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**ACTIVITIES OF THE ECLAC SECRETARIAT RELATING TO THE INTEGRATION
OF WOMEN INTO THE ECONOMIC AND SOCIAL DEVELOPMENT OF
LATIN AMERICA AND THE CARIBBEAN FROM
1 SEPTEMBER 1997 TO 30 AUGUST 1999**

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ABBREVIATIONS

CADAS	Caribbean Community Agricultural Development and Advisory Service
CEBRAP	Brazilian Centre for Analysis and Planning
CEDEM	Women's Development Research Centre (Chile)
CELADE	Latin American and Caribbean Demographic Centre
CIESAS	Centre for Research and Higher Learning in Social Anthropology (Mexico)
DIEESE	Inter-Union Department of Statistics and Socioeconomic Research
FAO	Food and Agriculture Organization of the United Nations
FLACSO	Latin American Faculty of Social Sciences
GTZ	German Agency for Technical Cooperation
ICFTU	International Confederation of Free Trade Unions
IICA	Inter-American Institute for Cooperation on Agriculture
ILADES	Latin American Institute of Social Theory and Social Studies
ILO	International Labour Organization
ILPES	Latin American and Caribbean Institute for Economic and Social Planning
INSTRAW	International Research and Training Institute for the Advancement of Women
IPEA	Institute of Applied Economic Research (Brazil)
OLADE	Latin American Energy Organization
UNIDO	United Nations Industrial Development Organization
ORIT	Inter-American Regional Organization of Workers of the ICFTU
SEADE	Data Analysis System Foundation of the State of São Paulo (Brazil)
SENAI	National Industrial Apprenticeship Service (Brazil)
SERNAM	National Women's Service (Chile)
UNAIDS	United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women

I. INTRODUCTION

The activities of the Women and Development Unit of ECLAC between 1 September 1997 and 30 August 1999 were carried out in the framework of the programmes of work of the ECLAC system for the 1996-1997 and 1998-1999 bienniums. The work of the Unit centred on following up the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Platform for Action of the Fourth World Conference on Women and on organizing and holding the seventh session of the Regional Conference on Women in Latin America and the Caribbean and preparing for the eighth session to be held in Lima, Peru, from 8 to 10 February 2000. The importance attached to these two sessions of the Regional Conference stems from the awareness in Latin America and the Caribbean of the need to strengthen this forum as a way of ensuring fulfilment of commitments made at the international and regional levels, since no new world conference has yet been scheduled. These commitments will also be reviewed in the course of the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century", to be held in June 2000.

The first three months of the period covered by this report were devoted to final preparations for the seventh session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, held in Santiago, Chile, from 19 to 21 November 1997. Although the most substantive preparatory activities were described in the previous report of the secretariat,¹ it should be emphasized that the lead-up to the conference was extremely dynamic and participatory, with actions focusing mainly on two fields: (i) strengthening the links between the secretariat and ECLAC member States (especially through the Presiding Officers of the Regional Conference), non-governmental organizations and bodies belonging to the United Nations system; (ii) the preparation of reports providing in-depth analyses of the substantive topics selected (access to power and participation in decision-making; sustainable development, poverty and gender),² and documents analysing the situation of women in Latin America and the Caribbean to be considered at the seventh session of the Regional Conference. During the seventh session, on the basis of documentation presented by the secretariat and contributions from individual countries, an assessment was made of progress achieved in applying the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001. The Santiago Consensus,³ which set out the measures needed to speed up change in favour of women, was also adopted.

In this context, the work of the secretariat was mainly devoted to supporting cooperation between all participants, helping to coordinate their preparation of the Conference, drafting documents to guide the debates and providing technical assistance to member States.

The work carried out by ECLAC in the period 1997-1999 pursued two broad lines of action: follow up to the global agenda adopted by the countries of the region at the international level, and gender mainstreaming in the activities of the Commission and in the public policies of the Latin American and

¹ LC/L.1062(CRM.7/3), September 1997 and LC/L.1062(CRM.7/3)/Add.1, September 1997.

² LC/L.1063(CRM.7/4); LC/L.1064(CRM.7/5).

³ LC/G.2016(CRM.7/7).

Caribbean countries. In the first of these, activities were undertaken to follow up and monitor the Regional Programme of Action for Women in Latin America and the Caribbean, 1995-2001, the Platform for Action of the Fourth World Conference on Women, and the Santiago Consensus. Operational and substantive preparations were also made for the eighth session of the Regional Conference. With respect to the second line of action, and as recommended in the conclusions reached by the Economic and Social Council in 1997,⁴ an explicit and systematic process was begun for mainstreaming the gender perspective in the substantive work of ECLAC and in its technical cooperation activities. To support these gender mainstreaming efforts in the main areas of development in the region, a system of gender indicators highlighting the strategic areas of the Regional Programme of Action and the Platform for Action was proposed, and progress was made in developing it. This is intended to help Latin American and Caribbean governments formulate public policies with a gender perspective and assess the fulfilment of international commitments and agreements.

These two lines of action were consolidated at the twenty-seventh session of ECLAC (Aruba, 11-16 May 1998), when member countries approved for inclusion in the programme of work for the 2000-2001 biennium a new subprogramme to mainstream the gender perspective in the main spheres of the regional development process. This involves broadening the competence of the Women and Development Unit both in terms of the topics it studies and as regards internal and external collaboration; the subprogramme explicitly refers to its coordinating role in gender mainstreaming, which will lead to a strengthening of the capacity of ECLAC to support Latin American and Caribbean countries in cooperation for development.⁵

The first edition of the *Directory of national organizations dealing with programmes and policies on women in Latin America and the Caribbean* was published in September 1997, and in May 1999 an updated version was used as the cornerstone of the Unit's new communication strategy which is centred on designing a page within the ECLAC website. The aim of this initiative is to provide all Governments of the region, and other users of ECLAC services, with direct access to the information contained in the directory and in the substantive documents published by the Unit since the start of the biennium.

⁴ A/52/3, chapter IV, section A.

⁵ (LC/G.2034-P) E/1998/41.

II. MAIN ACTIVITIES

A. SEVENTH SESSION OF THE REGIONAL CONFERENCE ON WOMEN IN LATIN AMERICA AND THE CARIBBEAN

The seventh session of the Regional Conference, held in Santiago, Chile, from 19 to 21 November 1997, was convened by the Executive Secretary of ECLAC pursuant to the 1977 Regional Plan of Action. The Conference elected new Presiding Officers, comprising representatives from Chile (President), Netherlands Antilles, Argentina, Barbados, Bolivia, Brazil, Cuba, El Salvador, Paraguay, and Venezuela (vice-presidents) and Mexico (rapporteur).⁶

There were two key issues on the agenda: participation in decision-making processes, and poverty and sustainable development. On the basis of documentation presented by the ECLAC secretariat and reports from individual countries, the Conference assessed progress made and considered the obstacles affecting the situation of women. The Santiago Consensus, contained in resolution 568 (XXVII) of the twenty-seventh session of ECLAC (Aruba, 1998), was adopted, as were one declaration and two resolutions; one of these recommends that the Conference should in future be known as the “Regional Conference on Women in Latin America and the Caribbean”.⁷

A policy declaration adopted at a meeting of non-governmental organizations on women and development in Latin America and the Caribbean (Santiago, Chile, 18 November 1997) was presented at the Conference.⁸

B. MEETINGS OF THE PRESIDING OFFICERS OF THE REGIONAL CONFERENCE ON WOMEN IN LATIN AMERICA AND THE CARIBBEAN

During the period under consideration, four meetings of the Presiding Officers of the Regional Conference were held, with wide-ranging participation by representatives of the organizations and agencies of the United Nations system and intergovernmental bodies.

At the twenty-fifth meeting of the Presiding Officers, held on 17 November 1997 in Santiago, Chile, delegates from the member countries represented by the Presiding Officers reported on liaison work carried out in support of preparations for the seventh session of the Regional Conference; the organization of tasks was also decided upon.⁹

⁶ LC/G.2016(CRM.7/7).

⁷ Ibid.

⁸ Ibid.

⁹ LC/L.1122(MDM.25/2).

The twenty-sixth meeting of the Presiding Officers on 14 and 15 July 1998 was also held in Santiago, Chile. This meeting agreed on activities to implement the Regional Plan of Action, the Santiago Consensus and the Platform for Action, basically with a view to the five-year review of compliance with agreements reached at the fourth World Conference, and the next session of the Regional Conference. Both of these activities are scheduled for the year 2000.¹⁰ In addition, the Governments decided to strengthen the activities of the Presiding Officers, especially their liaison functions, by developing closer links with government offices for women's issues in the countries of the region,¹¹ above all as a contribution to horizontal cooperation, the design of public policies and coordination both with the United Nations system at the regional level and with non-governmental organizations at the regional and subregional level.

These topics remained the main focus of the twenty-seventh meeting (San Salvador, 2-4 December 1998), and the twenty-eighth meeting (Curaçao, Netherlands Antilles, 3-4 June 1999), which also began specific tasks in preparation for the eighth session of the Regional Conference. In brief, at the twenty-seventh meeting of the Presiding Officers it was recommended that the Conference should address the issue of "Gender equity – basis for a just and equitable society", considering gender equity, human rights, and peace and violence.¹² The next meeting approved guidelines presented by the secretariat for examining these areas, and it was suggested that observations and recommendations from the secretariat should be included in addition to those from the Governments of individual countries.¹³

C. OTHER MEETINGS

1. Organized by ECLAC

Meeting on a strategy for gender mainstreaming in the substantive work of ECLAC

Held at ECLAC headquarters in Santiago, Chile, on 27 October 1997, this meeting formed part of the pilot project being run by ECLAC in conjunction with the German Agency for Technical Cooperation (GTZ), whose object is to mainstream the gender perspective in the development cooperation provided by the Commission to Latin American and Caribbean countries, so as to ensure that such cooperation benefits men and women alike. The meeting was attended by representatives from GTZ and every ECLAC Division and substantive Unit.

¹⁰ LC/L.1133(MDM.26/3), Santiago, Chile, 22 June 1998.

¹¹ The following distribution of responsibilities was approved: Netherlands Antilles and Barbados: English-speaking Caribbean countries, Aruba and Suriname; Argentina: Colombia; Chile: Peru and Haiti; Cuba: Puerto Rico, Dominican Republic and support for Netherlands Antilles and Barbados; El Salvador: Guatemala and Honduras; Mexico: Costa Rica and Panama; Paraguay: Ecuador; Venezuela: Uruguay. In principle no countries were assigned to Brazil or Bolivia, but the possibility of their carrying out liaison functions, in response to specific needs, with States not represented among the Presiding Officers, is not ruled out.

¹² LC/L.1188(MDM.27/4).

¹³ LC/L.1235(MDM.28/3).

Seminar on democratic theory and the participation of women in politics: the case of Chile

The aim of this meeting held at ECLAC headquarters on 21 January 1998 was to analyse the participation of women in party politics and in the institutions of power within the State structure, taking into account the progress achieved in democratic theory and gender analysis.

Seminar on “Men and their stories: restructuring and masculinity in Mexico”

This seminar, held in Santiago, Chile, on 11 March 1998, was organized jointly by the Women and Development Unit and ILPES. During the meeting, Dr. Agustín Escobar, of the Centre for Research and Higher Learning in Social Anthropology (Occidente, Guadalajara, Mexico), reported on conclusions from research into male and female labour market participation in the Guadalajara area. ECLAC staff and representatives from non-governmental organizations and academic centres took part in the meeting.

Meeting on institutionalizing the gender perspective

This meeting was held on 28 May 1998 at ECLAC subregional headquarters in Mexico, as part of the process of institutionalizing the gender perspective in the substantive work of the Commission. All staff members from the subregional headquarters attended, along with the Director and a representative from the Women and Development Unit. The meeting was preceded by a survey of staff to identify their perceptions, needs and proposals for moving the process forward.

Seminar on “Women, the legal system and equality. Guidelines for monitoring”

This meeting was held at ECLAC headquarters in Santiago, Chile, on 25 January 1999, to review the degree to which the legal systems of Latin American and Caribbean countries were adapting to progress achieved in the area of gender equality legislation. The debates were aimed at formulating general recommendations to consolidate respect for women’s rights in the region.

Seminar on gender indicators for monitoring and assessment of the Regional Programme of Action for Women in Latin America and the Caribbean, 1995-2001 and the Beijing Platform for Action

This seminar at ECLAC headquarters in Santiago, Chile, on 28 January 1999 was held to debate indicators proposed by ECLAC to collect comparative data on the situation of women and men, and to monitor the fulfilment of agreements contained in the Beijing Platform for Action and the Regional Programme of Action.

Seminar on “Participation and gender equity in Latin America and the Caribbean: follow-up indicators”

The purpose of this seminar, held at ECLAC headquarters in Santiago, Chile, on 19 July 1999, was to analyse women’s sociopolitical participation, ranging from the institutions of power in the State structure to civil society organizations —business, trade union or social— in each of the countries of the region. Participants also reviewed gaps existing in the available statistical information, and reiterated the need to refine public policy proposals aimed at increasing women’s participation in decision-making in all sectors of society.

2. Co-sponsored by ECLAC

ECLAC participated in the workshop on energy and gender, organized jointly with the Latin American Energy Organization (OLADE) and the German Agency for Cooperation (GTZ), held in Quito, Ecuador, on 19 and 20 February 1998. A presentation was made entitled “Estrategia de institucionalización del enfoque de género en la cooperación al desarrollo que presta la CEPAL y sus potencialidades en el sector de energía.”

3. Other United Nations meetings

ECLAC took part in the first preparatory workshop for the “World Survey on the Role of Women in Development, 1999”, organized by the Division for the Advancement of Women of the United Nations. The ECLAC contribution was based on studies of the situation of women in Latin America and the Caribbean undertaken by various divisions (Geneva, 1 to 3 July 1998).

In collaboration with the Division for the Advancement of Women, a meeting of experts was held to consider national mechanisms for the advancement of women. At this meeting ECLAC presented the document “Institucionalidad de la equidad de género en el Estado; un diagnóstico para América Latina y el Caribe”.

In collaboration with the Office of the Special Adviser on Women Workers’ Questions of the International Labour Organization (ILO), a seminar was organized on the topic of “Work, gender and development: ILO looking towards 2000. Current policies and strategies for gender mainstreaming”. Participants from both organizations were able to share experiences of mainstreaming the gender perspective in their substantive work (Santiago, Chile, 29 April 1999).

4. Inter-agency meetings

In its capacity as *ex-officio* member and representative of all the regional commissions, ECLAC participated in the discussions of the Board of Trustees of the International Research and Training Institute for the Advancement of Women (INSTRAW) held during its twenty-first session (Santo Domingo, Dominican Republic, April 1998).

In the framework of monitoring activities for the Regional Programme of Action, ECLAC organized three meetings of specialized agencies and other bodies of the United Nations system on future activities to promote the integration of women into Latin American and Caribbean development. The discussions focused on problems of continuity in programmes and projects for women or in those with a gender perspective, and the possibilities for exchange and coordination in monitoring the Platform for Action and the Regional Programme of Action (Santiago Chile, 18 and 21 November 1997 and 15 July 1998; Curaçao, Netherlands Antilles, 2 June 1999).

The first of these meetings (the fifth in the series) considered the documents presented at the seventh session of the Regional Conference, together with the measures adopted by each institution for mainstreaming the gender perspective in their activities and the need for greater coordination of their activities to facilitate monitoring of the agreements adopted.¹⁴

¹⁴ LC/L.1100.

The second meeting (the sixth in the series) analysed the possibilities for exchange and coordination in the framework of the monitoring of the Platform for Action and the Regional Programme of Action. It also considered the support that the various bodies could provide in preparing and disseminating indicators to facilitate more precise assessment of the degree to which agreements are being fulfilled, both among individual countries and at the subregional and regional levels.¹⁵

This topic was also on the agenda of the third meeting (the seventh in the series), which put special emphasis on the commitment of the bodies attending to collaborate in preparations for the eighth session of the Regional Conference. Participants also agreed on the need to change the title of this forum, which would in future be known as the “Meeting of Specialized Agencies and other Bodies of the United Nations System on the Advancement of Women in Latin America and the Caribbean”.¹⁶

The Women and Development Unit presented a paper entitled “Violencia contra las mujeres; panorama regional” at a press conference held for the inauguration in Chile of the worldwide campaign “A life free of violence: it’s our right”, which UNIFEM, UNDP, UNFPA, UNICEF, FAO, ILO, UNAIDS and ECLAC are carrying out at the regional level (Santiago, Chile, 20 March 1998).

In addition, ECLAC participated with other United Nations bodies in a variety of meetings organized by UNDP to analyse the topic of women and human security, as Chile’s contribution to the *Human Development Report, 1998*.

As regards commitments undertaken by ECLAC relating to implementation of the Plan of Action of the Second Summit of the Americas, the Secretariat participated in the twenty-ninth Assembly of Delegates to the Inter-American Commission of Women (CIM), of the Organization of American States (OAS) and reported on activities carried out by the Commission to mainstream the gender perspective in its work and planned actions to provide substantive support for monitoring the Plan of Action (Washington, D.C., 16-18 November 1998).

At the first and second ordinary sessions of the IACW Executive Committee for the period 1998-2000, a representative of the ECLAC office in Washington presented a report on activities undertaken by the Women and Development Unit pursuant to the request made by Heads of State in the Plan of Action of the Second Summit of the Americas (Washington, D.C., 10-11 February 1999; 30 June-2 July 1999). The second of these meetings included a presentation of the document entitled *Gender indicators for follow-up and evaluation of the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Beijing Platform for Action*,¹⁷ published by the Unit; this was received with great interest by the delegations present, who decided to use it in their preparations for the coming meeting of the Summit of the Americas.

5. Participation in other meetings

(i) Seminar on theoretical and comparative reflections on feminism in Chile and Latin America, organized by the Faculty of Social Sciences of the University of Chile (Santiago, Chile, 23 April 1998).

¹⁵ LC/L.1134.

¹⁶ LC/L.1236.

¹⁷ LC/L.1186.

(ii) Seminar entitled “Shift toward new paradigms: gender and human rights”, co-sponsored by Corporación La Morada, the University of Chile and the Ford Foundation (Santiago, Chile, 22-23 April 1998).

(iii) Seminar on the State and civil society in social policies, organized by the National Council for the Elimination of Poverty of Chile (Santiago, Chile, 28 April 1998).

(iv) Seminar on the contribution of women to the planning and management of water resources, organized by the International Water Resources Association, the Global Water Partnership, the International Institute for Water Management and the Inter-American Institute for Cooperation on Agriculture (IICA) (Mexico City, 21-22 May 1998).

(v) International seminar on macroeconomics, gender and the State, organized by the National Planning Office of Colombia, in collaboration with the Federal Ministry of Economic Cooperation and GTZ. A paper was presented, entitled “Proceso de institucionalización del enfoque de género en la CEPAL. Experiencias sectoriales” (Cartagena, Colombia, 3-5 June 1998).

(vi) Regional conference entitled “Gender equity in Latin America and the Caribbean: challenges from masculine identities”, organized by the United Nations Population Fund (UNPFA), the Latin American Faculty of Social Sciences and the Ford Foundation (Santiago, Chile, 8-10 June 1998). At this conference, ECLAC participated actively in the working groups on masculinity and violence, and masculinity and cultural change.

(vii) Tripartite seminar on women’s participation in manufacturing industry, organized by the United Nations Industrial Development Organization (UNIDO), the Chilean Ministry of Economic Affairs, Development and Reconstruction, the Ministry of Labour and Social Security, the National Institute of Statistics (INE) and the National Women’s Service (SERNAM) (Santiago, Chile, 2 July 1998).

(viii) The eighth session of the Stockholm Water Symposium, organized by the Water Resources Society and the Stockholm International Water Institute. ECLAC presented a paper on women and water-related processes in Latin America: research and policy proposals in the workshop on women’s contribution in the area of water resources (Stockholm, Sweden, 10-14 August 1998).

(ix) Meeting to analyse a proposed system of indicators for constructing an “index of commitments fulfilled”. The meeting was organized by the Women’s Development Research Centre and the Latin American Faculty of Social Sciences (FLACSO), as part of the strategy of citizen control adopted by the Chile Initiative Group “Beijing 2000” (Santiago, Chile, 16 September 1998).

(x) UNESCO regional forum on women, science and technology in Latin America: analysis and strategies. The Women and Development Unit acted as rapporteur on panel 4, “Technological innovation, where to? Bridges between entrepreneurs and researchers”; it also participated in drafting the forum’s final report (Bariloche, Argentina, 21-23 October 1998).

(xi) Seminar on the dialogue between State and society in implementing the Equal Opportunity Plan for Women, organized by the Fund for the Study of Public Policies of the Faculty of Physical and Mathematical Sciences at the University of Chile (FONDOPP), and the Centre for Women’s Studies (CEM). ECLAC participation consisted of making the lead comments on the research report

“Interlocución Estado y sociedad en la implementación del Plan de Igualdad para las Mujeres 1995-2001” (Santiago, Chile, 31 March 1999).

(xii) Presentation of the document “Género en la planificación local. Operadoras y operadores”, published by COBIJO and the Catholic University of Chile (Santiago, Chile, 28 May 1999).

(xiii) International seminar on family relations and social change in low income urban sectors, organized by the Villa El Salvador Community Mental Health Centre (CECOSAM) in Peru. A paper was presented entitled “Violencia en las relaciones familiares” (Peru, 15-17 July 1999).

(xiv) International workshop to present the mid-term results of the *Human Development Report of Bolivia-2000*, “Transitando al siglo XXI”, organized by UNDP. Comments were made on the paper “Pactos de género e intersubjetividad familiar en Bolivia” (La Paz, 22-23 July 1999).

(xv) Working session of the National Women’s Service on higher education aimed at designing the second equal opportunity plan for women 2001-2010 (Santiago, Chile, 10 August 1999).

D. TRAINING ACTIVITIES

Teaching and training activities have an important place in the work of ECLAC, owing both to the large amount of knowledge it has accumulated over the last two decades, constantly updated thanks to the close relationship ECLAC maintains with bodies relating to all sectors of society, and to the need for ever greater specialization to implement concrete measures. Accordingly, training and teaching activities are given high priority despite a lack of resources. Activities carried out during the period include the following:

(i) Classes on the gender perspective in the course on paradigms of social change and development offered by the Faculty of Social Sciences at the University of Chile in the framework of the Masters programme in Anthropology and Development; 20 students participated from Chile, Ecuador and Bolivia (Santiago, Chile, June 1998).

(ii) Presentation of a paper at the panel on family violence: a problem that transcends boundaries, at the first police training workshop on family issues organized by the Family Protection Office of the Chilean Police Force (Santiago, Chile, 17-19 June 1998).

(iii) Classes for the gender and health module of the postgraduate course on gender and public policies in the Interdisciplinary Gender Studies Programme, Faculty of Social Sciences, University of Chile; 25 students participated from Chile, Paraguay, Peru and the Netherlands (Santiago, Chile, 15-22 September 1998).

(iv) Class on negotiation and advocacy in the field of health and reproductive rights, given at the Chilean national workshop as part of the regional project “Beyond Cairo and Beijing, strengthening of the capacity of non-governmental organizations in Latin America and the Caribbean” (Santiago, Chile, 26 March 1999).

(v) Classes on the gender perspective in the course on paradigms of social change and development, given by the Faculty of Social Sciences at the University of Chile, in the framework of their

Masters programme in Anthropology and Development; 25 students participated from Chile, Bolivia and Mexico (Santiago, Chile, June 1999).

(vi) Supervision of three professional practice periods; the first, involving a graduate in Latin American Regional Sciences from the University of Cologne, Germany, dealt with the situation of women in rural areas of Chile —specifically peasants and agricultural wage-earners living in precarious economic situations; the second, involving a graduate from the Institute of Sociology at the Catholic University of Chile, took the topic of part-time work in Chile viewed as precarious employment from a gender perspective; the third, a graduate from the doctoral programme in Applied Economics at the University of Oviedo (Spain), had the aim of establishing the current state of knowledge on macroeconomics and gender. Three sabbatical year studies were also supervised: “Democratic theory and women’s participation in politics: the case of Chile”, undertaken by a teacher from the University of Judaism in Los Angeles, California (United States); “Gender mainstreaming in the sphere of local development: the case of Mendoza, Argentina”, carried out by a teacher from the National University of Cuyo, Mendoza (Argentina); and “Liberating the associative sector in Mexico”, with special emphasis on women’s non-governmental organizations, which is being undertaken by a researcher from the Colegio de México, and is set to continue during 2000.

E. PROJECTS AND TECHNICAL ASSISTANCE

1. Projects

During the period covered by this report, the Women and Development Unit carried out the following two projects;

(i) Institutionalizing the gender perspective in the substantive work of ECLAC

This pilot project, financed from extrabudgetary funds, was executed during the second half of 1997 in collaboration with the German Agency for Technical Cooperation (GTZ). Its purpose was to systematically and explicitly mainstream the gender perspective in the work of ECLAC. The tasks carried out to this end include the following: (i) analysis of the 1998-1999 ECLAC work programme and projects under way, with a view to identifying thematic areas, research activities and training and advisory services in which it might be possible to incorporate gender analysis using existing institutional resources; (ii) carrying out a research consultancy with the managerial staff of the Divisions and Units of the Commission and technical staff; (iii) organization of short internal seminars to analyse gender mainstreaming in cooperation and research activities, and (iv) participatory and consensus-driven design of a strategy containing concrete targets for strengthening the process of gender mainstreaming in the work of ECLAC in the short and medium term.

(ii) Women and gender equity: indicators of women’s participation and leadership

Between June and October 1998, pursuant to the agreements adopted at the twenty-second meeting of the Presiding Officers of the Regional Conference, ECLAC executed this project through the Women and Development Unit, in conjunction with FLACSO. The work consisted of designing a set of indicators, drafting questionnaires for collecting information and sending them to selected sources, seeking alternative sources —the United Nations and the Inter-Parliamentary Union, among others— and processing and systematizing the available information. Individual progress reports were presented at the

twenty-sixth and twenty-seventh meetings of the Presiding Officers of the Conference, held in July and December 1998 respectively. The final document, entitled “Participación sociopolítica y equidad de género en América Latina y el Caribe; indicadores de seguimiento” is scheduled for presentation during the current session of the Regional Conference.

This project gives substance to the efforts made by ECLAC to develop a system of indicators for monitoring and assessment of the Regional Programme of Action and the Platform for Action, and to gather, analyse and disseminate quantitative and qualitative information on the women and men of Latin America and the Caribbean.

(iii) *“Gender mainstreaming in the substantive work of ECLAC and in sectoral ministries”*

This two-year project begun on 1 July 1999 aims to strengthen and consolidate an institutional gender mainstreaming model with a view to intensifying the work already initiated at ECLAC. The project is financed out of extrabudgetary funds, in conjunction with the German Agency for Technical Cooperation (GTZ), and its activities will be focused on the development cooperation that ECLAC provides to sectoral ministries in selected countries in the region.

2. Technical assistance

During the period under consideration, the Women and Development Unit executed or supervised four technical assistance activities:

(i) Supervision of the consultancy on the Simujeres indicator system: basic guidelines for monitoring and assessment of the gender policies project to the year 2000, carried out by a statistics specialist from the Statistics and Economic Projections Division (Ecuador, September 1998).

(ii) Gender-perspective training workshop for staff at the Ministry of Foreign Affairs of Mexico, requested by the Director-General of the Ministry’s unit for international women’s issues (Mexico, October 1998).

(iii) Study entitled “Análisis comparativo de la situación de las mujeres en Chile 1990-1998”. The National Women’s Service of Chile requested this study in October 1998, with a view to generating up-to-date information on the situation of women in different fields in order to strengthen policy tools for promoting equal opportunities. The final report was submitted in early February 1999.

(iv) Supervision of the technical assistance provided by a staff member from the Programme Planning and Operations Division to the University of Chile’s Interdisciplinary Gender Studies programme, aimed at coordinating the “gender planning” module in the university’s distance learning course on gender, designed for staff working in municipalities, ministries and provincial universities in Chile (Santiago, Chile, November 1998-March 1999).

F. ACTIVITIES TO MAINSTREAM THE GENDER PERSPECTIVE IN THE WORK OF ECLAC

Since 1977, the Regional Conference on the Integration of Women in Latin America and the Caribbean has been the normal and permanent mechanism available to ECLAC member States for linking women's needs to major development issues.

In order to enhance this work, representatives from member States passed resolution 483 (XXI) in 1986, urging countries to make sure that their sectoral policies and development programmes included strategies to promote participation by women on an equal footing with men. The incorporation in 1993 of the Women and Development Unit into the Office of the Secretary of the Commission has facilitated monitoring and cooperation tasks in mainstreaming the gender perspective in ECLAC programmes and projects.

In 1996, the Women and Development Unit and the Project Management Unit of the Programme Planning and Operations Division started to work together to ensure that every project would be preceded by a study, not only of women's contribution to its fulfilment, but also of its possible effects on men and women. In continuation of this process, the project "Gender mainstreaming in the substantive work of ECLAC" was carried out in 1997, and an appropriate strategy was designed based on the conviction that adopting the gender perspective at the substantive level means that activities to improve the situation of women must be approached in a multisectoral and cross-disciplinary fashion and that priority should therefore be given to mainstreaming the gender perspective laterally across other programmes and projects. To strengthen this process, a new project was begun in the second half of 1999, entitled "Institutionalizing the gender perspective in the substantive work of ECLAC and in sectoral ministries".

The relevant activities undertaken so far in ECLAC as a whole include the following:

1. Population Division (CELADE)

CELADE has sought to incorporate the gender dimension systematically in its regular population and development research activities. In this context, CELADE, UNFPA and the National Institute of Statistics of Bolivia jointly published the following two documents: *Bolivia: proyecciones de la población económicamente activa y en edad escolar por departamento, según área urbano-rural, sexo y grupos de edad, 1999-2010*¹⁸ and *Guatemala: estimaciones de población por departamento según edad y sexo, 1990-2010 y estimaciones de población por municipio según sexo, 1990-2005*.¹⁹

At the twenty-sixth session of ECLAC, CELADE presented a report entitled *Population, reproductive health and poverty*,²⁰ containing a large amount of sociodemographic data classified by gender, and in which gender analysis is one of the most important themes. In addition, on the topic of reproductive health, CELADE published a study in June 1999 entitled *Identificación de poblaciones objetivo en el análisis de la salud reproductiva; el caso de Bolivia*²¹ which contains basic guidelines for providing reproductive health services to population groups living in socially disadvantaged conditions.

¹⁸ LC/DEM/R.271.

¹⁹ LC/DEM/R.273.

²⁰ LC/G.2015(SES.27/20).

²¹ LC/DEM/R.300.

This same line of work led to the production of the document *Crecimiento económico sostenido, población y desarrollo*,²² which stresses the importance of population issues in policies to achieve long-term economic growth and sustainable development with equity. It reiterates the need to modify behaviour patterns that act against equitable participation by women and men at the different levels of society and constitute mechanisms that help to perpetuate and reproduce socio-economic and demographic inequalities.

CELADE is currently working on a major study of young people, population and development to be presented at the next session of ECLAC (Mexico, April 2000). The corresponding report will pay particular attention to gender-specific aspects of young people's behaviour patterns, such as the difficulties faced by young women in exercising their sexual and reproductive rights, and the gender bias that persists in the division of responsibilities relating to reproduction and child raising.

As regards older adults, the work of CELADE highlights the inexorable advance of the population ageing process and the challenges this involves for societies, States and individuals. Both in the documents prepared for the International Year of Older Persons, *Ageing: four dimensions of a society for all ages*,²³ and *Condiciones de vida de la población de edad en Chile y Panamá*,²⁴ and in preparations for the Latin American and Caribbean Symposium on Older Persons, to be hosted by ECLAC in Santiago, Chile, from 8 to 10 September 1999, the CELADE team has taken particular account of the fact that the sociodemographic profile of older people displays a clear female majority.

Another major topic in the work programme of the Population and Development Area of CELADE is population mobility. This has led to several studies paying special attention to the gender features of migratory patterns: *Migración y desarrollo en América del Norte y Centroamérica: una visión sintética*.²⁵ *Un examen de la migración internacional en la Comunidad Andina usando datos censales*²⁶ and *Migración internacional en América Latina y el Caribe: antecedentes empíricos*.²⁷

CELADE has continued to cooperate with the interdisciplinary Gender Studies programme of the Faculty of Social Sciences of the University of Chile, contributing sociodemographic knowledge and data to characterize the situation of women in the development sphere. It has also continued its reciprocal teaching collaboration with the University of Chile, where it plays an important part in the organization and administration of the postgraduate course on gender and social policies. The gender perspective has also been integrated into the teaching activities of CELADE, including its own regional intensive course on demographic analysis which emphasizes the reproductive mechanisms of poverty that are linked to the sociodemographic behaviour of women and the role they play at work, in the family and in society generally. Apart from this, the experience gained from preparing and analysing the document "Población, salud reproductiva y pobreza" served as the basis for a training workshop to analyse situations of vulnerability in matters of reproductive health. This workshop, which in view of its success is likely to be repeated in the future, placed emphasis on gender-specific aspects.

²² In preparation.

²³ LC/DEM/G.174, Series A, No. 309.

²⁴ In preparation.

²⁵ In preparation.

²⁶ Peru: LC/DEM/R.288; Venezuela: LC/DEM/R.291; Colombia: LC/DEM/R.292; Ecuador: LC/DEM/R.293; Bolivia: LC/DEM/R.290.

²⁷ LC/DEM/R.296.

2. Social Development Division

The Social Development Division has carried out the following studies and published the following documents that incorporate gender analysis: “Políticas sociales, familia y trabajo en la América Latina de fin de siglo”, Políticas sociales series No. 21, October 1997; “Familias latinoamericanas: convergencias y divergencias de modelos y políticas”, in *CEPAL Review*, No. 65, August 1998; “Bibliografía sobre mercado de trabajo y género en América Latina” in “Egalité, équité, discrimination: hommes et femmes sur le marché du travail”, *Les cahiers du Mage* Nos. 3 and 4, October-November 1997, in conjunction with ILPES; “Participación de la juventud en las actividades laborales y en el proceso de toma de decisiones en América Latina y el Caribe: desafíos a las políticas de juventud y a los actores sociales juveniles”;²⁸ “Juventud y desarrollo rural: marco conceptual y contextual”, Políticas sociales series No. 28, September 1998; “Políticas públicas y de género: una relación difícil” in *Inequidad y política social*, published by ECLAC in conjunction with the Paraguayan Centre for Sociological Studies (CPES) and IUDES (Asunción, Paraguay, January 1999), *¿Equidad por movilidad individual o con reducción de distancias? Desafíos de las tendencias recientes en la educación, el empleo y el ingreso en Chile*, March 1999,²⁹ *Género en el desarrollo humano de República Dominicana*, May 1999,³⁰ and *Seguridad ciudadana y violencia en América Latina: diagnóstico y políticas en los años noventa*, Políticas sociales series, No. 32, August 1999.

Staff from the Social Development Division also participated in training activities on relevant issues, including those related to poverty and intervention strategies in the framework of the Doctorate programme in Latin American Studies and the Masters programme in Social Policies and Local Management at the University of Art and Social Sciences (ARCIS), Santiago, Chile, October 1997 and April 1998; a module on conceptual and methodological problems in the production of gender-related knowledge and in professional practices, for the Diploma in Gender Studies at the University of the Academy of Christian Humanism, Santiago, Chile, June and July 1998; a module on poverty and social policy in the Masters programme in Latin American Social and Political Studies at the Universidad Alberto Hurtado and ILADES, Santiago, Chile, June and July 1998; a course on gender and public policies in the postgraduate programme in Development Sciences at the Universidad Mayor de San Andrés, Bolivia, April 1999; and a course on gender and public policies in the diploma course in gender studies at the Catholic University of Peru, June 1999.

The Division has also made contributions based on the gender perspective for presentation at conferences and analysis meetings. These include “Familia, trabajo y calidad de vida”, which inaugurated the fourth Ibero-American Conference on the Family (Cartagena, Colombia, 8-12 September 1997); “Realidad socioeconómica de América Latina y políticas hacia la familia” prepared for the meeting of family policy specialists (Fortaleza, Brazil, 13-17 October 1997); “El empleo de las mujeres en Centroamérica: análisis de algunas tendencias” for the first regional workshop on Central American integration and the employment of women for Central American integration, organized by the Arias Foundation for Peace and Human Progress and the Ford Foundation (San José, Costa Rica, 8-9 December 1998); and comments on the lead presentation made at the international seminar on political restructuring and social change, organized by Development Alternatives for Women Now (DAWN), MUDAR and the Women’s Popular Education Network (REPEN) (Montevideo, 27-29 April 1999).

²⁸ LC/R.1777.

²⁹ LC/R.1884.

³⁰ LC/R.1918.

Staff members from the Division have also participated in monthly workshops held to discuss research on gender and the labour market, organized by the International Labour Organization (ILO) and the Centre for Women's Studies (CEM), which have included an update on research into continuities and breaks in female urban labour market activity (Santiago, Chile, November 1997), and comments on the document "Costos socioeconómicos de la violencia familiar" presented by the Inter-American Development Bank (IDB) (Santiago, Chile, October 1998); the regional seminar on alternatives and strategies for the Americas in change, organized by the Council for Social Development of Argentina (Buenos Aires, Argentina, 26-30 April 1998); the seminar to analyse the proposed system of gender indicators for monitoring the Santiago accord on childhood and youth, organized by FLACSO and UNICEF (Santiago, Chile, 1998); the monthly meeting of the productive development forum (group on equal opportunities and social integration, agenda 2010), organized by the Ministry of Economic Affairs, Development and Reconstruction of Chile (July and August 1998); and in the meeting held to review the research undertaken by the Centre for Women's Studies (CEM) into female labour market participation in Chile, entitled "Incorporación laboral de las mujeres en Chile: el punto de vista empresarial", where comments were presented (Santiago, Chile, June 1999).

The Social Development Division has also carried out technical assistance activities related to the gender perspective. A staff member participated as a member of the external advisory group to the National Commission of Family Affairs of the National Women's Service (SERNAM) of Chile (Santiago, Chile, 1998 and 1999), and took part in the international advisory committee of the United Nations Development Fund for Women (UNIFEM) in the preparation of its first *Report on Progress of the World's Women* (New York, July 1999).

During the period covered by this report, the Social Development Division, in conjunction with the Statistics and Economic Projections Division, published the Social Panorama of Latin America, 1997 edition³¹ and 1998 edition.³² Chapter III of the 1997 edition, entitled "The Employment Structure: the Last 15 Years", specifically considered the gender dimension as an important factor in the employment trends seen during that period; also, gender indicators were included throughout the document. In the 1998 edition, efforts were intensified to disaggregate data by gender, and chapter V, "Child welfare towards the year 2000: achievements and limitations", included a special section analysing factors that restrict access to welfare by children and adolescents, such as female adolescents who do not go to school but carry out domestic chores at home and those who become mothers at an early age.

3. Statistics and Economic Projections Division

The Statistics and Economic Projections Division keeps databases covering the different economic and social areas, and provides inputs for studies carried out at ECLAC. During the period, three new countries were added to the database, raising the total to 16, and the database itself was structured in such a way as to permit a more direct exploitation of useful gender-related data for studies prepared by the Division. During the biennium, the Division published the *Statistical Handbook of Latin America and the Caribbean, 1997 edition*, which used new indicators that were considered appropriate for classification by gender; these were retained and made more complete in the 1998 edition. In addition, at the request of SERNAM the Division drafted a proposal for designing indicators of poverty and gender inequality (July 1998).

³¹ LC/G.1982-P.

³² LC/G.2050/Corr.1-P.

As part of its technical assistance activities, the Division participates with IDB and the World Bank in the programme to improve surveys on living conditions in Latin America and the Caribbean (MECOVI) which make it possible to ensure that countries include gender-specific information in their data production. In addition, two missions were undertaken to provide technical assistance to the National Council for Women of Ecuador, to assess and improve the gender indicators contained in the SIMUJER database, part of Ecuador's integrated system of social indicators (SIISE) (September 1998). Other technical cooperation activities included the design, calculation and analysis of gender indicators constructed from the Chilean National Socio-economic Survey (CASEN), which will be used in the study "Análisis comparativo de la situación de las mujeres en Chile 1990-1998", supervised by the Women and Development Unit (February 1999); and collaboration with United Nations headquarters in calculating gender indicators for the publication *The World's Women 2000* (July 1999). In the areas of training and outreach, a paper was presented on economics and gender at the Colegio de Economistas de Paraguay, and assistance was provided in gender statistics to postgraduate students in that country; a class was also given on the integration of women into paid work, during an internal teacher training seminar at the sociology department at the University of Art and Social Sciences (ARCIS) (October 1998), and another on the topic of poverty and gender, for the Diploma in Gender Studies and Society at the University of the Academy of Christian Humanism (November 1998).

4. Division of Production, Productivity and Management

The Division of Production, Productivity and Management also carried out gender mainstreaming activities. These included collaborating with the Women and Development Unit in a pilot study involving the design of a methodological guide to gender mainstreaming in productive projects. This work, which will also serve as a model for other ECLAC projects, was conducted on the basis of three projects under way in the Division: "Policy options to promote the development of rural land markets with a view to facilitating land transfer to small farmers", "Small and medium-size enterprises in Latin America and the Caribbean and their international competitiveness" and "A natural-resource cluster development strategy: its growth, distributive and environmental implications". As a result of this work, a document entitled "Incorporación de la perspectiva de género en proyectos productivos de la CEPAL" was subsequently published.³³

The Division also collaborated in a UNIDO project to increase industrial productivity and competitiveness sector through improved participation by women. The project was carried out in Argentina, Brazil and Chile, and tripartite workshops were held in the three countries in 1998; in October 1998, a regional seminar was held to analyse and approve a strategy for women in the Mercosur countries.

Staff members from the Division also took part in seminars on reducing gender inequalities through policies to improve women's labour market integration in various productive sectors; these were organized by ILO, the Department of Industrial Engineering of the University of Chile, the National Women's Service of Chile and the Sociology of Labour Group, among others. A document on women's role in the production of statistics was also prepared, entitled "Women in statistics: the profession speaks".³⁴

³³ LC/R.1851.

³⁴ LC/R.1916.

5. Latin American and Caribbean Institute for Economic and Social Planning (ILPES)

In the area of São Paulo, Brazil, ILPES is coordinating a research project on local management, labour and equity in relation to public policy; also involved in this project are the municipal prefecture of Santo André, the Brazilian Centre for Analysis and Planning, the Citizens' Rights Research Unit of the University of São Paulo, the Centre for Research on Labour and Inequality and the enterprise ELAS. Following a request from the Women's Rights Advisory Service of the municipal prefecture of Santo André, the Institute also organized a course on economic development, gender and local management (August and September 1998).

ILPES took part in a research project on gender-differentiated labour costs and employment opportunities for women in Chile, conducted by the Centre for Women's Studies. It also presented a paper on women and the informal sector in Latin America at the first international seminar of the Mercosur project entitled "El trabajo informal en los países del Mercosur: análisis y acciones desde la perspectiva sindical", organized by the International Trade Secretariats, the Friedrich Ebert Foundation, the International Confederation of Free Trade Unions (ICFTU)-Inter-American Regional Organization of Workers of the ICFTU (ORIT) and the Coordinating Office of Trade Unions of the Southern Cone (Asunción, Paraguay, 2-3 April 1998).

As part of its technical assistance activities, ILPES provided support to the Commission for Women of the Chilean Municipalities Association in formulating a project financed by UNIFEM to mainstream the gender perspective in the Association's training programmes for mayors and municipal councillors. It also assisted the Advisory Service on Women's Rights of the Citizenship and Social Action Department of the municipal prefecture of Santo André (Brazil) in order to mainstream the gender perspective in municipal management, particularly in policies relating to local economic development and the generation of employment and income. The third international course on public safety policy design and project evaluation (Santiago, Chile, 6 August-3 September 1999) included classes on public policy and family violence.

One of the tasks carried out by ILPES with a view to the mainstreaming of the gender perspective in its work is reflected in a series of documents and articles published in books and periodicals. These include "Um olhar de gênero: visibilizando precarizações ao longo das cadeias produtivas",³⁵ "Imagens de gênero e políticas de recursos humanos na modernização produtiva", in *Perspectiva*, vol. 11, No. 1, SEADE Foundation, and "Género, trabajo, decisiones empresariales", *Revista Latinoamericana de Estudios do Trabalho*, year 4, No. 7.

6. Natural Resources and Infrastructure Division

Measures have been taken in the Natural Resources and Infrastructure Division to integrate the gender dimension in its activities. These measures include substantive support for the preparation of a document on women and water-related processes which was presented at the eighth Stockholm Water Symposium (Stockholm, Sweden, August 1998), and the appointment of professional women as national representatives (Brazil, Colombia, Peru and Venezuela) on the Technical Advisory Committee of the Global Water Partnership in Latin America. Steps have also been taken to ensure that gender issues are taken into account in the Partnership's projects in the region.

³⁵ LC/IP/R.200.

7. Programme Planning and Operations Division

The Programme Planning and Operations Division, through the Project Management Unit, has provided support and technical assistance for ECLAC projects with a view to mainstreaming the gender perspective both in their objectives and in proposed activities. Staff members from the Unit have taught classes on planning and gender in the postgraduate course on gender and social policies at the Faculty of Social Sciences of the University of Chile (August 1998) and provided technical assistance to that same programme for the coordination of the gender planning module of the distance-learning course in gender issues designed by the University to train the staff of municipalities, ministries and provincial universities in Chile (Santiago, Chile, November 1998-March 1999).

8. CEPAL Review

During the period covered by this report, the following articles related to women's issues were published in the CEPAL Review: "Latin American families: convergences and divergences in models and policies", by Irma Arriagada, and "Free trade agreements and female labour: the Chilean situation", by Alicia Frohmann and Pilar Romaguera (both articles in issue No. 65, dated August 1998).

9. Extrabudgetary projects

The gender perspective has been mainstreamed in the objectives and activities of the following ECLAC projects:

In the project entitled "CELADE/UNFPA Regional Programme, 1996-1999", the Population Division is preparing a specific study of those socio-demographic characteristics of families which lead to social disadvantages. Certain clearly gender-marked attributes were used for the purposes of this analysis, such as single-parent households and female headship. Based on data from previous studies on the role of women in the household, the project seeks to classify women in terms of vulnerability and degrees of social disadvantage. Initial results were published in the documents "Vulnerabilidad social en América Latina y el Caribe"³⁶ and "Vulnerabilidad demográfica y desventajas sociales: el caso de Chile".³⁷ The study is expected to conclude with the identification of target groups, which would be useful in designing different types of intervention.

CELADE is also collaborating with UNFPA in the execution of the project entitled "A regional bilingual literacy process based on gender equity, sexual and reproductive health". This four-year project, using education- and information-oriented audio-visual tools, was initiated in the first half of 1999 in Peru, Bolivia, Ecuador, Paraguay, Panama, Guatemala and Mexico, in the following language combinations: Quechua-Spanish, Guarani-Spanish, Ngobe-Spanish, Kiche/Kaqchikel-Spanish and Mixteco/Nahuatl-Spanish. The objective is to help improve the quality of life and reproductive health of 70,000 indigenous inhabitants of rural areas in the aforementioned countries; it is expected that on completion of the project, levels of self-esteem, literacy and reproductive health will have been improved among about 52,500 indigenous rural women (7,500 per country).

³⁶ LC/DEM/R.298.

³⁷ LC/DEM/R.299.

The interdivisional project “Institutional requirements for market-led structures in Latin America and the Caribbean”, involving the Social Development Division, the Economic Development Division, the Division of Production, Productivity and Management and the International Trade, Finance and Transport Division is studying the effects of structural reforms on labour markets and, in particular, analysing labour-market exclusion among women in Brazil, Costa Rica and Chile; it is planned to add two additional countries in the region in the second phase of the project. In September 1998, in the framework of this project, a lecture entitled “Reformas estructurales y trabajo femenino en Brasil: realidades y perspectivas” was given by the economist Lena Lavinias of the Federal University of Rio de Janeiro, and a conference on economic reforms in the Latin American market and the exclusion and integration of women was organized by the Center for Latin American Studies, the Women’s Studies Program and the Graduate School of Public and International Affairs of the University of Pittsburgh (United States).

As for case studies, in the framework of a subproject on women’s employment in Brazil, institutional changes and new forms of integration into the labour market, a number of reports have been prepared: “O emprego feminino no setor bancário: inovações tecnológicas e práticas de estabilização”;³⁸ “Perspectivas do emprego no Brasil: inflexões de gênero e diferenciais femininos”;³⁹ “O trabalho industrial no feminino”⁴⁰ and “Uma avaliação do impacto da discriminação por gênero, no mercado de trabalho, sobre o nível de pobreza e desigualdade no Brasil”, published in March 1999 by the Institute of Applied Economic Research (IPEA). Two progress reports have been produced in Costa Rica: “Discriminación por género en las prácticas de contratación laboral en Costa Rica” and “Situación del mercado laboral de las mujeres adolescentes y jóvenes en Costa Rica”. At the regional level, the ECLAC secretariat has prepared the document “América Latina: trabajo y trabajadores en los modelos económicos emergentes” (August 1999),⁴¹ and expects subsequently to begin a comparative study of salary differences between men and women in nine countries of Latin America, in order to investigate factors affecting women’s participation in the labour market according to income bracket. In Chile, a longitudinal study is being planned on women’s participation in the labour market from 1983 to 1999, to analyse policies relating to support for women’s integration and continuation in employment, unemployment insurance and contributions to health and pension systems.

Regarding that same interdivisional project, a subproject on sectoral reforms, the labour market and human resources conducted jointly by the Social Development Division of ECLAC and the Ministry of Public Health of Chile, with the collaboration of the Catholic University of Chile, led to the publication of a study entitled “Enfermeras universitarias de hospitales públicos y de clínicas privadas: percepción de su situación laboral” and to an exploratory study on the labour market and the management of nursing staff, both published in the Políticas sociales series, No. 31, under the title “Reforma sectorial y mercado de trabajo: el caso de las enfermeras en Santiago de Chile”.⁴²

A module on employment has been included in the project “Growth, employment and equity: Latin America and the Caribbean in the 1990s”, conducted by the Economic Development Division and financed by the Government of the Netherlands. This module analyses the evolution of the labour market in nine countries of the region following the implementation of economic reforms, focusing on issues such as the evolution of labour supply in relation to increasing labour market participation by women, and

³⁸ At press.

³⁹ At press.

⁴⁰ At press.

⁴¹ At press.

⁴² LC/L.1190.

changes in the sectoral structure of employment, broken down by gender, age group and educational level. The project was begun in 1996 for a period of three years.

In the first half of 1999, the Economic Development Division requested the collaboration of the Women and Development Unit for gender mainstreaming in the terms of reference of case studies at the local level, for a project on local economic development and decentralization in Latin America which is due to begin in the second half of 1999.

The terms of reference of the project “Reforms of the financing of health systems in Latin America and the Caribbean”, carried out by the Development Finance Unit of the International Trade and Development Finance Division includes a request for statistical data disaggregated by gender. The document “Perspectiva de género en la reforma de la seguridad social en salud en Colombia”, by Amparo Hernández Bello, was published in the context of this project (Financiamiento del Desarrollo series, No. 73).⁴³

As part of the ECLAC-GTZ joint project “Policies to improve the quality, efficiency, and relevance of technical and professional training in Latin America and the Caribbean”, conducted by the ECLAC/UNIDO joint unit on industrial and technological development of the Division of Production, Productivity and Management, a methodological proposal was prepared to mainstream the gender perspective in all its stages, particularly those involving data collection and analysis. This methodology is contained in the publication “Recomendaciones desde la perspectiva de género”.⁴⁴ Also in the context of this project, ILPES carried out a study on work skills, training policies and gender equity in the automotive sector in São Paulo; the results of this research were analysed with representatives of governmental bodies at the national, state and municipal levels, enterprises and trade unions, and researchers and technicians dedicated to these issues, mainly at the following meetings: a seminar organized by ECLAC, ILPES, GTZ, CEBRAP, DIEESE and SENAI on work skills and professional training, the keys of efficient and equitable productive restructuring (São Paulo, May 1998 and Rio de Janeiro, May 1998); the workshop on “Women, gender and labour: productive transformations. Challenges for the professional training process”, organized by ILO and the Centre for Women’s Studies (Chile) (June 1998), and the seminar on business restructuring and technological change: challenges for human resources training, organized by the Department of Training and Development of SERNAM, Chile. Also in the context of this project, a seminar was held on training in Latin America and the Caribbean: analysis and proposals, including a presentation on the gender dimension in professional training and a lecture on dissemination of knowledge, gender equity and training policy in a segment of the automotive production chain in São Paulo (September 1998). In the second phase of the project, due to begin in 1999, there are specific plans for a study on new technology, the labour market and professional training from a gender perspective.

In the joint ECLAC-GTZ project “Policy options to promote the development of rural land markets”, conducted by the Agricultural Development Unit of the Division of Production, Productivity and Management, there are plans to apply a gender perspective in many activities. During the first phase, consultancy services were employed to systematize literature on rural women and land tenure, to determine types of land-related transactions and the opportunities for women to participate in them, and to conduct case studies which, without exception, included the gender perspective. Policy guidelines were formulated to increase transparency in these markets and improve efficiency and equity in land distribution by mainstreaming gender issues and identifying opportunities and obstacles for women

⁴³ LC/L.1108.

⁴⁴ LC/R.1757.

wishing to acquire land titles. Also, a new consultancy study is shortly to be commenced, in order to prepare an analysis document covering all the countries of the region.

In the joint ECLAC-GTZ-OLADE project “Energy and development in Latin America and the Caribbean”, conducted by the Natural Resources and Infrastructure Division, a workshop on energy and gender was held (Quito, Ecuador, 19-20 February 1998) with participation by OLADE staff and representatives of energy-related Ecuadorian bodies. Participants were informed regarding the institutionalization of the gender perspective in the work of ECLAC, opportunities for mainstreaming gender analysis in the work of OLADE, and possible measures to integrate the gender perspective in institutions.

Lastly, in August 1999, jointly with ECLAC subregional headquarters in Mexico and subregional headquarters for the Caribbean, the Environment and Human Settlements Division began a project to improve damage assessment methodology and promote natural disaster mitigation and risk reduction awareness and preparedness in Latin America and the Caribbean. On the basis of this activity, two subregional studies will be produced on the impact of natural disasters according to gender, and the “Manual para la estimación de los efectos socioeconómicos de los desastres naturales”, originally published by ECLAC in 1991, will be revised accordingly.

G. ACTIVITIES OF ECLAC SUBREGIONAL HEADQUARTERS

1. ECLAC subregional headquarters in Mexico

During the period covered by this report the subregional headquarters in Mexico, which also covers the Central American countries, began a process designed to mainstream the gender perspective in substantive activities in the subregion and to promote its integration in institutions in the countries to which it provides technical assistance. As part of this process, analyses were carried out in order to determine the level of knowledge and application of the gender perspective in the various units, and support was provided for the Joint ECLAC/FAO Agriculture Section and the International Trade Unit to expand their gender analysis capacities and to include elements of the gender perspective in the studies entitled “Centroamérica: cambio institucional y desarrollo organizativo de las pequeñas unidades de producción rural” and “Efectos sociales de la globalización sobre la economía campesina: Reflexiones a partir de experiencias de México, Honduras y Nicaragua”, produced by the Social Development Unit.

The Social Development Unit is seeking to include a greater quantity of gender-disaggregated data in the next edition of its biennial publication “Indicadores sociales básicos de la subregión norte de América Latina y el Caribe”. The Unit has also been tasked with preparing a document to assess progress in implementing the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001. It has produced a document corresponding to the project on reproductive education and responsible parenthood in the Central American countries; activities under that project will promote gender equality. The project has recently received the donor’s approval.

ECLAC subregional headquarters in Mexico also took part in the seminar on the gender perspective and sources of statistical data, organized at the regional level by the National Institute of Statistics, Geography and Informatics and the Ministry of Foreign Affairs of Mexico (Aguascalientes, Mexico, 2-4 September 1997). A paper entitled “Algunas reflexiones sobre género, pobreza y seguridad social en los países centroamericanos” was presented at the technical meeting “Mujer y seguridad social

en América”, organized by the Inter-American Conference on Social Security (Montevideo, Uruguay, 4 October 1997). At the meeting of the United Nations operational system in Mexico on the National Programme for Women, organized by UNDP, a paper entitled “Panorama de la situación de las mujeres en Centroamérica” was presented (Mexico City, 4 December 1997).

Various documents have been published on the status of women. They include “Género, pobreza y seguridad social en Centroamérica”,⁴⁵ presented at the seventh session of the Regional Conference on Women in Latin America and the Caribbean, which reports that there are more women than men in situations of poverty and that social security systems widen this gap; and “Los sistemas informales de seguridad social: experiencias en México y el Istmo Centroamericano”,⁴⁶ which describes the role of women in systems of family- or community-based solidarity.

As for projects conducted by the subregional headquarters, a report was published as part of the Remittances and family economy (Phase II) project. The report, entitled “Uso productivo de las remesas en El Salvador, Guatemala, Honduras y Nicaragua”,⁴⁷ analyses the important role of women as recipients of remittances and as potential investors and micro-entrepreneurs. The project “Estudio sobre el mercado de tierras en México” examines the participation of women in buying and selling land and describes the factors which facilitate or obstruct their access to rural land ownership. For the project “Regional programme to strengthen trade in services in Central America: the tourism sector”, assistance was requested from the Social Development Unit for the gender aspects of the project. For the formulation of the Common Country Assessment for Honduras, a consultant was employed to carry out the gender analysis included in the final study.

As for inter-agency coordination, ECLAC subregional headquarters in Mexico promotes and actively participates in the activities of the Inter-agency Group for Gender Equity (GIEG), which has been strengthened in recent years. In 1998, GIEG coordinated a campaign to eradicate violence against women and children, in the framework of the fiftieth anniversary of the Universal Declaration of Human Rights, and it is currently working on a strategy to achieve gender mainstreaming in studies, projects and development cooperation activities of United Nations bodies and agencies in Mexico.

2. ECLAC subregional headquarters for the Caribbean

During the period covered by this report, ECLAC subregional headquarters for the Caribbean published the reports of the expert group meeting on gender planning,⁴⁸ Port of Spain, 16 and 17 July 1997, and of the CARICOM/ECLAC/UNIFEM Post-Beijing Encounter: a Caribbean Subregional Ministerial Conference⁴⁹ (Guyana, 6-8 August 1997). Both meetings were included in the subregional report presented at the seventh session of the Regional Conference.⁵⁰ A document entitled “Caribbean Social Structures and the Changing World of Men” was also published.⁵¹

⁴⁵ LC/MEX/L.342.

⁴⁶ LC/MEX/L.346.

⁴⁷ LC/MEX/R.662.

⁴⁸ LC/CAR/G.506.

⁴⁹ LC/CAR/508.

⁵⁰ LC/L.1062(CRM.7/3)/Add.1.

⁵¹ LC/CAR/G.511.

During the first half of 1999, the subregional headquarters held a series of technical meetings with representatives of Caribbean countries, to support the preparation of national reports in response to the follow-up questionnaire for the Beijing Platform for Action; this questionnaire had been prepared by the Division for the Advancement of Women in preparation for the special session of the General Assembly of the United Nations entitled “Women 2000: gender equality, development and peace for the twenty-first century”.

Staff members from the subregional headquarters for the Caribbean have also taken part in a number of meetings, including the workshop on domestic violence organized by the Inter-American Development Bank (Washington, D.C., October 1997) as follow-up to a meeting on crime held in June 1997 in Port of Spain, Trinidad and Tobago; the conference on women, health and mechanisms for combating stress, organized by the Ministry of Community Development, Welfare and the Status of Women of Trinidad and Tobago, at which the secretariat presented the paper “Strategies for establishing advocacy” (16-20 March 1998); the meeting of the network of bodies in charge of research into masculinity in the Caribbean, organized by the Trinidad and Tobago Network of NGOs, during which a paper entitled “Bibliography on men and masculinity” was presented (15 May 1998); and the First National Youth Sexuality Forum, under the auspices of the United Nations Geoguthic Movement (Unigem) and sponsored by UNFPA, at which the secretariat reviewed work in progress in the area of population and development (Trinidad and Tobago, 16 March 1998).

In the framework of its technical cooperation activities, the subregional headquarters for the Caribbean collaborated with UNIFEM on the preparation of a programme to support relevant Government offices and ministries in analysing gender issues in planning, taking into account the study on poor female-headed households and women and microenterprise, undertaken as part of the activities to complement the Platform for Action adopted at the Fourth World Conference on Women. It also collaborated with UNICEF on preparations for the holding of the seminar “Social policy, investment and monitoring” (Barbados, 26-27 February and 6-9 April 1998). In addition to providing the necessary technical assistance for the holding of the meeting from a substantive viewpoint, the secretariat was also responsible for subsequent follow-up activities.

Support was also provided to the Government of Saint Kitts and Nevis in carrying out analysis from the gender viewpoint and organizing a meeting of an inter-ministerial committee on gender and development; in the preparation of a technical report, with special focus on gender mainstreaming, on the implementation of the Platform for Action; and in the preparation of a draft technical report, with particular emphasis on the modernization of the national statistical system.

The subregional headquarters also collaborated with the Government of Saint Vincent and the Grenadines in the execution of the UNFPA project “Strengthening of Population Policy Implementation in Saint Vincent and the Grenadines”, and in reviewing the work of the Ministry of Education, Culture, Women’s and Ecclesiastical Affairs in regard to the implementation of the Platform for Action. In the context of the same UNFPA project, additional support was provided to the National Population Council of Saint Vincent and the Grenadines and of Grenada in carrying out surveys on teenage fertility, including data analysis, the formulation of strategic policies, and conducting workshops for analysis of survey results. The secretariat also drafted preliminary reports entitled “Early childbearing and adolescent motherhood in Saint Vincent and the Grenadines” (August 1998)⁵² and “Early childbearing and teenage motherhood in Grenada” (August 1998).⁵³

⁵² LC/CAR/G.543.

⁵³ LC/CAR/G.544.

In Suriname, the subregional headquarters assisted the Bureau of Women's Affairs in establishing mechanisms for the implementation of the recommendations of the Fourth World Conference on Women and the Platform for Action and in the reviewing of the preliminary version of a national plan of action. Support was also provided to the Ministry of Women's Affairs of Haiti in establishing mechanisms for the implementation of the Platform for Action, especially with respect to poor female-headed households; this activity has had to be suspended temporarily owing to lack of donor support. In Trinidad and Tobago, technical assistance was provided to the Technical Cooperation Unit of the Ministry of Public Administration and Information in organizing a meeting to design a national policy for health and education for family life (25-26 March 1998). The secretariat also took part in the formulation of a national plan of action on health and education for family life.

Lastly, thanks to a financial contribution from Canada, work began in the second half of 1999 on a project entitled "A study on gender mainstreaming in selected Caribbean countries", the results of which are due to be presented at the third Caribbean Ministerial Conference on Women, organized by the subregional headquarters in preparation for the special session of the General Assembly of the United Nations entitled "Women 2000: gender equality, development and peace for the twenty-first century" and at the eighth session of the Regional Conference on Women in Latin America and the Caribbean. The latter is expected to provide the Governments of the region with a suitable forum for reviewing the work done over the past five years, setting priorities for the future and discussing national and regional policies.

Annex

STUDIES AND PUBLICATIONS

1997

Selected ECLAC documents and publications on the integration of women into the economic and social development of Latin America and the Caribbean (LC/L.460/Rev.6).

Activities of the ECLAC Secretariat relating to the integration of women into the economic and social development of Latin America and the Caribbean from 1 June 1994 to 30 August 1997 (LC/L.1062(CRM.7/3)).

Activities of the ECLAC Secretariat relating to the integration of women into the economic and social development of Latin America and the Caribbean from 1 June 1994 to 30 August 1997 (LC/L.1062(CRM.7/3)/Add.1).

Access to power and participation in decision-making in Latin America and the Caribbean: policies for gender equity looking to the year 2000 (LC/L.1063(CRM.7/4)).

Sustainable development, poverty and gender in Latin America and the Caribbean: working towards the year 2000 (LC/L.1064(CRM.7/5)).

Informe de la Reunión sobre Estrategia de Institucionalización del Enfoque de Género en el Trabajo Sustantivo de la CEPAL (LC/L.1088).

Las organizaciones no gubernamentales de mujeres y el Estado. Reflexiones sobre una relación (DDR/3).

Diane Alméras, Compartir las responsabilidades familiares: una tarea para el desarrollo (DDR/6).

1998

Report of the Seventh Session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/G.2016(CRM.7/7)).

Report of the Fifth Meeting of Specialized Agencies and other Bodies of the United Nations System on Future Activities to Promote the Integration of Women into Latin American and Caribbean Development (LC/L.1100).

Report of the Twenty-fifth Meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.1122(MDM.25/2)).

Report of the Twenty-sixth Meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean, Santiago, Chile, 13-14 July 1998 (LC/L.1133(MDM.26/3)/Rev.2).

Report of the Sixth Meeting of Specialized Agencies and other Bodies of the United Nations System on Future Activities to Promote the Integration of Women into Latin American and Caribbean Development (LC/L.1134).

Molly Pollack, Reflections on the use of labour market indicators in designing policies with a gender-based approach, *Mujer y desarrollo* series, No. 19 (LC/L.1016).

Marina Subirats, The education of women: from marginality to coeducation: proposals for a methodology to achieve educational change, *Mujer y desarrollo* series, No. 22 (LC/L.1120).

Hanna Binstock, Violence within couples: legal treatment; review of progress and results, *Mujer y desarrollo* series, No. 23 (LC/L.1123).

Hanna Binstock, Towards equality for women: progress in legislation since the adoption of the Convention on the elimination of all forms of discrimination against women, *Mujer y desarrollo* series, No. 24 (LC/L.1126).

Nieves Rico, Gender, the environment and the sustainability of development, *Mujer y desarrollo* series, No. 25 (LC/L.1144).

Diane Alméras, The institutionality of gender equity in the State: a diagnosis for Latin America and the Caribbean (LC/L.1150).

Nieves Rico, Consultancy study for the development of a strategy for institutionalizing the gender perspective in the substantive work of ECLAC (LC/R.1813).

Loreto Bieritz, La situación de la mujer en zonas rurales en Chile: un diagnóstico sobre campesinas y asalariadas agrícolas en situación económica precaria (LC/R.1821).

Lois Hecht Oppenheim, Democratic theory and women's participation in politics: the Chilean case (LC/R.1859).

Women in water-related processes in Latin America: current situation and research and policy proposals (LC/R.1864).

Molly Pollack, Incorporación de la perspectiva de género en proyectos productivos de la CEPAL (LC/R.1851).

1999

Report of the Twenty-seventh Meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean (San Salvador, 2-4 December 1998) (LC/L.1188(MDM.27/4)).

Gender indicators for follow-up and evaluation of the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Beijing Platform for Action (LC/L.1186).

Report of the Seventh Meeting of Specialized Agencies and other Bodies of the United Nations System on Future Activities to Promote the Integration of Women into Latin American and Caribbean Development (LC/L.1236).

Report of the Twenty-eighth Meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean (Curaçao, Netherlands Antilles, 3-4 June 1999) (LC/L.1235(MDM.28/3)).