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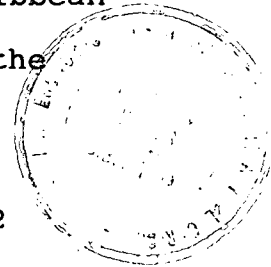
E C L A C

Economic Commission for Latin America and the Caribbean

Presiding Officers of the Regional Conference on the
Integration of Women into the Economic and Social
Development of Latin America and the Caribbean

Fourteenth meeting

Curaçao, Netherlands Antilles, 18 and 19 June 1992



OUTLINE FOR DISCUSSION OF ECLAC PROGRAMME OF ACTION FOR WOMEN
IN LATIN AMERICA AND THE CARIBBEAN
1995-2015

Talking paper

31 JUN 1992

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I. PRELIMINARY PROPOSAL FOR DISCUSSION OF ECLAC PROGRAMME OF ACTION FOR WOMEN IN LATIN AMERICA AND THE CARIBBEAN 1995-2015

A. BACKGROUND FOR DISCUSSION

1. Major meetings of 1975-1995 period and their recommendations. World Conferences (Mexico 1975, Copenhagen 1980, Nairobi 1985); Regional Conferences (Havana 1977, Macuto, Venezuela 1979, Mexico 1983, Havana 1984, Guatemala 1988, Curaçao 1991).
2. Existing instruments. World Plan of Action (Mexico 1975), Programme of Action for the Second Half of the Decade (Copenhagen 1980), Nairobi Forward-looking Strategies for the Advancement of Women (Nairobi 1985), Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America (Havana 1977); resolutions of the General Assembly and the Economic and Social Council; Convention on the Elimination of All Forms of Discrimination against Women.
3. Main activities being carried out by the United Nations system (see annex).
4. Analysis of achievements. (Base the analysis on the three themes of the Decade: Equality, Development and Peace —and, under each one, consider impact of the achievements on all women, or on certain groups of women.)
 - a. Achievements that have benefited all women, regardless of their socio-economic status. (For example: legal rights, mass access to education, access to employment, higher profile of a more active role in society for women, formal acceptance of the theme of women, institutionalization of the theme, emergence of new themes such as domestic violence.)
 - b. Achievements that have benefited certain women. (For example: access to higher education, access to better paid jobs, greater political participation.)

5. Analysis of obstacles. (As with the analysis of the achievements, the framework for this analysis should be the subthemes of the Decade and the socio-economic situation of women.)
 - a. Difficulties in incorporating the gender variable into global themes.
 - b. Lack of continuity in women-oriented programmes and activities.
 - c. Obstacles attributable to cultural and religious mores, rooted in custom, that prevent the full integration of women.
 - d. Lingering stereotypes in formal and informal education on the woman's role in society.
 - e. Persistence of legal discrimination, especially with respect to personal and financial independence, rights within the family, in relation to children and to reproduction.
 - f. Persistently high rates of illiteracy, especially among women in rural areas.
6. New themes that have emerged during the period and are not yet addressed in existing instruments.
 - a. The new international, regional scene, new proposals, the incorporation of the gender variable into new global themes.
 - b. New specific themes (women and violence, feminization of poverty...).

B. MINIMUM OBJECTIVES OF A PROGRAMME OF ACTION 1995-2015

1. GENERAL OBJECTIVES

- a. To consolidate the achievements of the period 1975-1995.
- b. To promote and effect further changes necessary to attain genuine social equity for women in the region.
- c. To propose activities at concrete, operational levels.

2. SPECIFIC OBJECTIVES

- a. To view the theme of women in the context of the new regional scene, by linking it to the new ECLAC proposal on changing production patterns with social equity, the context of democratization, effective participation in decision-making and complete independence.
- b. Design studies and develop theories to ensure adequate treatment of the gender variable at all levels and implement its incorporation.
- c. Promote the necessary cultural changes for the full recognition of the effective role currently played by women in society.
- d. Ensure the consolidation of the theme of women in institutional terms.
- e. Establish and consolidate coordination mechanisms in order to ensure a common orientation and optimize resources.
- f. Ensure that the information gathered on women, whether from censuses or household surveys, incorporates the recommendations contained in the many studies conducted in the previous period and make the necessary changes to ensure that the information truly reflects women's contribution to the economy.

C. ANALYSIS OF THE ROLE OF EACH OF THE AGENTS INVOLVED: A FEW EXAMPLES

1. The role of the United Nations. The analysis of the role of the United Nations system must be subdivided into several categories: 1.1. Division for the Advancement of Women (DAW), Vienna; 1.2. Working commissions: (Commission on the Status of Women); 1.3. Committees (CEDAW); 1.4. International organizations and their regional headquarters; 1.5. Specialized agencies; 1.6. Funds; 1.7. Regional Commissions. In general, they should carry out the following tasks:
 - a. International coordinating role.

- b. Establishment of consensus and supervision mechanisms in order to comply with instruments countries have adopted and ratified.
- c. Promotion of new themes.
- d. Dissemination of information on progress and obstacles.
- e. Concrete activities in accordance with specific mandates (UNESCO: education; WHO/PAHO: health; UNICEF: women and children; FAO/IFAD: women in the rural sector; etc.).

Inter-agency regional meetings are expected to be held in order to improve coordination of future programmes.

In this context, ECLAC could play the following role:

- Regional coordination.
 - Ensuring the integration of the gender variable into global programmes and policies.
 - Further examination and expansion of concrete themes for diagnoses and policies.
 - Becoming a focal point for the discussion of the theme of women in the region in terms of both awareness-building, and taking action and disseminating the results.
2. The role of Governments. Consolidating women's bureaus, and incorporating the gender variable into global planning and sectoral policies should at least be considered in determining the role of Governments.
 3. The role of non-governmental organizations. This theme should be discussed with regional and national NGOs in an effort to improve the flow of information and explore opportunities for joint action in some areas.
 4. The role of women's organizations.
 5. The role of the mass media.

D. DISCUSSION OF POTENTIAL NEW THEMES FOR INCORPORATION INTO THE NEW PROGRAMME OF ACTION

Women and poverty
 Women in decision-making posts
 Women and violence

II. PROPOSED WORK METHOD FOR THE ELABORATION OF THE ECLAC PROGRAMME OF ACTION FOR WOMEN IN LATIN AMERICA AND THE CARIBBEAN 1995-2015

1. The proposal for the Programme of Action 1995-2015 should be submitted to the VI Regional Conference in Argentina in 1994 for adoption.
2. The Programme would be elaborated through two complementary mechanisms: Meetings of the Presiding Officers of the Regional Conference and Expert Group Meetings, with the secretariat. In this connection, the calendar of work could be as follows:
 - a. Fourteenth meeting of the Presiding Officers: Analysis and discussion of the proposal. Request secretariat to finetune it. Selection of major topics (June 1992).
 - b. Fifteenth meeting of the Presiding Officers: Discussion of progress in the preliminary outline for the Programme. Guidelines for the Expert Group (November 1992).
 - c. Expert Group meeting. Discussion of one or two substantive topics: the theme of gender in the Programme or one of the specific topics selected. Elaboration of proposals on these topics (November 1992).
 - d. Sixteenth and seventeenth meeting of the Presiding Officers, at least one of them to be followed by an expert meeting to continue the discussion of substantive topics (1993).
 - e. Eighteenth meeting of the Presiding Officers: Final discussion of the Programme 1995-2015, based on the proposals consolidated by the secretariat, which would be circulated prior to the meeting (first half of 1994).

ANNEX

STRATEGIES AND ACTIVITIES FOR WOMEN SPONSORED BY UNITED NATIONS ORGANIZATIONS AND SPECIALIZED AGENCIES (1990-1995)

Strategies	Specific field	Activities	Level	Agent
GLOBAL CHANGE				
Democratization of the development process	Participation	Capitalize on administrative decentralization processes in order to help women gain access to and participate in decision-making and implementation	Nat	UNICEF
	Extreme poverty	Clearly identify women as the beneficiaries of the projects	Reg	UNDP IFAD
		Preparation and implementation of an inter-agency plan of action for poor women	Reg	UNESCO
	Social equity	Revise social strategies in order to ensure greater social equity in the distribution of the social costs of economic adjustment	Reg	UNDP
		Enhance social equity in the distribution of educational services: offer high-quality education to priority population strata	Reg	UNESCO
	Research	Strengthen comprehensive approaches to the issue of women in development; elaboration of an interdisciplinary, cross-cultural methodology	Int	INSTRAW
		Analyse the interrelation of the factors affecting women in the development process	Int	INSTRAW
		Research on education and poverty among women and solutions proposed in the region (in collaboration with other organizations)	Reg	UNESCO

		Study the effect of the economic crisis and structural adjustment on women	Int/Reg	FAO
Change in cultural norms	Information Communi- cation and research	Promote awareness of the importance of women in family and social life and in development (public relations, research and training activities)	Int/Reg Subreg/ Nat	UNICEF INSTRAW INSTRAW
		Include the dimension of women in all research and communication activities	Int	UNESCO
		Send strong alternative messages to change the discriminatory images of male and female roles projected by the mass media	Int/Reg	IFAD
	Institution- alization	Incorporate women's affairs into cooperation programmes between countries	Reg/ Subreg /Nat	UNICEF
	Labour	Valuation of women's contribution to socio-economic development	Int/Reg/ Nat	INSTRAW IFAD
	Education	Revision of school textbooks in order to delete sexual stereotypes	Subreg/ Nat	UNICEF
	Health	Help to change the models of social and community participation and the role of women: encourage shared responsibility between the sexes (personal, family and collective health)	Reg	PAHO/ WHO
	Rural women	Prepare publications and radio programmes profiling successful women in various agricultural professions	Int/Nat	FAO

Development of gender sensitivity	Institutionalization	Mainstream gender analysis in the planning, design, monitoring and evaluation of policies, programmes and projects	Int/Reg Subreg/ Nat Reg Int/Reg	UNICEF INSTRAW UNHCR IFAD
		In-house personnel training in gender analysis	Int Reg Int	UNICEF ILO FAO UNHCR IFAD
		Gender analysis training of local and field personnel and technical personnel in charge of projects	Int Reg	UNHCR IFAD
		Training and technical assistance to governments and (nat/reg) organizations to ensure gender perspective in their activities	Nat Subreg Reg Int	UNICEF UNIFEM PAHO/ WHO FAO
		Support awareness-building among organization personnel, particularly at the executive-managerial level and in the local systems	Reg/Nat	PAHO/ WHO
		Support networks of national machineries	Subreg	UNIFEM
		Strengthen follow-up systems in order to identify dynamic aspects of gender-sensitive activities	Int/Reg	IFAD
	Information	Organize meetings where policy-makers can be sensitized to gender issues	Subreg	UNIFEM
	Training	Integration of gender analysis into training and training materials	Int	INSTRAW

	Health	Promote gender-oriented research: epidemiological stratification of certain harmful effects on health; evaluation of services	Reg	PAHO/ WHO
		Support formulation of a Plan for the Development of Research on Women, Gender and Health and funding proposal	Reg	PAHO/ WHO
	Rural women	Integration of gender issues in curricula and research at agricultural universities	Subreg	UNIFEM
Development of gender databases and indicators	Statistics	Accelerate and improve data collection; ensure that gender-specific data is collected in all relevant areas	Nat Int/Reg/ Nat Reg Int/Reg	UNICEF INSTRAW ILO UNHCR IFAD
		Accelerate and improve information transfer	Reg/ Subreg/ Nat	UNICEF
		Develop and use indicators to monitor and evaluate gender response	Reg/ Subreg/ Nat	UNICEF
		Improve social indicators for the monitoring and evaluation of national plans on the status of women	Int/Reg/ Nat Nat Int	UNICEF WHO PREALC
	Database (general)	Expand the existing database on women and contribute to information systems	Int/Reg/ Nat	INSTRAW
		Set up databases on NGOs concerned with women in development	Int/Reg/ Nat	INSTRAW

	Institution- alization	Formulation and implementation of projects to strengthen national capacity: conceptual frameworks, methodologies and instruments	Reg	PAHO/ WHO
		Establishment of networks to facilitate advisory services, training and exchange of information	Int/Reg/ Nat	INSTRAW
		Put forward policy proposals to organizations reviewing the National Accounts system and the main international standard classifications	Int/Reg/ Nat	INSTRAW
		Installation of databases on the employment of women in national women's bureaus	Subreg	ILO
	Training	Training in order to strengthen dialogue between statisticians and statistics users on women and development	Int/Reg/ Nat	INSTRAW
	Information	Periodic publication of research findings; participation in international exhibits	Int/Reg/ Nat	INSTRAW
		Production of audiovisual material	Int/Reg/ Nat	INSTRAW
	Legislation	Attempt to profile the legal and employment status of women in each country of the region	Reg/Nat	ILO
	Access to productive resources	Research on existing conceptual structures and generation of new concepts to measure and evaluate access by women to productive resources, domestic work and their participation in the informal sector	Int/Reg/ Nat	INSTRAW

	Employment	Establish and maintain a database on the status of women in the region; and the main activities of national and international organizations	Reg	ILO
		National case studies in order to expand the information base on the status of working women	Reg/Nat	ILO
	Health	Collection and dissemination of gender-specific data	Int	WHO
	Rural women	Data collection, research and studies, communication and public information	Int	FAO
	Elderly women	Generation of statistics	Int/Reg/ Nat	INSTRAW
	Migrant and refugee women	Generation of statistics on internal and external migration, voluntary and involuntary, and its effect on the development of female-headed households	Int/Reg/ Nat	INSTRAW
		Systems for recording statistics on the status of displaced persons, broken down by gender, age, ethnic group and origin; establish a system for the dissemination of this data	Int/Reg	UNHCR
Participation of women in decision-making and the development process	Institutionalization	Training for women, at NGO and government level, in participatory project planning	Subreg	UNIFEM
		Promote the role of women in resource allocation, and in the design of programmes and development strategies	Int/Reg	FAO IFAD
	Research	Identify obstacles: all levels	Int/Nat	FAO

		Preparation of manuals and guidelines to promote the participation of women in development	Int	FAO
	Health	Promotion of leadership and participation of women in health development, particularly with regard to their reproductive health	Int Reg	WHO PAHO/ WHO
	Employment	Increase efforts to identify and recruit female candidates to professional posts in the agencies themselves	Int Reg	FAO UNHCR
	Rural women Urban women	Technical assistance/training in institutional mechanisms to promote participation/negotiating power of women's groups in the design of (government and agency) programmes/policies	Subreg	UNIFEM
	Rural women	Training of women's groups in gender analysis and policy formulation	Subreg	UNIFEM
	Migrant and refugee women	Participation of refugee women in planning/implementation of assistance, services and protection measures	Int/Reg	UNHCR
	Training	Assist in/prepare training material and information packages in order to strengthen participation by women in management, decision-making and policy-making (public/private sector at the macro or micro level)	Subreg Int/Reg/ Nat	UNIFEM INSTRAW
		Increase participation by women in-service training programmes	Int/Nat	FAO

		(Tripartite) Interregional Workshops on Leadership and Participation of Women in Maternal and Child Health/Family Planning	Int/Reg	WHO
Inter-country cooperation	Institutionalization	Integrate women's issues into country cooperation programmes	Reg/ Subreg	UNICEF
	Health	Encourage the formation of networks for exchange and cooperation on women, health and development	Reg/ Subreg/ Nat	PAHO/ WHO
	Rural women	Promote the exchange of experience among governments in the application of improved legislation for women	Int/Nat	FAO
Coordination among agents	Institutionalization	Cooperation with national institutions, planning institutes, women's organizations (at the international, regional and national level) in the development of policies, programmes and methodology	Nat Int/Reg/ Nat	UNICEF INSTRAW
		Policy advice to governments	Int/Nat	FAO UNHCR
		Monitoring, review and evaluation of basic policy guidelines and national experience	Nat	INSTRAW
		Encourage the formation of cooperation networks at all levels (agencies, NGOs, focal points, unions, businesses, etc.)	Int/ Reg/ Nat	INSTRAW ILO UNESCO
		Assessment of United Nations projects and programmes on women in development	Int	INSTRAW

		Coordination of system-wide approach to the issue of women and development	Int	INSTRAW
	Research	Cooperation of agencies with national women's bureaus in improving official statistics	Nat	PREALC
	Gender sensitivity	Collaborate with international and intergovernmental organizations in order to enhance capacity of planners to integrate gender analysis into their policies	Subreg	UNIFEM
	Information and communication	Promote a national information network with gender indicators	Reg/Nat	UNICEF
	Training	Cooperation in the preparation of material for training and the dissemination of research findings on ISIC*	Int/Reg/ Nat	INSTRAW
	Economic activities	Cooperation with other United Nations organizations in order to facilitate women's access to productive resources: credit, land and technology	Reg/ Nat	UNICEF INSTRAW
	Employment	Inter-agency coordination of activities for working women	Int/Reg	ILO
	Health	Cooperation with other United Nations agencies	Int	WHO
	Education	Women's literacy and continuing education project with NGOs	Nat	UNESCO
	Access to services (health, nutrition, education, housing, water, energy, etc.)	At the request of governing bodies, collaboration with research, training, information and planning programmes	Int/Reg/ Nat	INSTRAW

		Cooperation with other United Nations agencies to adapt social and educational services to rural areas/ remove obstacles to participation of women	Int	FAO
		Cooperation with local or regional bodies in the preparation of agricultural development projects	Reg	IFAD
	Rural women	Seek support of all agencies in order to identify and implement the necessary political changes to improve access by poorer women to resources and services: improve their economic and social status and that of their families	Int/Reg/ Nat	IFAD
		Establishment of networks between academic institutions and technological research institutions in order to systematize regional experiences in extension and gender training	Reg	IFAD
	Refugee women	Launch and monitor collaboration with UNDP and the Government of El Salvador	Subreg	UNIFEM
		Cooperation with all implementing partners(governments, agencies, United Nations institutions) with a view to benefiting from their experience in women's activities and sharing information on the specific needs of refugee women	Int	UNHCR

EQUALITY				
Organization of women	Participation	Strengthening of women's organizations —in particular, rural women's organizations (create space for them to meet; provide technical and financial support, training)	Nat Subreg Reg	UNICEF UNIFEM IFAD
		Train and organize women for participation in public life	Nat	UNICEF
		Facilitate and reduce household work (encourage use of technology)	Nat Int/ Nat/ Reg	UNICEF FAO IFAD
	Employment	Promotion of horizontal networks and associations for cooperation among women	Int/Reg	ILO
		Strengthening of women's divisions within unions	Int/Reg/ Nat	ILO
	Health	Projects for the development and implementation of work methodologies with and for women and with grass-roots organizations	Reg	PAHO/ WHO
	Rural women	Promote women's and mixed-gender local organizations: cooperatives, self-help associations, credit and savings unions	Int/ Reg	FAO IFAD
		Promote training for women's associations: increase their capacity for dialogue and negotiation	Int/Nat	FAO
		Promote community actions and collective initiatives by women leaders in agriculture, forestry and fish farming	Int/Nat	FAO

Elimination of discrimination	Employment	Propose policies for removing obstacles to equal treatment: employment opportunities and income levels	Reg/Nat	PREALC
		Television and radio campaign on equal opportunities and equal treatment for working women	Subreg	ILO
	Education	Promote co-education in order to prevent discrimination against girls	Reg/ Subreg/ Nat	UNICEF
	Health	Disseminate and popularize information on the status of women, with emphasis on inequality between the sexes	Nat	PAHO/ WHO
		Revision and analysis of popular health education materials with a view to eliminating sexual biases and stereotypes	Reg	PAHO/ WHO
	Legal literacy	Knowledge of the law and information on their rights	Reg/ Nat Int	UNICEF UNIFEM PAHO/ WHO FAO
		Training in the use of legal remedies	Nat	UNICEF PAHO/ WHO
		Publication of case studies regarding the legal status of women	Int	FAO
	Communi- cation	Regional awareness-building seminars on the importance of the presence of women in decision-making in the mass media; support to production of videos made by women; studies; publications; training/infrastructure development projects	Int/Reg	UNESCO

	Migrant and refugee women	Recognize the special situation of indigenous refugee/repatriated/displaced women and guarantee that they will not be discriminated against on cultural grounds	Reg	UNHCR
Development and recognition of women's rights	Civil legislation	Revision of legislation Formulation of projects: revision, analysis and reform of juridical and legal norms Dissemination	Nat Reg	UNICEF PAHO/ WHO
	Family legislation	Revision of legislation Formulation of projects: revision, analysis and reform of juridical and legal norms Dissemination	Nat Reg	UNICEF PAHO/ WHO
	Labour legislation	Revision of legislation	Nat Subreg Reg	UNICEF ILO PAHO/ WHO
		Formulation of projects: revision, analysis and reform of juridical and legal norms Dissemination	Nat Reg	UNICEF PAHO/ WHO
		Regional project to enhance knowledge of the legal situation of working women and the effectiveness of labour legislation	Reg/Nat	ILO
	Criminal legislation	Revision of legislation Formulation of projects: revision, analysis and reform of juridical and legal norms Dissemination	Nat	UNICEF

	Rural women	Assistance to governments in identifying areas that require improved legislation (access to land, water, technology, credit, equal voting rights in cooperatives)	Int/Nat	FAO
	Migrant and refugee women	Foster the establishment of legal advisory services in order to resolve legal problems concerning documentation —access of women to documents in their own names and in their children's names	Int/Reg	UNHCR
		Legal procedures to protect women without documents against exploitation, violation of their rights, denial of access to services	Reg	UNHCR
Strengthen institutional capacity to promote equality	Employment	Training project for women on how to seek employment, in collaboration with national women's bureaus and ministries of labour	Reg/Nat	ILO
		Project to work with employers associations for the advancement of female entrepreneurs	Reg/Nat	ILO
		Project with selected national unions for the advancement of women union leaders	Reg/Nat	ILO
DEVELOPMENT				
Improvement of material living conditions	Health	Expansion of services	Nat	UNICEF
		Conceptualization of women's integral health throughout their life span: revision of health care programmes	Int Reg	WHO PAHO/ WHO

		Produce "Guidelines for an integral health programme for women" and basic education manuals for auxiliary health workers	Reg	PAHO/ WHO
		Training projects for women (prevention, practical health care and management in the home —for herself and her family)	Reg/ Nat	UNICEF PAHO/ WHO
		Reduce maternal mortality (50% by the year 2000)	Int/Reg/ Nat	UNICEF
		AIDS prevention and treatment	Reg/Nat	UNICEF
		Universal prenatal care; access to trained personnel and counselling services (especially in high-risk cases and pregnancy emergencies)	Reg/Nat	UNICEF
		Access by all couples to information and family planning	Int/Reg/ Nat Reg	UNICEF UNHCR
		Research activities on the safety and hygiene of women labourers in selected industries	Subreg	ILO
	Nutrition	Nutrition education	Nat	UNICEF FAO
		Elaboration of nutrition guidelines based on local products	Subreg/ Nat	UNICEF
		Encourage breast feeding	Subreg/ Nat	UNICEF
		Services to provide micro-nutrients, vitamins, minerals; supplementary feeding programmes	Nat	UNICEF FAO

		Reduction by one third in the 1990 level of iron deficiency anemia	Int/Reg/ Nat	UNICEF
		Advise and assist governments in food and nutrition policy-making and programmes	Int/Nat	FAO
		Teach improved techniques and availability of resources for food processing, preparation and conservation	Int/Nat	FAO
	Education	Reduce illiteracy	Reg/ Subreg/ Nat	UNICEF
		Rethink approach to adult literacy and basic education; integrate functional literacy into already existing projects	Reg Int/Nat	UNESCO FAO
		Promote girls' and women's access to formal education	Reg/ Subreg/ Nat	UNICEF
		Support to seminars on the preparation of teaching materials for poor women	Reg/ Subreg/ Nat	UNICEF
		Workshops on education of indigenous women, and on policies, experiences and strategies	Reg/Nat	UNESCO
		Subregional workshop on literacy and continuing education for women	Subreg	UNESCO
		Literacy and continuing education fellowships for women	Reg	UNESCO
		Teacher training in rural areas	Nat	UNICEF
		Redesign curricula in home economics courses to include rural women's issues in agricultural production	Int/Nat	FAO

		Facts for Life	Nat	UNICEF
	Water and environmental sanitation	Participation of women in projects	Nat	UNICEF
		Include concern for clean water in regular projects	Int/Nat	FAO
		Participation in inter-agency meetings	Reg	INSTRAW
	Energy	Include concern for fuel in regular projects	Int/Nat	FAO
		Participation in meetings on the topic	Reg	INSTRAW
	Economic activities	Training (poor, refugee) women to exercise productive economic income-earning activities (increase/generate income)	Nat Reg Int	UNICEF UNESCO UNHCR
		Promote income-producing activities for women (rural women/informal sector)	Int/Reg/ Nat	FAO
	Rural women	Projects to ease the burden of work on women: financing of appropriate time-saving technology	Int/Reg	IFAD
	Migrant and refugee women	Ensure access by single refugee women or heads of households to basic needs: food, shelter, health, clean water, firewood	Int	UNHCR
Access to productive resources and participation in the production process	Legislation	Recognition of women's economic rights: employment, wages, credit	Reg/ Subreg/ Nat Reg	UNICEF UNHCR IFAD
	Institutionalization	Promote multi-institutional (public/private) scheme in support of extension and training for agricultural production	Reg	IFAD

	Employment	Projects designed to create jobs and income earning opportunities for rural women	Nat	PREALC/ UNDP
		Support services for workers with family responsibilities	Subreg	ILO
		Assist countries in assessing the impact on women of male migration, seasonal fluctuations, unequal pay	Int/Nat	FAO
	Informal sector	Expert Group Meetings: policy-making and analysis	Reg	INSTRAW
		Support to women's capacity for self management through micro or small enterprises	Int/ Reg/Nat	ILO IFAD
		Elaboration of methodologies to measure the raise of women's participation and contribution	Int/Reg/ Nat	INSTRAW
		Elaboration of policy guidelines and training manuals	Int/Reg/ Nat	INSTRAW
	Credit	Comparative Interregional Study on Impact of Credit on Productivity of Women's Micro-enterprises	Int	INSTRAW
		Facilitate/improve women's access to credit (credit, savings programmes and investment mechanisms)	Subreg Int/ Reg	UNIFEM FAO IFAD
		Assist governments and financial institutions to create credit sources for women	Int/ Reg	FAO IFAD
		Credit for infrastructure and community support services for women's domestic and reproductive activities: participation by the entire community	Reg	IFAD

	Technology	Facilitate women's access to technology (cooperation with scientific research institutions; survey on the availability of technology, etc.)	Subreg Int/Reg	UNIFEM IFAD
		Promote the generation, improvement and transfer to rural women of appropriate technology	Int Reg	FAO IFAD
	Rural women	Study women's participation in the agricultural labour market	Int	FAO
		Support for women's contribution to agricultural production: forestry and fishing; irrigation programmes; cash crops; horticultural activities; livestock production; food processing and marketing	Int/Nat Int/Reg	FAO IFAD
		Protect and increase women's access to land	Int/Reg	IFAD
		Include gender and household issues in farming systems research	Int/ Reg	FAO IFAD
	Research	Studies on participation/ integration of women into the labour market	Subreg/ Nat	PREALC
		Provide funding to document women's working conditions	Subreg	UNIFEM
		Research on new concepts and methodologies in connection with statistics on women's work	Int/Reg/ Nat	INSTRAW
		Research on measuring women's income	Int/Reg/ Nat	INSTRAW
		Studies on the role of women and financial, credit and commercial policies at the micro and macro level	Int/Reg/ Nat	INSTRAW

		Studies at the global level on the choice and assessment of technology to promote the participation of women in development; publication of the findings; preparation of training material	Int	INSTRAW
		Publication of a study on women and new technologies	Int	UNESCO
	Training	Provide support to training institutions to include gender and specific technical training for the creation of job opportunities for poor women	Subreg	UNIFEM
		Project to work with vocational training institutions (national level) to promote the participation of women in technical and vocational training	Reg/Nat	ILO
		Set up systematic management and credit management training programmes as part of projects	Reg	IFAD
		Train credit officers of banking institutions to identify more closely with the needs of poor women	Reg	IFAD
	Information	Seminars on female employment	Subreg	PREALC
		Tripartite regional seminars on topics relating to women and labour (regulation, equality, technological change)	Reg	ILO
		Organize sensitization meetings with private sector (CEOs, Chambers of Commerce)	Subreg	UNIFEM

		Produce a paper on the international, regional and national market	Head-quarters	UNIFEM
		Organize a study tour from each subregion to either Asia or Africa	Subreg	UNIFEM
		Open two-way channels of communication in order to enhance information and knowledge of poor rural women (legal rights, credit and savings, training technology, agriculture, water, livestock, forestry resources)	Int/Reg	IFAD
Human resources training and development	Health	Regional research project on Women's Studies curricula or interdisciplinary Gender Study Programmes in the region (social sciences and health)	Reg	PAHO/WHO
		Facilitate the design of a strategy for cooperation between countries and between universities and centres of higher learning for human resources training in Women, Gender and Health	Reg	PAHO/WHO
	Employment	Support to programmes that promote the use of female human resources	Reg/Nat	PREALC
		Support to human resources training activities	Reg/Nat	PREALC UNDP
	Rural women	Encourage women's enrolment in higher education and their studies in agricultural production sciences	Int/Nat	FAO
Strengthen institutional capacity to promote development	Health	Incorporate initiatives by women's groups (health-care, education, advisory services, etc.) into local health systems	Reg	PAHO/WHO

	Rural women	Establishment of a technical cooperation network among institutions and organizations to support rural women	Reg	FAO
		Strengthen the capacity of national agencies to train women in improved marketing practices	Nat	FAO
PEACE	Violence against women	Produce a paper to document (cultural, environmental) factors which are contributing to violence	Head-quarters	UNIFEM
		Sponsor research to identify the scope of violence against displaced women in all contexts	Reg	UNHCR
NEW TOPICS				
	Migrant and refugee women	Change the concept of services to displaced women: political and not only social problems (resolved through assistance and technical support programmes)	Reg	UNHCR
		Develop communication strategies to call attention to the situation of refugee women: public, NGOs, agencies, donors, host countries	Int	UNHCR
		Ensure the exercise of the right to voluntary repatriation	Reg	UNHCR
		Protection against violence in the camps —safe location and organization of camps	Int/Reg	UNHCR
		Promote the integration of patrol units (men and women) in camps to which women who have been victims of violence can turn	Reg	UNHCR

		Disseminate the "Guidelines on the Protection of Refugee Women" to all bodies working with the refugee population and women's organizations —monitor its implementation	Reg	UNHCR
		Develop programme for displaced women in Peru	Subreg	UNIFEM
Sustainable development	Environment	Launch and monitor a Brazil programme on women, environment and development and organize a subregional meeting	Nat	UNIFEM
		Elaborating policy design and recommendations: elucidate the important link between women and environment	Int	INSTRAW
		Development of educational and training material for policy-makers (national level)	Int/Nat	INSTRAW
		Improving statistical methods and concepts and already existing training material	Int	INSTRAW

* International Standard Industrial Classification of All Economic Activities (ISIC).

Int = International

Reg = Regional

Subreg = Subregional

Nat = National

