biases tend to attach secondary importance to women's activities and to overlook positions they hold and which are associated only with men. The Meeting observed the need for new concepts and definitions of women's work, especially domestic work; the need to be more aware of the extent to which the practice of directing questionnaires to male heads of households exclusively, produces distorted or skewed data; and finally, the need to recognize that data and information on women was a prerequisite for the formulation of policies and programmes directed to them.

63. The Meeting noted that each country should set up a system for the systematic study of the situation of women, using available sources of information, on-going and future studies. This monitoring system, although rudimentary, could lead, later on, to the development of a more comprehensive and sophisticated system.

TRAINING FOR WOMEN IN DEVELOPMENT PLANNING

64. Although the integration of women into development planning involves major political decisions and processes, there is a technical side to it. Planners of national agencies and experts on women in development have to acquire knowledge and skills in each other's spheres so as to accelerate national development enhancing the contributions women can make to it.

65. A participant observed that planners in the region need to adequately understand the roles and functions women have with regard to the process of development, if they are to work effectively in the instrumentalization of policies for women and with women's full participation.

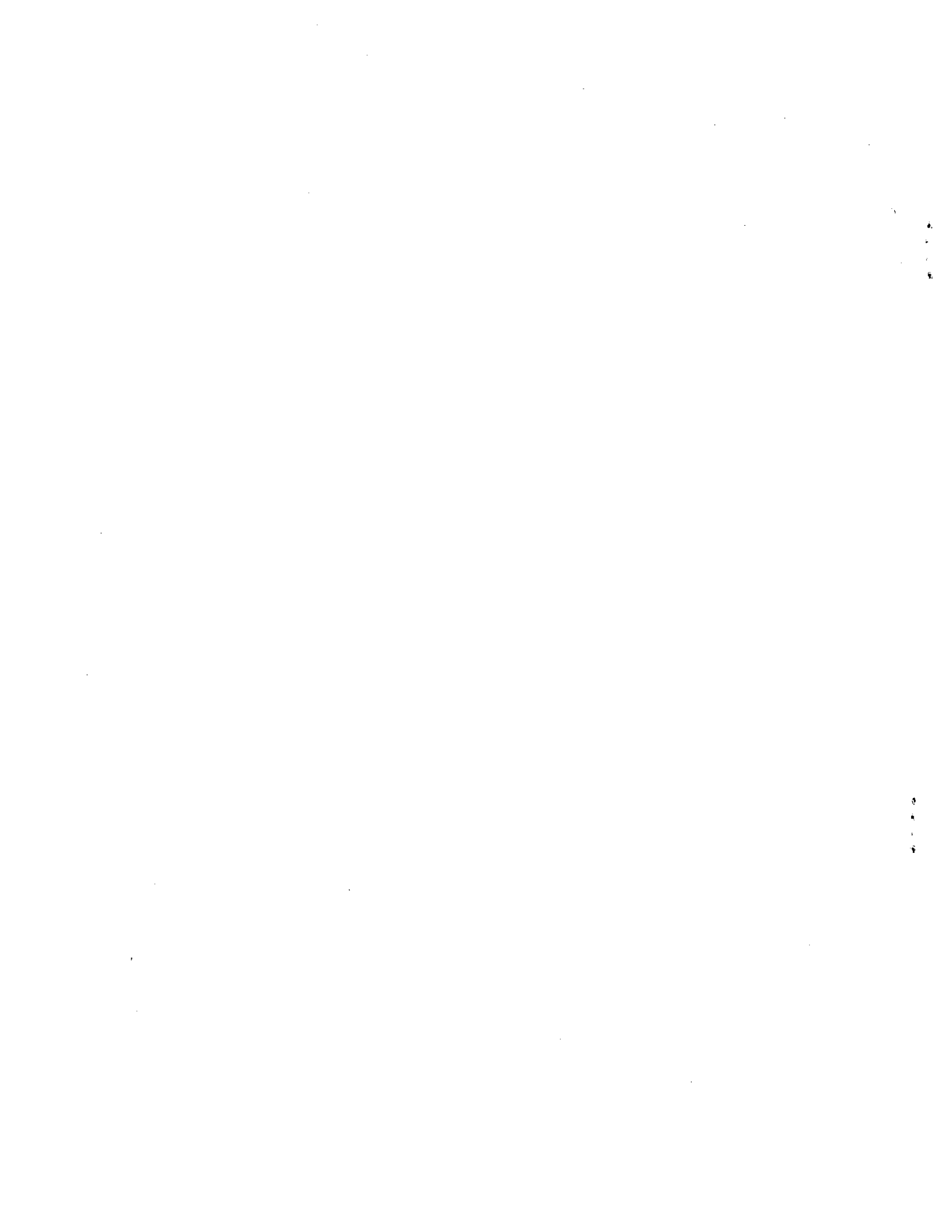
66. Another participant expressed the need to find new methods through which the capacity of planners can be increased to implement planning methodologies which incorporate a broader range of economic and social factors and provide for participation of the people.

67. The Meeting having been informed of CEPAL-ILPES' efforts to prepare special courses on women in development for planners, strongly gave its approval and urged the implementation of those courses. The Meeting also urged CEPAL-ILPES to: a) provide those courses to planners and experts on women in development in the Caribbean; and b) to make use of existing Caribbean regional institutions and human resources.

68. Experts on women in development, as observed by the Meeting, have to acquire a fuller knowledge of the political and technical aspects of the planning process, as well as of its weaknesses and strengths, if they are to influence decision-making in development planning. It was noted that there is a special need of experts to get to know the institutional and functional planning framework in their own countries. The Meeting strongly urged that the national development plans should be made available to experts on women in development.

Discussion and Adoption of Report

69. The Meeting discussed and adopted the present Report.



LIST OF PARTICIPANTS

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