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Economic Commission for Latin America (ECLA)

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WORK PROGRAMME ON THE SOCIAL PARTICIPATION OF WOMEN
AND THEIR INTEGRATION IN LATIN AMERICAN DEVELOPMENT

76-2-213

1970-1971
1972-1973
1974-1975

1976-1977
1978-1979
1980-1981

I. INTRODUCTION

The International Women's Year which has just come to an end was marked by a considerable number of conferences, assemblies and meetings of all kinds, which have produced a series of mandates and recommendations intended to encourage more thorough studies and to map out policies and implement measures to improve the social status of women and integrate them in the development process in which the Latin American countries are engaged.

As far as ECLA is specifically concerned, some meetings were particularly important, such as the Regional Seminar for Latin America on the Integration of Women in Development (Caracas, 28 April to 2 May 1975), whose express recommendations were taken into account at ECLA's Sixteenth Session (Port of Spain, 6 to 15 May 1975). The Secretariat thus discharged the mandate entrusted to it in resolution 321 (XV) of the previous session of the Commission (Quito, April 1973), which recommended that it "should prepare a study on the participation of women in the development of the region and the measures to be taken to eliminate the discrimination and the lack of educational, employment and economic opportunities for women". The World Conference of the International Women's Year, held following these meetings (Mexico City, 19 June to 2 July 1975), adopted a World Plan of Action in the relevant section of which there are specific mandates for the Regional Commissions, and a variety of tasks and responsibilities are described, such as to initiate studies and co-ordinate those carried out by national institutions, to collect statistical and all other kinds of information, carry out surveys, see to the exchange of information, prepare reports on the progress made in the implementation of the Plan and make periodical appraisals within the framework of the International Development Strategy.

In view of the complexity of the measures deriving from these mandates and recommendations, and the need to adapt their specific form to the social, cultural and historical peculiarities of the countries of the area, the Caracas Seminar, following the precedent set in respect of population, recommended that a regional conference should be held after the World

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Conference to assess its results and consider its application to the Latin American region. The ECLA secretariat has already begun the necessary consultations to organize the conference, and the present work programme concerning women is initially oriented towards the preparation of studies, papers and projects intended as inputs for it. It will be of considerable importance to the extent that it will be possible to establish concrete and realistic programmes to be carried out taking into account the various national characteristics and the present development styles of the region.

II. OBJECTIVES

In accordance with the stages described below, two levels of objectives may be distinguished, according to whether they concern the long term or the more immediate future.

A. Long-term objectives

The long-term objectives of this programme are:

1. To initiate and carry out studies - either monographs or comparative and multidisciplinary studies - at the national and regional level so as to arrive at a more thorough understanding of the position of women and of the factors which facilitate or limit their social progress and their integration in the development process.
2. To prepare diagnoses and appraisals, and publish periodic reports and papers on the subjects mentioned in paragraph 1.
3. To co-ordinate, with national institutions and academic centres of the region, the preparation and joint realization of studies, and the elaboration of policies and strategies leading to the integration of such organizations into the joint effort to promote the World Plan of Action and of the regional programmes which may subsequently be adopted, by organizing and holding the meetings judged appropriate in the circumstances to co-ordinate such efforts.
4. To collect suitable statistical material and encourage the design and execution of surveys and of the necessary methodological studies to

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broaden the coverage and improve the reliability of the available statistical material; to make fuller use of existing sources; to establish, if possible, a numerical data bank containing the available information, properly arranged and processed, on the various social aspects of the status of women.

5. To co-operate in the organization and operation of a regional documentation and information system aimed at the collection, classification and arrangement of bibliographical and documentary sources, including an up-to-date archive of past or current studies or research, and of persons and national and academic institutions working on such problems. These activities would be carried out in close contact with the corresponding national institutions, which would be provided with advisory services to organize and carry out their activities in this field, should they so require.

B. Immediate activities

In the framework formed by the long-term objectives, activities of a more immediate nature would be undertaken to meet specific purposes and temporally definite goals, such as:

1. To include in the periodic diagnoses and social reports, starting with the next ECLA session in 1977, an appraisal of the social situation of women in the framework of the overall development process of the region.

2. To prepare studies and documents, and co-operate in the preparation of the regional women's conference in 1977, making use of existing resources and in addition by managing the substantive co-operation and support of the international agencies and of the financing sources of the United Nations system.

3. To appraise and improve existing statistics and, in particular, the quality of the social indicators which measure the participation of women in the economy and in society.

4. To initiate the necessary contacts and co-operate in the preparation of the methodology for, and possibly in the organization and operation of, a regional information bank to compile, arrange and disseminate existing documentary material and carry out other tasks required for the implementation of this programme.

/III. ACTIVITIES

III. ACTIVITIES ALREADY CARRIED OUT

In the framework of this international action, the ECLA secretariat has undertaken studies and organization and promotion work of various kinds which have served as a basis for an increasingly structured effort on the social problems of women and their integration in the development process. Briefly speaking, the nucleus of this activity was the regional seminar in Caracas, at which five studies were submitted which will shortly be published as a book by the Fondo de Cultura Económica de México under the general title of Mujeres en América Latina: Aportes para una Discusión. These studies were prepared within the ECLA Social Development Division or prepared by consultants under its supervision. They were subsequently distributed as background documents at the World Conference in Mexico. Furthermore, a process of regular collection of information has been undertaken, and statistical and bibliographical material is being prepared with special reference to the ongoing projects described below.

IV. WORK PLAN

The ECLA secretariat is organizing a varied programme of activities which aims at consistencies inasmuch as each of its components supports the others, thus forming a whole which converges upon the study, promotion and appraisal of the social participation of women and their contribution to the processes of change and development of the region.

A number of ECLA units will participate and co-operate in these activities, and their areas of responsibility are closely linked to the programme components which are clearly differentiated below. The units in question are the Social Development and Statistical Divisions, and the Centro Latinoamericano de Documentación Económica y Social (CLADES). Although the proposals form a whole, each area of activity is described as if it were self-contained. This does not run counter to the consistency and integrated nature of the programme, although - as is pointed out - it may be broken down functionally into its various parts. It is from this

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integrated standpoint that the contents and objectives of the collection of projects which appear in the annexes should be interpreted.

A. Projects currently being carried out within the regular programme of work

The work currently being carried out by the ECLA secretariat mainly takes the form of studies and analyses of information collected by the Social Development Division, compilation, processing and tabulation of statistical material in the Statistical Division and collection and processing of bibliographical and documentary information in the Centro Latinoamericano de Documentación Económica y Social (CLADES).

1. Within its current work programme, the Social Development Division has begun to prepare a number of documents mainly intended for the forthcoming regional conference. They are all organized as part of a single study of the participation of women in various social contexts (such as the family, employment and jobs, education and income distribution, rural development) and from the standpoint of the development styles and social change in Latin America. These studies are in fact extensions of programmes which are part of the regular work of the Division, and which would call for some extra resources if they were to be extended into the longer term.

2. The Statistical Division regularly collects and processes social data broken down by sex from which it is possible to isolate the world of women so as to study their performance in the various fields of social activity for which statistical material exists. In addition, with the support of UNICEF, the Division periodically prepares a statistical handbook, Statistics on Children and Youth in Latin America which contains a wealth of statistical information on population, health, education, economic activity and social situation suitably broken down by sex.

3. For its part, CLADES is beginning to compile, classify and arrange bibliographical and documentary information of relevance to the study of the problems relating to the social participation of women.

These projects and studies being carried out within the regular programme of the secretariat do not succeed in meeting the demands and

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needs deriving from the growing importance of this problem. Thus to make good the deficit in existing resources, a series of projects have been programmed which would serve to ensure the continuity of this work within the regular programme as well as to broaden and deepen the support called for by the above-mentioned goals and targets.

B. Projects requiring external support

With regard to future activities requiring supplementary resources from extra-budgetary sources, a coherent collection of projects has been programmed with the aim of expanding and deepening the work currently in progress.

1. In the Social Development Division the aim is to ensure the continuity of the present project on Position of Women in the Family and Society, which is of great potential significance for the study of the status of women and their participation in different social classes and environments. Because of this significance, the aim is to turn the project into the nucleus of the Division's future work in this field. A first contribution has already been programmed under the provisional title Position of Women, Family and Styles of Development, and the submission of a document at the forthcoming regional conference is envisaged. A formally structured and detailed project appears as Annex A of this report.

2. The studies mentioned in the previous paragraphs should be broadened through special contributions, by contracting and calling on the advisory services of persons and institutions that have shown a firm and dedicated interest in the study of these problems, so as to possess an additional input of the highest possible quality. Such contributions should consist of monographs focussed on strategic and at the same time little-researched topics, in the general context of the social participation of women and their integration in the development process. Taking into account the recommendations received, particularly from the regional seminar in Caracas, and the studies already under way, some priority areas may be mentioned where such contributions could provide very necessary and valuable support. A first area would be the factors which determine and condition /the participation

the participation of women in specific social environments, either segments of social classes, marginal urban shanty-towns and rural communities of varying levels of development. A second set of problems concerns the participation of women in situations of extreme poverty, particularly with regard to family relationships, consumption patterns and income levels. Finally, it seems indispensable to possess one or more studies of the impact of the mass media on the formation of female awareness, paying special attention to the generation and maintenance of discriminatory images and values which block the attempts to integrate women in the activities and jobs of the male world. In Latin America there are qualified specialists and institutions working individually or collectively on these problems, and they could make valuable contributions if the necessary additional resources, estimates of which appear in Annex B, were available.

3. At various international meetings the question has frequently been raised of the validity and usefulness of a number of social indicators and, in general, of economic and social statistics for the study of the participation of women in social work and of the productive contribution which their domestic activities represent, and which acquire such importance in semi-subsistence economies. It is therefore necessary to review the statistical methodology in vogue so as to revise the present social indicators and prepare new ones, which are better able to provide an empirical base for various kinds of studies and diagnoses of the participation of women in the economy and society in the present situation of the Latin American countries. At the same time, it is necessary to work out new breakdowns by sex, processing and tabulations, either using the regular statistics or through the collection of fresh data, so as to broaden the statistical coverage for the study of this kind of problem. This has been arranged as a project in Annex C.

4. The participation of CLADES is envisaged in regional activities aimed at the creation of a regional information system which would consist of a bibliographical archive and a file of past or current studies and a

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listing of persons and institutions taking part in them. In the initial stage, the methodology will be worked out and the design studied. In addition, it is envisaged to establish an advisory service for the national entities which wish to set up similar information services. All this takes the form of the project which appears in Annex D.

C. Stages of the work plan

Because of their nature, it is most likely that the study of the problems in question and the promotion of policies for the integration of women in the development process should become one or more permanent areas of activity. Thus the programme has been conceived in the light of a long period, although the activities it envisages are projected until 1980, when the first overall assessment of the position of women will take place, in which the regional commissions will have special responsibility.

The programme has therefore been designed to contain two stages of unequal length, determined by the periods fixed for their most specific goals. The first stage which has already begun and should be continued on a greater scale, is mainly governed by the need to incorporate the question of the social position of women into the diagnosis of regional development for the next ECLA Session and by the functional organization and preparation of the material needed for the next regional conference. It will be then necessary to revise the work plan and its objectives to adapt them to the new mandates which emerge from those meetings. This stage will come to an end in the second half of 1977.

In the second stage the planned studies and work must be continued, now governed, however, by the need to carry out an appraisal of the degree of fulfillment of the so-called "minimum objectives" fixed by the World Plan of Action for 1980. To this end a new round of regional and world meetings has been envisaged. This involves the submission of a series of inputs in the form of information, studies, appraisals and practical proposals which will have to be carefully prepared. This stage will last until well into 1980.

/Annex A

SITUATION AND PARTICIPATION OF WOMEN IN THE
FAMILY AND IN SOCIETY

I. JUSTIFICATION OF THE PROJECT

The social status of women in Latin America raises a series of problems, the study and solution of which are important not only for women's self-realization but also as regards their place in the family structure and their role in current development styles.

However, the study of the status and social participation of women in development is a relatively unexplored field strewn with obstacles of every kind. In fact, the rapid expansion of the participation of women in the educational system has not been matched by similar results in their participation in the labour force, and the various quantitative gains won have not meant the end of sexual discrimination, of the duality of the role of women, of non-participation in out of family activities, nor of existing stereotypes which blockade their effective participation in the strive for development. In fact, sex-based discrimination has continued, though in a modified form. It has been pointed out that the inequalities between men and women vary not only between countries with different degrees of development but also to an even greater degree between the socio-economic strata of any given country.

The obstacles mentioned above in connexion with the study of the status of women take different forms: the dearth of suitable data; the wealth of action proposals with the same degree of urgency, which only reflect the uncertain knowledge and the conflicts of values which make it difficult to establish priorities when designing policies; and the prevalence of incomplete and sectoral views of the problem which do not share a suitable integration base in the national planning for development.

A common aspect of all these difficulties is the fact that the problem is presented as that of "the" situation of women in general. It is not enough either to raise the problem as one of the "status and

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participation of women in the context of a national society with a certain dominant class structure" for this will likewise imply the existence of something akin to an "average woman" as an inseparable particle of "the" class or "the" society. There is sufficient information to show that family units of a society, depending on the class status, show typical differences in their life strategies, their social organization models and their life cycles, and that all these facts open different living and participation possibilities in the strive for development to individual women who, inevitably, have grown up in a family and/or now head their own family. From this point of view, the different groups in society form the frame of reference necessary for understanding the status and the participation of women. Moreover, from the point of view of policy implementation they make it possible to reach a very adequate approximation of the daily circumstances in which women live, their demands, and their needs.

All of this seems to indicate that the pertinent questions would be better put in the following manner: What are the women belonging to different family groups doing and how are they participating in society and national development? What limitations do they suffer or what are the possibilities open to them in societies with different development styles and levels?

To attempt to give an answer to these questions one must refer to the various studies which are underway in the Social Development Division and in other United Nations agencies, but it is moreover indispensable to have a special project which concentrates on the study of the relationship between women and the family as a basis for their integration in the development process.

/II. OBJECTIVES

II. OBJECTIVES

A. Long-term objectives

(a) To contribute to the formulation and implementation of policies and to promote measures directed towards the incorporation of the policies concerning women and the family in national development plans within the context of the unified approach and the existing development styles.

(b) To prepare periodic reports and documents for the appraisal of the progress achieved in this field.

B. Immediate objectives

(a) To analyze the strategies of family life and the social organization models of families of different socio-economic strata and their incidence on the status of women. The limitations on and possibilities for women's participation in different spheres, with special reference to the problem of poverty;

(b) To determine what are the existing models and stereotypes as regards the status and social and economic participation of women, according to the different types of families, social environments and development styles;

(c) To analyze and appraise ongoing policies concerning women and the family, regarding their impact on labour force and development;

(d) To place the preceding points in the context of current development styles and to analyze their incidence on other possible styles (desirable, feasible);

(e) To develop operative criteria to determine priorities and modalities of action for technical assistance and co-operation in policies directed towards women and the family in the framework of national development processes;

(f) To prepare reports which may be required for the next Regional Conference and the ECLA session in 1977.

/III. WORK

III. WORK PLAN

A. Stages

With a view to the Regional Conference in 1977 and the appraisal of the minimum objectives of the World Plan of Action to be achieved by 1980, it is advisable to divide the project into two stages:

(a) First stage

(i) The stages of the life cycle of women (marital status, work, education), in different countries of the region, according to area of residence and at the highest level of geographical disaggregation possible (March 1976 - September 1976).

(ii) The stages of the life cycle of women and the life cycle of the family, on the basis of class status and levels of national development (October 1976 - July 1977).

(iii) The reformulation of the activities to be carried out during the second stage in line with the conclusions and recommendations of the Regional Conference (May 1977 - July 1977).

(b) Second stage

(i) The standard of living of the families and the status of women, on the basis of household surveys (August 1977 - February 1978).

(ii) Female stereotypes and duality in the functions of women at home and at jobs, in different types of families (March 1978 - November 1978).

(iii) Survey and analysis of ongoing policies concerning women and the family and their place in national development plans (December 1978 - June 1979).

(iv) A global appraisal of the status and participation of women in the family and in society, with a view to the evaluation of the "minimum objectives" of the World Plan of Action (1980). (July 1979 - December 1979.)

/IV. RESULTS

IV. RESULTS

Taking account of the modifications and revisions which may emerge from the Regional Conference, the preparation of the following documents should be planned:

1. September 1976: A relatively complete document on the status of women and the stages of the life cycle of women in several countries, by area of residence, with the highest level of geographical disaggregation possible, for the Regional Conference;
2. July 1977: The stages of the life cycle of women and the life cycle of the family, by classes and levels of national development.
3. May-August 1977: Revision of the work plan in accordance with the resolutions of the regional conferences concerning studies and research projects on the status of women in Latin America;
4. February 1978: The standard of living of the families and the status of women, according to household surveys;
5. November 1978: Female stereotypes and the duality in the functions of women at home and jobs for different types of family;
6. June 1979: Policies concerning women and the family. Women and political participation;
7. December 1979: The status and participation of women in the family and society, and styles of development, for the 1980 appraisal.

V. DURATION OF THE PROJECT

As conceived, the project should run for 48 months, divided into the two stages indicated with an approximate duration of 24 months each.

/VI. ADDITIONAL

VI. ADDITIONAL RESOURCES NEEDED

The minimum annual requirements are likely to be:

		US\$ <u>Total 2 years</u>
1. One expert in sociology	US\$48,000	96,000
2. One research assistant	7,000	14,000
3. Collection and processing of data, calculations, etc.	1,500	3,000
4. Travel expenses: attendance at meetings and co-ordination of studies at regional level	1,200	2,400
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		US\$ 115,400

VII. LOCATION

Santiago, where the Social Development Division of ECLA will provide offices, document reproduction facilities and secretarial assistance.

SPECIAL CONTRIBUTIONS FOR THE REGIONAL CONFERENCE

I. BACKGROUND

In accordance with the recommendations of the Regional Seminar for Latin America on the Integration of Women in Development (Caracas, April-May 1975), the ECLA secretariat is organizing a regional conference to evaluate the World Plan of Action and to consider the conditions under which it could be applied to the Latin American region.

II. OBJECTIVES

This government level regional conference will be preceded by a preparatory expert seminar entrusted with the analysis of studies on the items of an agenda designed to cover pertinent substantive and practical problems relating to the social status of women in Latin America, and with producing a report with recommendations for the preparation of a programme of action to be implemented at the national and regional level, within the framework of the resolutions adopted at the World Conference in Mexico (June 1975).

III. CONTRIBUTIONS

It is planned to present at this seminar a series of documents and studies relating to the social status of women and their participation in the strive for development. Some of them will be prepared by specialized units of the ECLA secretariat and the specialized agencies of the United Nations. In order to complete the programme planned, however, additional resources will be needed to pay for several case studies, to cover the costs of the participation of the authors in the preparatory seminar, and to pay for the publication and translation of their studies into the languages of the conference (Spanish, English and French).

/IV. REQUIREMENTS

IV. REQUIREMENTS

The additional resources needed to meet the costs outlined in the previous paragraph are estimated to be as follows:

- cost of 8 case studies at US\$3,000 each,
commissioned from experts or institutions.....US\$24,000
- transport and per diem costs of participation in
the seminar by one expert per study submitted..... 8,600
- translation and editing of the studies..... 16,000

US\$ 48,600

Annex C

PROJECT ON A SYSTEM OF STATISTICS FOR THE ANALYSIS OF
THE SOCIAL STATUS OF WOMEN IN LATIN AMERICA

I. BACKGROUND

ECLA has made continuous efforts in the field of statistics and social indicators, outstanding in this connexion being the following:

- The establishment of the Working Group on a System of Demographic and Social Statistics.
- The preparation and publication of Statistics on Children and Youth in Latin America in collaboration with UNICEF, which contains a wealth of information on the social status of women.
- The systematization of census statistics for the Project on Social Stratification and Mobility in Latin America, which the Social Development Division is also undertaking with the assistance of UNICEF.
- The periodic preparation of Latin American Economic and Social Development Indicators for the regional development appraisals.

In addition, ECLA has organized a Household Surveys Data Bank designed to permit this information to be used for multiple analytical purposes. In its present state, it provides a wealth of data for the purposes of this project. The census data of the OMUECE Project provide another broad data base for the analysis of current measurements and the construction of social indicators of high utility in the study of various problems relating to the social participation of women in development.

/II. OBJECTIVES

II. OBJECTIVES

- (a) To widen the statistical base for the adequate analysis of the status of women in Latin American countries;
- (b) To identify the analytical areas in which statistical information is lacking, and to determine the type of statistics required in each case;
- (c) To evaluate the adaptation of definitions, classifications and methods of measurement to the conceptual scheme of the analysis of the social status of women;
- (d) To propose a viable system of statistics and social indicators valid for the analysis of the status of women in Latin America, with the corresponding methodological recommendations aimed at both the improvement and the standardization of national statistics, for the analytical purposes referred to;
- (e) To organize the regular preparation and dissemination, by the Division of Statistics, of the recommended methodology and the results obtained therefrom.

III. DESCRIPTION

- (a) Formulation of the statistical requirements of the conceptual scheme for the analysis of the status of women and their integration in development;
- (b) Preparation of an inventory of relevant available statistics, provided by household surveys, population censuses, and administrative records;
- (c) Analysis of the conceptual content and of the problems of measurement of available statistics, and formulation of a system of social statistics and indicators for the analysis of the status of women;
- (d) New processing methods for data from the sources available in ECLA, in order to trace profiles of the social status of women in Latin American countries;
- (e) Preparation of recommendations for the conceptual adaptation of national statistics to the needs of the study and design of policies for the social advancement of women.

/IV. CAPITAL

IV. CAPITAL REQUIREMENTS

To comply with the tasks described in the previous paragraph, the estimated additional resources needed are as follows:

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| 1. One consultant, expert in indicators and the analysis of social data, for a period of at least six months. | US\$13,000 |
| 2. One specialized programmer (up to 6 months) | 3,600 |
| 3. One statistical assistant to work with the consultant and subsequently to continue with the data analysis (minimum period of 18 months) | 10,500 |
| | <hr/> |
| Total estimate | US\$ 27,100 |

/Annex D

PRELIMINARY STUDY OF AN INFORMATION SYSTEM
ON WOMEN

I. BACKGROUND

As a result of the proclamation of 1975 as International Women's Year, and pursuant to the recommendations of the Plan of Action of the United Nations Conference held in Mexico City, the need was seen to make specific efforts to study the problems of women, so as to establish a realistic analysis of their situation.

CLADES, aware of these mandates and of the importance of information as a basic tool for future research and policy co-ordination, proposes that a project be launched to analyze the feasibility of implementing an information system on women and to study the possibility of co-ordinating these efforts with others being made within the United Nations.

The project presented here corresponds to a preliminary stage, the objective of which would be to explore and identify problems of a methodological and institutional nature through the analysis of a sample of three typical countries of Latin America. On the basis of the experience gained, the second phase would be implemented and would embrace all the countries of the region.

II. OBJECTIVES

- A. Design of a system for the control and retrieval of bibliographic and institutional information (preparation of a controlled vocabulary, study of alternative methods of electronic processing, formats for the storage of information, etc.).
- B. Identification of suitable methodologies for obtaining information in the sample countries selected, through experiments with various alternatives.

/C. Setting-up

- C. Setting-up of a computer data bank with bibliographic information and information stemming from ongoing research on women.
- D. Publication of:
 - (a) A summary report on the project.
 - (b) An analytical bibliography on studies and research on women in the countries selected as from 1965 onwards.
 - (c) A directory of institutions concerned with the problems of women in these three countries.
- E. Technical advisory services to national and regional entities interested in developing information systems for similar purposes.

III. METHODOLOGY

For the Project, three sample countries will be selected in which the attitude to the participation of women in development has evolved in different ways. These attitudes would be reflected through indicators such as: the volume of research and studies on women, the sophistication of the legal and institutional framework, etc.

The countries have been classed according to whether the change towards the participation of women has been gradual or has been the result of a break with tradition. Among the countries where the evolution has been gradual, two extreme positions are considered: the first group of countries would represent those which are more receptive to the participation of women, while the second group would be made up of those countries in which evolution is relatively less advanced. A third group could be made up of those countries where there has been a marked change in the last decade in attitudes towards the participation of women in national life.

The selection of the three countries for the implementation of the pilot project should take place within the framework of ECLA's programme of action, and for this purpose a diagnosis will be prepared prior to initiating this study.

/IV. ORGANIZATION

IV. ORGANIZATION OF THE PROJECT

The project will be implemented under the direct supervision of CLADES: specifically, under that of the Technical Supervisor and one of the documentalists currently working in the Division. Furthermore, the staff will require the specialized assistance of the other Divisions of ECLA to carry out the project activities. For this purpose, the participation of a sociologist from the Social Development Division and a member of the staff of the Data Processing Unit will be necessary.

Temporary staff will also be needed to meet the requirements of the project: one full-time documentalist for 12 months, one secretary-coder for 12 months, and three data compilers to be stationed in each country of the study for 6 months, under the supervision of the CLADES Documentalist and the Technical Supervisor.

V. PROVISIONAL WORK PROGRAMME

The dates indicated are likely to be modified in accordance with the date of the agreement and the date of the establishment of the working group.

1. Recruitment and training of staff: May to July 1976.
2. Design of the information system: June to August 1976.
3. Search from Santiago of the existing bibliography on women in the three sample countries chosen: July to August 1976.
4. Compilation of bibliographical and institutional information in the field: September to January 1977.
5. Processing and analysis of data: November 1976 to February 1977.
6. Publication of the methodological report: January to February 1977.
7. Publication of the Bibliography and Directory: March to April 1977.

Estimated duration: 1 year, extendable for 3 years more: i.e., up to 1980, when the second phase of the United Nations project on women will end.

/BUDGET