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Twenty-seventh meeting of the Presiding Officers
of the Regional Conference on Women in
Latin America and the Caribbean

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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 September 1998)

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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
CELADE	Latin American and Caribbean Demographic Centre
CIESAS	Centre of Research and Higher Learning in Social Anthropology
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
OLADE	Latin American Energy Organization
ORIT	Inter-American Regional Organization of Workers
SEADE	Data Analysis System Foundation of the State of São Paulo
SENAI	National Industrial Apprenticeship Service
SERNAM	National Women's Service
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 the Economic Commission for Latin America and the Caribbean (ECLAC) from 1 September 1997 to 30 September 1998 were carried out within the framework of the programmes of work of the ECLAC system for the bienniums 1996-1997 and 1998-1999. Activities centred on follow-up of the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Platform for Action emanating from the Fourth World Conference on Women, and on organizing and holding the seventh session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean. The importance accorded the session preparations was in response to the awareness in Latin American and Caribbean of the need to strengthen the Regional Conference as a way to ensure fulfilment of the international and regional commitments assumed, particularly since no new global conference was in the offing.

The first quarter of the reporting period saw the final preparations for the seventh session of the Regional Conference, which was held in Santiago, Chile, from 19 to 21 November 1997. Since the main preparatory activities have already been commented upon in the previous report by the secretariat,¹ it is sufficient to say here that the preparations for the Conference were lively and participatory and that the activities realized were concentrated chiefly in two areas: (a) strengthening the ties of the ECLAC secretariat with the member States, primarily through the Presiding Officers of the Regional Conference, and with non-governmental organizations and bodies, programmes and agencies of the United Nations system; (b) preparing the documents dealing in depth with the substantive topics chosen (access to power and participation in decision-making; and sustainable development, poverty and gender)² and the reference documents analysing the situation of women in Latin American and Caribbean for consideration at the seventh session of the Regional Conference. On the basis of the documentation presented by the secretariat and contributed by the countries, the Conference evaluated the progress that had been made in implementing the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001. It then adopted the Santiago Consensus³ on the measures required to accelerate changes in favour of women.

In that regard, the main task of the secretariat was to provide for the cooperation and coordination taking place among those participating in preparations for the session, prepare the documents that would serve as a basis for debate and provide technical assistance to the member States.

The work of ECLAC during 1998 has fallen three categories. First of all, it has carried out follow-up and monitoring activities in relation to the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, the Platform for Action emanating from the Fourth World

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

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

³ LC/G.2016(CRM.7/7).

Conference on Women and the Santiago Consensus. Second, as recommended by the Economic and Social Council in its Agreed conclusions 1997/2,⁴ the ECLAC secretariat has moved forward with the process of mainstreaming a gender perspective into the substantive work of ECLAC. Third, it has begun work on the systematic development of indicators, with emphasis on the strategic areas identified in the Regional Programme of Action and the Platform for Action, with the aim of assisting Governments in the region in formulating public policies from a gender perspective and in evaluating the implementation of the commitments and agreements undertaken.

An important development during the reporting period was the approval by the member States of the Commission at its twenty-seventh session (Aruba, 11-16 May 1998) of a new subprogramme on mainstreaming the gender perspective into the main spheres of the regional development process, for inclusion in the ECLAC programme of work for the biennium 2000-2001. The new subprogramme will entail expanding the scope of the Women and Development Unit in terms of both analytical work and internal and external collaboration activities; the resolution expressly mentions the Unit's role in coordinating the process of mainstreaming the gender perspective, which will strengthen the secretariat's capacity in terms of development cooperation with the countries of Latin America and the Caribbean.⁵

⁴ A/52/3, chapter IV, section A.

⁵ E.1998/41 (LC/G.2934-P).

II. MAIN ACTIVITIES

A. SEVENTH SESSION OF THE REGIONAL CONFERENCE ON THE INTEGRATION OF WOMEN INTO THE ECONOMIC AND SOCIAL DEVELOPMENT OF 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 in accordance with the Regional Plan of Action of 1977. In the course of the session, the Conference elected a new slate of Presiding Officers composed of representatives of Chile (Chairperson), Argentina, Barbados, Bolivia, Brazil, Cuba, El Salvador, Netherlands Antilles, Paraguay and Venezuela (Vice-Chairpersons) and Mexico (Rapporteur).⁶

The agenda revolved around two key issues: participation in decision-making, and poverty and sustainable development. On the basis of the documentation presented by the ECLAC secretariat and the reports given by the countries, the Conference evaluated the progress made in the situation of women and the obstacles hindering their advancement. The Conference then adopted the Santiago Consensus, later ratified at the twenty-seventh session of the Commission (Aruba, 1998) by resolution 568(XXVII), as well as a declaration and two resolutions, one of which recommended that the Regional Conference should henceforth be known as the "Regional Conference on Women in Latin America and the Caribbean".⁷

At the gathering of non-governmental organizations on women and development in Latin America and the Caribbean (Santiago, Chile, 18 November 1997) held just prior to the Regional Conference, the participants approved a political declaration to be submitted to the Conference.⁸

B. MEETINGS 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

Two meetings of the Presiding Officers of the Regional Conference were held in during the reporting period, with broad participation by representatives from bodies and organizations of the United Nations system and intergovernmental entities.

At the twenty-fifth meeting of the Presiding Officers, held in Santiago, Chile, on 17 November 1997, the representatives of the member countries serving as Presiding Officers reported on their liaison

⁶ LC/G.2016(CRM.7/7).

⁷ Ibid.

⁸ Ibid.

work in preparation for the seventh session of the Regional Conference and decided upon the organization of work for the session.⁹

The twenty-sixth meeting of the Presiding Officers was also held in Santiago, Chile, on 14 and 15 July 1998. At that meeting, the officers agreed on activities to be carried out in fulfilment of the Regional Programme of Action, the Santiago Consensus and the Platform for Action in the light of the planned five-year review of implementation of the agreements emanating from the Fourth World Conference on Women and the next session of the Regional Conference, both events scheduled for the year 2000.¹⁰ In addition, the countries decided to step up the Presiding Officers' activities, especially in terms of liaison, in order to build closer ties with government offices in charge of women's affairs in the countries of the region,¹¹ with a view to fostering horizontal cooperation, contributing to the formulation of public policy and enhancing coordination both with regional offices of United Nations agencies and with regional and subregional non-governmental organizations.

C. OTHER MEETINGS

1. Organized by ECLAC

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

This strategy meeting took place at ECLAC headquarters on 27 October 1997 as the outgrowth of a pilot project between ECLAC and the German Agency for Technical Cooperation (GTZ) on mainstreaming the gender perspective into the Commission's development cooperation activities with the countries of the region, to ensure that they benefit women as well as men. The meeting was attended by GTZ representatives and heads of ECLAC substantive divisions and units.

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

The seminar was held in Santiago, Chile, at ECLAC headquarters on 21 January 1998 for the purposes of discussing women's participation in party politics and positions of power within the State apparatus, in the light of advances in democratic theory and gender analysis.

Seminar on men and their histories: restructuring and masculinity in Mexico

The seminar, held in Santiago, Chile, on 11 March 1998, was organized jointly by the Women and Development Unit and the Latin American and Caribbean Institute for Economic and Social Planning (ILPES). Dr. Agustín Escobar of the Centre for Research and Higher Learning in Social Anthropology

⁹ LC/L.1122(MDM.25/2).

¹⁰ LC/L.1133(MDM.26/3).

¹¹ Liaison duties were distributed as follows: Netherlands Antilles and Barbados: English-speaking Caribbean countries, Aruba and Suriname; Argentina: Colombia; Chile: Peru and Haiti; Cuba: Puerto Rico, Dominican Republic and assistance to Netherlands Antilles and Barbados; El Salvador: Guatemala and Honduras; Mexico: Costa Rica and Panama; Paraguay: Ecuador; and Venezuela: Uruguay. At this stage no countries were assigned to Bolivia or Brazil, but the possibility was not ruled out that they might perform liaison functions with States not represented among the Presiding Officers in specific cases, as needed.

(CIESAS) of Occidente, Guadalajara, reported on the conclusions of a study on male and female labour force participation in the Guadalajara area. ECLAC staff members and representatives of non-governmental organizations and academic institutions attended.

Meeting on institutionalizing the gender perspective

As part of the process of institutionalizing the gender perspective in the substantive work of ECLAC, this meeting was held in Mexico City on 20 May 1998 at ECLAC subregional headquarters in Mexico with the participation of all staff members, including the Director, and a representative of the Women and Development Unit from ECLAC headquarters in Santiago. Prior to the meeting a consultant had done a survey with the staff to identify their perceptions, needs and ideas on gender mainstreaming.

2. Meetings 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 Technical Cooperation (GTZ) and presented a paper on a strategy for institutionalizing the gender perspective in the development cooperation provided by ECLAC and its potential in the energy sector. The workshop took place in Quito, Ecuador, on 19 and 20 February 1998.

3. Other United Nations meetings

ECLAC was represented at the first workshop (Geneva, 1-3 July 1998) in preparation for the World Survey on the Role of Women in Development, 1999, being organized by the Division for the Advancement of Women. The contribution of ECLAC was based on studies carried out by several its divisions on the situation of women in Latin America and the Caribbean.

A meeting of experts on national mechanisms for the advancement of women was organized in collaboration with the United Nations Division for the Advancement of Women; ECLAC presented a paper on institutional structures for gender equity in the State apparatus, analysing the situation in Latin America and the Caribbean.

4. Inter-agency meetings

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

As part of the activities in follow-up to the Regional Programme of Action, ECLAC organized two meetings of the specialized agencies and other bodies of the United Nations system working on the regional level to discuss problems with the continuity of programmes and projects for women or incorporating a gender perspective and possibilities for interchange and coordination in follow-up to the Platform for Action and the Regional Programme of Action (Santiago, Chile, 18 and 21 November 1997 and 15 July 1998).

At the first of these (fifth Meeting of the 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 participants discussed the documents presented at the seventh session of the Regional Conference, the measures taken within each organization to mainstream the gender perspective into their activities and the need for greater coordination between them to facilitate follow-up of agreements adopted by the countries.¹²

At the sixth Meeting of Specialized Agencies the participants discussed opportunities for interchange and coordination in follow-up to the Platform for Action and the Regional Programme of Action and ways in which the agencies could contribute to the development and dissemination of indicators that would allow for a more accurate evaluation of fulfilment on the national, subregional and regional levels of commitments undertaken.¹³

In addition, as part of the worldwide campaign, "Violence against women is a violation of human rights", conducted on the regional level by the United Nations Development Fund for Women (UNIFEM), the United Nations Development Programme (UNDP), the United Nations Population Fund (UNFPA), the United Nations Children's Fund (UNICEF), the Food and Agriculture Organization of the United Nations (FAO), the International Labour Organization (ILO), the Joint United Nations Programme on HIV/AIDS (UNAIDS) and ECLAC, the Women and Development Unit participated in the press conference launching the campaign in Chile and made a presentation on violence against women within the region (Santiago, Chile, 20 March 1998).

ECLAC also participated with other organizations of the United Nations system in a number of meetings on the topic of women and human security, organized by UNDP, with the aim of making a Chilean contribution to the *Human Development Report, 1998*.

5. Participation in other meetings

(a) Seminar on theoretical and comparative reflections on feminist movements in Chile and Latin America, organized by the Faculty of Social Sciences of the University of Chile (Santiago, Chile, 2-3 April 1998).

(b) Seminar on a transition to new paradigms in gender and human rights, organized by the "La Morada" association, the University of Chile and the Ford Foundation (Santiago, Chile, 22-23 April 1998),

(c) Seminar on the State and civil society in relation to social policy, organized by the Chilean National Council for the Elimination of Poverty (Santiago, Chile, 28 April 1998).

(d) Seminar on women's contribution to water resources planning and management, 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 (Mexico City, 21-22 May 1998).

¹² LC/L.1100.

¹³ LC/L.1134.

(e) International seminar on macroeconomics, gender and the State, organized by the National Planning Department of Colombia in collaboration with the German Federal Ministry of Economic Cooperation and GTZ. Presented a paper on sectoral experiences in mainstreaming the gender perspective at ECLAC (Cartagena, Colombia, 3-5 June 1998).

(f) Regional conference on the theme of gender equity in Latin America and the Caribbean and the challenges posed by masculine self-images, organized by the United Nations Population Fund (UNFPA), the Latin American Faculty of Social Sciences (FLACSO) and the Ford Foundation (Santiago, Chile, 8-10 June 1998). At the conference, ECLAC participated actively in working groups on masculinity and violence, and masculinity and cultural change.

(g) Tripartite seminar on women's participation in manufacturing, organized by the United Nations Industrial Development Organization (UNIDO), together with the Ministry of Economic Affairs, the Ministry of Labour, the National Institute of Statistics and the National Women's Service (SERNAM) of Chile (Santiago, Chile, 2 July 1998).

(h) The eighth Stockholm Water Symposium, organized by the Stockholm Water Company and the Stockholm International Water Institute. ECLAC participated by presenting a paper, "Women in water-related processes in Latin America. Current situation and research and policy proposals", in the workshop on the contributions of women in the field of water resources (Stockholm, 10-14 August 1998).

(i) Meeting to consider a proposal for a system of indicators on which to build a "commitment fulfilment index", organized by the Women's Development Research Centre (CEDEM) of Chile and the Latin American Faculty of Social Sciences (FLACSO) as part of the citizen watch strategy adopted by the Chile Initiative Group, "Beijing in 2000" (Santiago, Chile, 16 September 1998).

D. EDUCATIONAL ACTIVITIES

Teaching and training occupy a very important place in the work of ECLAC. On the one hand, the institution has to offer a rich store of knowledge accumulated in the field over the last two decades, knowledge continually updated thanks to close links with organizations in all spheres of society. On the other hand, there is an ever increasing need for specialized knowledge to be able to put concrete initiatives into action. Hence, despite scarce resources, training has been given a high priority. The activities carried out included:

(a) Classes on the gender perspective given as part of the course on paradigms of social change and development under the Masters Programme in Anthropology and Development offered by the Faculty of Social Sciences of the University of Chile, for 20 students from Chile, Ecuador and Bolivia (Santiago, Chile, June 1998).

(b) Presentation given in the panel, "Domestic violence: a problem without frontiers", as part of the first continuing education workshop for police personnel on domestic issues, organized by the Family Police Protection Office of the Chilean Police Force (Santiago, Chile, 17-19 June 1998).

(c) Classes given in the gender and health module of the postgraduate course on gender and public policies under the Interdisciplinary Gender Studies Programme offered by the Faculty of Social

Sciences of the University of Chile, for 25 students from Chile, Paraguay, Peru and the Netherlands (Santiago, Chile, 15-22 September 1998).

(d) During the reporting period, guidance was given to two interns, one completing a major in Latin American regional sciences from the University of Cologne, Germany, who did work on the situation of women in rural areas of Chile, particularly peasant women and unpaid farm women in precarious economic situations; the other completing a major in sociology from the Catholic University of Chile, who studied part-time work as a form of insecure employment in Chile, from the gender perspective. In addition, two sabbatical studies were supervised, one on democratic theory and women's participation in politics in Chile by a lecturer from the University of Judaism of Los Angeles, California, and another on institutionalizing the gender perspective in local development in the case of the Municipality of Mendoza, Argentina, by a lecturer from the National University of Cuyo in Mendoza, Argentina.

E. PROJECTS

During the reporting period, the Women and Development Unit carried out the following two projects:

Project, "Institutionalizing the gender perspective in the substantive work of ECLAC"

This project, financed with extrabudgetary funding, was executed as a pilot project during the second half of 1997 with the collaboration of the German Agency for Technical Cooperation (GTZ). The purpose of the project was to mainstream the gender perspective explicitly and systematically into the work of ECLAC. The project activities involved: (i) analysis of the ECLAC programme of work for the 1998-1999 biennium and ongoing projects to identify subject areas and research, training and advisory activities in which a gender perspective could be incorporated with the resources currently available to the institution; (ii) a consultancy survey of the heads of ECLAC divisions and units and technical staff; (iii) brief internal seminars were organized to discuss the process of mainstreaming the gender perspective into the Commission's research and cooperation activities; (iv) designing a strategy, using a participatory and consensual approach, to arrive at concrete goals that would further the process of mainstreaming a gender perspective into the work of ECLAC over the short and medium term.

Towards the end of the 1998, it is planned that a second, two-year phase of the project will commence, aimed at strengthening and consolidating an institutional approach to mainstreaming the gender perspective, furthering the work already begun at ECLAC; the activities of this phase will primarily focus on cooperation for development by fostering a similar process in the sectoral ministries of the member States.

Project, "Women and gender equity: indicators of women's participation and leadership"

In accordance with the agreements reached at the twenty-second meeting of the Presiding Officers of the Regional Conference, from June to October 1998 the ECLAC Women and Development Unit carried out this project in collaboration with FLACSO. It involved designing a set of indicators, elaborating a questionnaire to gather information, sending it to selected data sources -searching for alternative sources, such as United Nations bodies and agencies and the Inter-Parliamentary Union- and

processing and compiling the information available. An advance report was presented to the Presiding Officers at their twenty-sixth meeting in July 1998.

This project is among the efforts ECLAC is making to develop a system of indicators to facilitate follow-up and evaluation of the Regional Programme of Action and the Platform for Action and to compile, analyse and disseminate quantitative and qualitative data on women and men in the member countries.

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

Since 1977, the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean has been the regular, permanent mechanism employed by the States members of ECLAC to link the needs of women to the main issues of development.

In an effort to strengthen that function, in 1986 the States members of ECLAC approved resolution 483(XXI), in which they invite all bodies concerned to ensure that sectoral policies and programmes for development include strategies to promote the participation of women in development on an equal basis with men. Placing the Women and Development Unit under the Office of the Secretary of the Commission in 1993 facilitated the tasks of monitoring and assisting the mainstreaming of the gender perspective into programmes and projects.

In 1996, the Women and Development Unit began to work with the Project Management Unit of the Programme Planning and Operations Division to ensure that for each ECLAC project an *ex ante* assessment was made of the contributions of women to its realization and the different impact it might have on men and on women. A further step in the mainstreaming process was taken in 1997 with the execution of the project on institutionalizing the gender perspective in the substantive work of ECLAC, which involved the design of a strategy, now in the stage of refinement and consolidation, based on the conviction that the adoption of a gender perspective on a substantive level would entail a multisectoral and interdisciplinary approach to activities to improve the situation of women, and hence that priority should be given to introducing that perspective horizontally into other programmes and projects.

Among the activities carried out in this regard, the following are particularly noteworthy:

The Latin American Demographic Centre (CELADE) has sought to incorporate the gender dimension systematically in its regular research activities on population and development. Examples are the joint publication by CELADE, UNFPA and the National Institute of Statistics of Bolivia entitled "Bolivia: proyecciones de la población económicamente activa y en edad escolar para departamentos, según área urbana-rural, sexo y grupos de edad, 1990-2010",¹⁴ and the study entitled "Guatemala: estimaciones de población por departamento según sexo, 1990-2010, y estimaciones de población por municipio según sexo, 1990-2005".¹⁵

¹⁴ LC/DEM/R.271.

¹⁵ LC/DEM/R.273.

At the twenty-sixth session of the Commission, CELADE submitted a document entitled "Population, reproductive health and poverty",¹⁶ which contains a large amount of socio-demographic data disaggregated by sex and adopts a gender perspective as one of its key dimensions of analysis.

During the reporting period CELADE continued to collaborate in the Interdisciplinary Gender Studies Programme offered by the Faculty of Social Sciences of the University of Chile by contributing socio-demographic knowledge and data on the situation of women in development. The reciprocal teaching exchange between the University of Chile and CELADE continued; of particular note was the contribution to organizing and teaching the postgraduate course on gender and social policies.

The Social Development Division produced the following studies and publications concerning women's issues or incorporating a gender analysis: "Políticas sociales, familia y trabajo en América Latina de fin de siglo", Políticas sociales series, No. 21, October 1997; "Familias latinoamericanas: convergencias y divergencias de modelos y políticas", in *Revista de la CEPAL*, No. 65, August 1998; "Bibliografía sobre el mercado de trabajo y género en América Latina" in "Egalité, équité, discrimination: hommes et femmes sur le marché du travail", *Les cahiers du mage*, No. 3-4, October-November 1997, in collaboration 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"¹⁷; "Juventud y desarrollo rural: marco conceptual y contextual", Políticas sociales series, No. 28, September 1998; and "Desafíos de la equidad en la educación y en el empleo: tendencias recientes en Chile" (1998, preliminary version).

In addition, professionals from the Division participated in educational activities, such as the module on poverty and intervention strategies under the Doctoral Programme in Latin American Studies and the Masters Programme in Social Policies and Local Management offered by the University of Arts and Social Sciences (ARCIS) of Santiago, Chile, in October 1997 and April 1998; the module on conceptual and methodological problems in the generation of gender knowledge and in professional practice for the Diploma in Gender Studies offered by the University of the Academy of Christian Humanism of Santiago, Chile, in June and July 1998; and the module on poverty and social policy for the Masters Programme in Latin American Social and Political Studies offered by Padre Hurtado University and the Latin American Institute of Social Theory and Social Studies in June and July 1998.

The Social Development Division has also made presentations reflecting a gender perspective at conferences and discussion meetings, for example, the opening presentation on family, work and quality of life at the fourth Ibero-American Conference on the Family (Cartagena, Colombia, 8-12 September 1997) and a presentation on socio-economic realities in Latin America and policies in support of the family at a meeting of family policy specialists (Fortaleza, Brazil, from 13 to 17 October 1997). Members of the Division also participated in the Latin American and Caribbean seminar on alternatives and strategies for the changing Americas, organized by the Argentine Social Development Council (Buenos Aires, Argentina, 26-30 April 1998); in a discussion seminar on the proposed system of gender indicators for follow-up of the Santiago Agreement on childhood and youth, organized by FLACSO and UNICEF (Santiago, Chile, 1998); and in the group on "Equal opportunity and social integration, Agenda 20.0", at the monthly meeting of the Productive Development Forum, organized by the Ministry of Economic Affairs of Chile (July and August 1998).

¹⁶ LC/G.2015(SES.27/20).

¹⁷ LC/R.1777.

During the reporting period, the Social Development Division collaborated with the Statistics and Economic Projections Division in producing the *Social Panorama of Latin America, 1997 Edition*.¹⁸ Chapter II of that publication, "The employment structure: the past 15 years", specifically addresses the gender dimension as an important factor explaining the trends during the period considered; moreover, many indicators disaggregated by sex are presented throughout the document.

The Statistics and Economic Projections Division also published the *Statistical Yearbook for Latin America and the Caribbean, 1997 Edition*, which contains new indicators disaggregated by sex. In addition, at the request of the National Women's Service of Chile, the Division prepared a proposal for the design of indicators on poverty and gender inequality (July 1998).

As part of its technical assistance activities, the same Division advised the National Council for Women of Ecuador on its "SIMUJER" system of gender indicators and made recommendations. In the areas of training and extension services, it presented a paper on economics and gender to the Association of Economists of Paraguay and provided support in the area of gender statistics to postgraduate students from that country.

The Division of Production, Productivity and Management conducted activities incorporating the gender dimension. Of particular note was its collaboration with the Women and Development Unit on a pilot study to design a methodological guide for incorporating the gender dimension in production projects, a guide that could also serve as a model for other ECLAC projects. The study considered three projects underway in the Division: the project on policy options to promote the development of agricultural land markets with a view to facilitating land transfer to small farmers; the project on the international competitiveness of small and medium-sized enterprises in Latin America and the Caribbean; and the project on a natural resource-cluster development strategy and its growth, distributive and environmental implications. The outcome of the study, a document on mainstreaming the gender perspective in ECLAC production projects, is now in the process of publication.

The Division also collaborated on a UNIDO project to improve the productivity and competitiveness of the industrial sector through better integration of women. The project was conducted in Argentina, Brazil and Chile. In 1998, tripartite workshops were held in the three countries. In October 1998, a regional seminar was held to discuss and approve a strategy for women in Mercosur.

In addition, staff members from the Division of Production, Productivity and Management participated in various seminars -like those organized by the International Labour Organization, the School of Industrial Engineering of the University of Chile, the National Women's Service of Chile and the Sociology of Labour Group- on topics related to reducing inequalities between men and women through policies to improve women's labour force participation in various productive sectors.

The Latin American and Caribbean Institute for Economic and Social Planning (ILPES) coordinated a research project in Brazil on local management, employment and equity in relation to public policy in the São Paulo area, involving the Municipal Prefecture of Santo André, the Brazilian Centre for Analysis and Planning, the Civil Rights Study Group of the University of São Paulo, the Research Centre on Labour and Inequality and the ELAS company. In response to a request from the Advisory Service on Women's Rights of the Municipal Prefecture of Santo André, the Institute also

¹⁸ LC/G.1982-P.

organized a course on economic development, gender and local management (August and September 1998).

In addition, ILPES participated in a research project on differential labour costs by sex and employment opportunities for women in Chile, conducted by the Centre for Women's Studies (CEM). The Institute presented a paper on women and the informal sector in Latin America at the first international seminar on the Mercosur project entitled "Informal employment in Mercosur countries: analysis and action from the union perspective", organized by the International Labour Federations, the Friedrich Ebert Foundation, the Inter-American Regional Organization of Workers of the International Confederation of Free Trade Unions (ICFTU) and the Coordinating Office of Trade Union Associations of the Southern Cone (Asunción, Paraguay, 2-3 April 1998).

Part of the technical assistance provided by the Institute took the form of support to the Women's Commission of the Chilean Municipalities Association in formulating a project to be funded by UNIFEM to incorporate the gender perspective in the training activities conducted by the Association of Mayors and City Council Members. ILPES also provided support to the Advisory Service on Women's Rights of the Department of Civic Affairs and Social Action of the Municipal Prefecture of Santo André, Brazil, on incorporating the gender dimension in municipal management, particularly in policies for local economic development and employment and income generation.

Some of the efforts of ILPES to mainstream the gender perspective into its work are reflected in a series of documents and articles published in books and journals, including the following: "Um olhar de gênero: precarizações ao longo das cadeias produtivas"¹⁹; "*Imagens de gênero e políticas de recursos humanos na modernização produtiva*" in *Perspectiva*, vol. 11, No. 1, Fundación SEADE; and "Género, trabajo, decisiones empresariales" in *Revista Latinoamericana de Estudios do Trabalho*, Year 4, No. 7.

The Environment and Development Division also took initiatives to integrate the gender dimension into its activities. They included substantive support for the preparation of a paper on women and water-related processes that was presented at the eighth Stockholm Water Symposium in August 1998 and for the selection of professional women to represent Brazil, Peru, Colombia and Venezuela in the Latin American working groups of the Technical Advisory Committee of the Global Water Partnership (GWP). It has also promoted the consideration of gender problems in GWP projects.

The Programme Planning and Operations Division, through its Project Management Unit, provided support and technical assistance for integrating the gender perspective into various ECLAC projects in terms of both objectives and proposed activities. Members of the Unit gave classes on planning and gender as part of the Postgraduate Programme on Gender and Social Policies offered by the Faculty of Social Sciences of the University of Chile in August 1998.

During the reporting period, the following articles on women's issues were published in the *Revista de la CEPAL*: Irma Arriagada, "Familias latinoamericanas: convergencias y divergencias de modelos y políticas", and Alicia Frohmann and Pilar Romaguera, "Los acuerdos de libre comercio y el trabajo de las mujeres: el caso de Chile", both in issue No. 65 for August 1998 (subsequently to appear in English in the *CEPAL Review*).

¹⁹ LC/IP/R.200.

Mentioned below are some of the ECLAC projects incorporating the gender perspective in terms of concrete activities and objectives:

The project, "Institutional requirements for market-led structures in Latin America and the Caribbean", carried out jointly by the Social Development and Economic Development Divisions, studies the effects of structural reforms on the labour market and, in particular, analyses women's exclusion from the labour market in Chile, Costa Rica and Brazil; in the second phase, two more countries will be added to the study. Under the project, the economist Lena Lavinas of the Federal University of Rio de Janeiro was invited to give a lecture in September 1998 on the topic, "Structural reforms and women's work in Brazil: status and prospects". Also in September 1998, a lecture was given on the topic, "Economic reforms: the Latin American market and women's exclusion-participation", organized by the Center for Latin American Studies, the Women's Studies Program and the Graduate School for Public and International Affairs of the University of Pittsburgh, Pennsylvania.

The project, "Sectoral reforms, the labour market and human resources", carried out by the Social Development Division in conjunction with the Ministry of Public Health of Chile, yielded a study in collaboration with the Catholic University on the perception by university nurses in public hospitals and private clinics of their work situation. During the second phase of the project, the plan is to analyse management models and the job satisfaction of the nurses with the aim of developing proposals for creating quality jobs for women in the health field.

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, Transport and Finance Division, include a request for data disaggregated by sex. One of the outputs of the project is a study by Amparo Hernández Bello on the gender perspective in social security health reforms in Colombia, published in the *Financiamiento del desarrollo* series, No. 73.²⁰

Under the joint ECLAC/GTZ project, "Policies to improve the quality, efficiency and relevance of technical and professional training in Latin America and the Caribbean", carried out by the Joint ECLAC/UNIDO Industrial and Technological Development Unit under the Division of Production, Productivity and Management, a methodological proposal was prepared for incorporating the gender dimension in all phases of the project, and specifically in the gathering and compiling of data and its subsequent analysis. The methodology proposed is explained in the publication, "Recomendaciones desde la perspectiva de género".²¹ Under the same project, ILPES conducted a study on job skills, training policy and gender equity in the São Paulo automotive industry, and the results were shared and discussed with representatives of government entities (on the national, state and municipal levels), with employers' associations and labour unions, and with researchers and professionals in the field, primarily through the following forums: a seminar organized by ECLAC-ILPES, GTZ, CEBRAP, DIEESE and SENAI on the theme, "Occupational skills and training: the keys to efficient and equitable productive restructuring" (São Paulo and Rio de Janeiro, Brazil, May 1998); a workshop on the theme, "Women, gender and work. Changing production patterns: challenges for occupational training", organized by ILO and the Centre for Women's Studies of Chile (June 1998); and a seminar on the theme, "Business restructuring and technological change: challenges for human resources training", organized by the Training and Development Department of the National Women's Service (SERNAM) of Chile. Under the same project, a seminar was given on the theme, "Occupational training and skill-building in Latin

²⁰ LC/L.1108.

²¹ LC/R.1757.

America and the Caribbean: analysis and proposals", including a presentation on the gender dimension in occupational training and a paper on diffusion of knowledge, gender equity and training policies in a segment of the automotive production chain in São Paulo (September 1998). For the second phase of the project, which begins in 1999, a study is planned on new technologies, the labour market and occupational training from a gender perspective.

The joint ECLAC/GTZ project, "Policies to promote the development of rural land markets", carried out by the Agricultural Development Unit of the Division of Production, Productivity and Management, provides for a gender perspective in many of its activities. The present phase of the project includes the contracting of consultant services to systematize the literature on rural women and land tenure.

Under the joint OLADE/ECLAC/GTZ project, "Energy and development in Latin America and the Caribbean", carried out by the Environment and Development Division, a workshop was organized on energy and gender (Quito, Ecuador, February 1998), attended by staff members of the Latin American Energy Organization (OLADE) and other organizations and agencies in the energy sector in Ecuador. A presentation was given on the process of institutionalizing the gender perspective at ECLAC, possibilities for incorporating a gender analysis in OLADE projects and the steps that could be taken to foster gender mainstreaming in the institution.

G. ACTIVITIES AT ECLAC SUBREGIONAL HEADQUARTERS IN MEXICO AND FOR THE CARIBBEAN

During the reporting period, ECLAC subregional headquarters in Mexico began the process of incorporating the gender perspective in its substantive activities and promoting gender mainstreaming in the Central American institutions it provides with technical assistance. As part of this process, support was being given to the Agriculture Section and the International Trade Unit to increase their gender analysis capacity and to introduce the gender perspective into the terms of reference of projects currently under way. In addition, the Social Development Unit prepared a project document on reproductive education and responsible paternity in the countries of Central America.

The subregional headquarters also participated in the regional seminar on the gender perspective and sources of statistical data organized by the National Institute of Statistics, Geography and Information (INEGI) and the Ministry of Foreign Affairs of Mexico (Aguascalientes, Mexico, 2-4 September 1997). It presented a paper on gender, poverty and social security in the Central American countries at the technical meeting on women and social security in the Americas organized by the Inter-American Conference on Social Security (Montevideo, Uruguay, 4 October 1997). It also presented an overview of the situation of women in Central America at the meeting of the United Nations Operational System in Mexico, organized by UNDP, concerning the country's national programme for women (Mexico City, 4 December 1997).

The subregional headquarters published a number of documents on the situation of women, notably: "Género, pobreza y seguridad social en Centroamérica",²² presented at the seventh session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin

²² LC/MEX/L.342.

America and the Caribbean, demonstrating that more women than men are living in poverty and that the current social security systems widen the gap; and "Los sistemas informales de seguridad social: experiencias en México y el istmo Centramericano",²³ describing the role of women in systems of solidarity within the family and the community.

Among the projects carried out by the subregional headquarters in Mexico should be mentioned: the project, "Remittances and family economy (Phase II)", which gave rise to the report, "Uso productivo de las remesas en El Salvador, Guatemala, Honduras y Nicaragua",²⁴ on the importance of women as recipients of remittances and potential investors and micro-entrepreneurs; and the project, "Study of the land market in Mexico", which examines the participation of women in land sales and purchases and describes the factors that facilitate or hinder their access to rural property.

ECLAC subregional headquarters for the Caribbean participated in the workshop on domestic violence organized by the Inter-American Development Bank (Washington, D.C., October 1997) as a follow-up to a meeting on crime held in Port of Spain, Trinidad and Tobago, in June 1997. It also published a document entitled "Caribbean social structures and the changing world of men".²⁵

Among its technical cooperation activities, the Caribbean subregional headquarters collaborated with UNIFEM in developing a programme of support to the relevant government offices and ministries in analysing problems of planning with respect to gender, based, among other things, on the study on poor female-headed households and on women and micro-enterprises conducted as part of the follow-up activities to the Platform for Action of the Fourth World Conference on Women. Support was also provided to the Government of Saint Kitts and Nevis in applying a gender analysis and in organizing a meeting of the Inter-Ministerial Committee on Gender and Development; in preparing a technical report with special emphasis on the incorporation of a gender perspective in implementation of the Platform for Action; and in preparing a draft technical report placing prime emphasis on modernization of the national system of statistics. It also collaborated with the Government of Saint Vincent and the Grenadines in carrying out the UNFPA project, "Strengthening population policy implementation in Saint Vincent and the Grenadines", and in examining the work of the Ministry of Education, Women's Affairs and Culture in relation to implementation of the Platform for Action.

²³ LC/MEX/L.346.

²⁴ LC/MEX.R.662.

²⁵ LC/CAR/G.511.

Annex

STUDIES AND PUBLICATIONS1997

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 at the Caribbean subregional level 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 (Santiago, Chile, 18-21 November 1997) (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 (Santiago, Chile, 17 November 1997) (LC/L.1122(MDM.25/2)).

Report of the twenty-sixth 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 (Santiago, Chile, 17 November 1997) (LC/L.1133(MDM.26/3)).

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).