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**Sixteenth 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**

Caracas, Venezuela, 27-28 May 1993

**PREPARATION OF A NEW REGIONAL PROGRAMME OF ACTION FOR THE WOMEN OF
LATIN AMERICA AND THE CARIBBEAN**

PRIORITY ACTIVITIES AND ISSUES

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INTRODUCTION

This study has been elaborated as part of the preparations for the World Conference on Women, to be held in Beijing in 1995. In accordance with the recommendations of the fifth session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, a new programme of action for the region's women and a diagnostic study of their situation will be presented at the Beijing Conference to be elaborated with the participation of all agents carrying out women's activities in the region.

With the aim of facilitating the drafting of these documents and contributing to the increasingly urgent task of coordination, the Women and Development Unit of the Economic Commission for Latin America and the Caribbean (ECLAC) decided to undertake the systematization of the main women's activities implemented by international and intergovernmental organizations in Latin America and the Caribbean and of the international instruments in force. Three preliminary documents were initially published and presented at various international meetings held in the region.¹ At those meetings, the documentation produced by the Unit was approved as a valid basis for discussion and the topics proposed in the documents were considered planning priorities for the years to come.

This document reproduces the essential information contained in previous publications. The first section contains a summary chart of the main objectives set forth in the international instruments that continue to form the basis for the planning of activities to integrate women into the development of Latin America and the Caribbean: the World Plan of Action for the Implementation of the Objectives of the International Women's Year contained in the Declaration on the Equality of Women and their Contribution to Development and Peace, adopted by the first World Conference of the United Nations Decade for Women: Equality, Development and Peace, held in Mexico (1975); the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development, adopted in 1977; the resolutions adopted at the second World Conference (Copenhagen, 1980); and the Nairobi Forward-looking Strategies for the Advancement of Women, adopted at the third World Conference, held in Nairobi in 1985. The second section contains another summary chart of the women's strategies and activities of the United Nations organizations and specialized agencies and certain intergovernmental organizations (1990-1995). Lastly, based on an analysis of the available information, the third chapter

¹ 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, in preparation for the 1995 World Conference on Women (Santiago, Chile, 3-4 September 1992); meeting of the group of experts for the elaboration of a regional programme of action for the women of Latin America and the Caribbean 1995-2001 (Mexico City, 26-28 October 1992); fifteenth 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 (Mexico City, 29-30 October, 1992).

proposes priority activities and issues for Latin America and the Caribbean from 1995 onward. This synthesis is rounded out by two charts that illustrate, in systemic terms, the main aspects of the ECLAC proposal for changing production patterns with social equity and the strategies necessary to increase the integration of women into the development process.

As this summary includes the activities of all components of the regional system, it is to be hoped that it will contribute to the preparation of a new regional programme of action for the women of Latin America and the Caribbean, and to the discussion of various alternative public policies that will take into consideration both the daily needs of the region's women and the development needs of the continent.

I. SUMMARY CHART OF THE MAIN OBJECTIVES SET FORTH IN INTERNATIONAL INSTRUMENTS FOR THE INTEGRATION OF WOMEN INTO THE DEVELOPMENT OF LATIN AMERICA AND THE CARIBBEAN

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Education Access to education	Full access, on an equal basis, to education and professional training at all levels	Adoption of an education policy that establishes equal opportunities for men and women	Same objectives as in 1975	Same objectives as in 1975
Literacy	Substantial increase in literacy and civic education of women, especially in rural areas	Establishment of new programmes to wipe out illiteracy which specify a certain time-period by which it should be eliminated, and elaboration of post-literacy educational programmes	Same objectives as in 1975 and 1977	Elimination of high illiteracy rates by the year 2000 and promotion of functional literacy
Primary and secondary education	Equal access to all levels of education, compulsory primary education and measures necessary to prevent girls from dropping out of school	Same objectives as in 1975 + free compulsory primary education and free secondary education	Same objectives as in 1975 - free compulsory primary education	Same objectives as in 1975
Coeducation		Coeducation at all levels of education	Same objectives as in 1977 + training of qualified male and female teaching personnel/ faculty	
Contents of education		Review, analysis and editing of school textbooks in order to eliminate sexual stereotypes	Same objectives as in 1980 + incorporation of education against violence, particularly between women and men, into school curricula	Same objectives as in 1977 + ongoing evaluation and revision + promotion of new teaching methods + inclusion, at all levels, of courses on the history of women and their role in society

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Education and the labour market		Adaptation of women's education to the needs of the labour market, including in technical fields	Same objectives as in 1977 - inclusion of subject-matter relating to professions, administration, economics and the sciences	Same objectives as before - review and adaptation of women's education to the reality of the developing world + diversification of education and vocational training for women
Teaching personnel			Promotion of equal access by women and men to teaching and administrative careers at all educational levels and of the recognition of stereotypes that influence the election of disciplines	
Support services		Provision of services that enable women and girls with dependent children to continue their studies	Provision of support and counseling services to certain groups (child care, transport, clothing, books, supplementary feeding, reading centres, etc.)	
Teenage pregnancy		Development of education programmes for young women who have been unable to complete their schooling due to pregnancy, or for other reasons	Same objectives as in 1977	Same objectives as in 1980 - promotion and financing

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Employment Legislation	Formulation of policies and programmes of action that promote the recognition of women's right to work and to earn equal pay for work of equal value, and equal opportunities for advancement in their jobs	Same objectives as in 1975	Same objectives as in 1977 - implementation of legislation on women's working conditions	Same objectives as in 1975 - extension of labour legislation to cover the informal sector, especially women migrant workers and women employed in the services sector
Equal opportunities	Expansion of job opportunities for women, reduction of unemployment and intensification of efforts to eliminate discrimination	Same objectives as in 1975, especially in rural areas	Same objectives as before, as part of national efforts to establish a more just international economic order	Same objectives as in 1975 + special measures to correct the existing imbalance and accelerate the achievement of genuine equality between men and women in employment
Protection of maternity and paternity	Recognition of the right of all women workers to maternity protection, including maternity leave with the assurance of being able to return to the same post	Same objectives as in 1977	Same objectives as before + establishment of parental leave, to which fathers as well as mothers are entitled	Same objectives as before
Working conditions			Promotion of technologies that boost women's work productivity and shorten their working hours	Same objectives as in 1980 + upgrading of women's working conditions (formal and informal, private and public sectors)
Access to productive resources Productive activities	Development and promotion of cooperatives and small-scale industries with government help and support	Promotion of greater participation by women in agricultural cooperative activities		Same objectives as in 1977

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Access to resources	Adequate training in the functioning of cooperatives and instruction in entrepreneurial techniques; access to credit and the necessary capital		Same objectives as in 1975 + provision of necessary technology + access by rural women to the use, benefit and exploitation of land	Same objectives as before
Rural women Policy formulation	Special efforts to intensify rural women's participation in the formulation of national plans for integrated rural development	Same objectives as in 1975	Same objectives as before + launching of integral agrarian reform processes, where required by socio-economic conditions	Recognition in agrarian reforms of women's right to have access to land and other productive resources
Participation in development		Effective integration of women into rural development, with a view to reducing their exodus towards urban areas	Same objective as in 1977 + participation of women in the cultural, political, economic and social activities of the community	Integration of women into all levels of planning, implementation and evaluation of rural development strategies, programmes and projects
Health and nutrition Access to services	Increased access to health, nutrition and other social services; adoption of broader measures for the teaching of hygiene techniques and the conduct of educational campaigns on nutrition and breast-feeding	Same objectives as in 1975 + dissemination of information on the right to health through the mass media and other channels, promotion of access to health services free of charge and establishment of minimum levels of medical care in accordance with existing international standards	Same objectives as in 1975 + elaboration of programmes to improve sanitary and housing conditions and the water supply as a fundamental basis for good health	Same objectives as in 1980 + full and equal access of women to health services
Public health programmes	Investment of necessary resources in public health programmes, especially in rural areas, with special emphasis on women's needs	Same objectives as in 1975	Same objectives as before	Same objectives as before, with special emphasis on preventive care

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Maternal and infant mortality	Formulation of programmes to reduce maternal and infant mortality	Same objectives as in 1975	Same objectives as before + priority focus on rural and underprivileged urban areas and the most vulnerable groups	Same objectives as in 1975 - implementation of the World Health Organization (WHO) programme entitled "Health for All by the Year 2000"
Women's health			Improvement of women's health care services, including mental health care, throughout their lives	Same objectives as before + change in discriminatory attitudes and values that are detrimental to women's and girls' health
Health workers			Provision of better training to community health workers and use of their services	Same objectives as in 1980 + integration of traditional birth attendants into national planning
Participation in decision-making	Incorporation of women into the planning and decision-making process in the field of health		Same objectives as in 1977 + increase in women's and men's participation in decision-making	Same objectives as before + recognition of women's fundamental role in assuming responsibility for the health of their families and the community + appointment of a greater number of women to managerial positions in health institutions
Fertility control				Recognition of women's capacity to control their own fertility
Food and agricultural production			Improvement of the diets of rural women and their families by incorporating women into all phases of the agricultural productive process	Same objective as in 1980

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Housing and services	Improvement of housing conditions, related services and neighbourhoods	Elimination of unhealthy neighbourhoods and establishment of new human settlements with a full range of useful services (schools, health centres, kindergartens, laundry facilities, etc.)	Same objectives as in 1975 + provision of energy and day-care services	Same objectives as in 1975 + environmental preservation + development of social infrastructure (child care, education, etc.) on a priority basis
Access to services	Provision and expansion of vital services in rural and urban areas (water, sanitation, transport)			
Participation in decision-making	Full participation of women in the planning and design of urban and housing complexes	Same objective as in 1975		Same objective as in 1975
Right to property		Implementation of programmes designed to enable women, especially women heads of household, to purchase or make improvements to their homes through the extension of low-interest loans		Same objective as in 1977 + abolition of legislation or administrative practices that infringe on women's right to property
Energy and the environment				Strengthening of the international cooperation machinery for environmental disaster prevention
Family Rights and responsibilities	Recognition of equal rights and responsibilities of women and men in the family and in society	Same objective as in 1975 + adoption of measures to ensure that men share family responsibilities more actively and more consciously	Same objectives as before	Same objectives as before + recognition of the value of domestic work as equivalent to a financial contribution

<u>Topics</u>	<u>Declaration of Mexico</u> <u>1975</u>	<u>Regional Plan of Action for Latin America</u> <u>1977</u>	<u>Resolutions of the World Conference, Copenhagen</u> <u>1980</u>	<u>Nairobi Strategies</u> <u>1985</u>
Family planning	Recognition of every couple's and every individual's right to decide whether or not to have children; to determine the number and spacing of their children; and to have access to information, education and the means to do so	Same objective as in 1975 + preparation of information on family planning for inclusion in educational curricula for men and women	Same objectives as before	Same objective as in 1975 + recognition that men and women are equally responsible for family planning
Family care	Adoption of measures by Governments to give working parents access to day-care centres and other establishments where they can leave their children	Adoption of measures by Governments, employers and unions to establish adequate child-care centres that provide integral education, in order to make it easier for women to work or study	Same objective as in 1977 + shortening of the working day and introduction of flexible hours, so that women and men can harmonize their work activities with family life	Same objectives as before + establishment of social infrastructure enabling society to share child-care responsibilities with families
Legislation National and international machinery	Review of legislation concerning women's legal and social status in the light of internationally accepted norms and adoption of measures for the ratification of relevant international agreements and the implementation of their provisions in those countries that have not already done so	Same objective as in 1975	Same objectives as before + implementation of the provisions of the Convention on the Elimination of All Forms of Discrimination against Women (1979)	Signature and ratification of the 1979 Convention by Governments and establishment of local and national mechanisms that will enable all women to report incidents of discrimination against them at no cost + the formation of mixed law-reform committees
Review of legislation	Promulgation of laws recognizing women's right to vote and their right to be elected on the same basis as men, equal opportunities and conditions of employment, and the legal equality of women	Same objective as in 1975	Same objectives as before + achievement of these objectives before the end of the Decade	Review of civil codes, particularly as regards the situation of the family, in order to remove discriminatory provisions

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Marriage	Recognition of every woman's right to freely decide whether or not to enter into marriage	Adaptation of marital laws to make them compatible with international norms on human and civil rights; recognition of both spouses' full legal capacity and their equal rights on entering into marriage, and should the marriage be dissolved		Same objectives as before + revision of provisions on married women's legal capacity in order to grant them equal rights and duties + raising the minimum legal age of marriage where necessary
Communal property		Ensuring that national legislation includes provisions on the equal rights and duties of spouses and recognition of the principle of shared parental authority		Recognition of the right of all women, in particular married women, to administer their property separately
Rural women			Abolition of discriminatory provisions contained in legislation on agricultural development	Same objective as in 1980 + amendment of inheritance laws
Legal literacy	Adoption of measures to inform and advise women of their legal rights		Same objective as in 1975 - dissemination of information, particularly to women in rural areas	
Criminal legislation		Revision of criminal legislation in order to abolish any inhuman and discriminatory treatment of female offenders		Same objective as in 1977

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Domestic and sexual violence		Promulgation of necessary laws to protect women and children against all forms of physical and sexual violence and to ensure that punishment is strictly enforced	Promulgation of laws aimed at preventing domestic and sexual violence against women, and adoption of measures to ensure that victims are given fair treatment throughout the criminal proceedings	Same measures as before
Taking a leadership role in society Participation in social life	Provision of necessary resources to ensure women's participation in the economic, social, political and cultural life of their country and of the international community	Same objective as in 1975 + participation by women on an equal basis		Adoption of coherent national policies with a view to removing all obstacles to the full participation of women by the year 2000
Participation in decision-making	Promotion of the occupation of managerial positions by women at the local, national and international level	Same objective as in 1975 + building women's awareness of the importance of their participation in political activity at all levels	Same objective as in 1975 + establishment of goals, strategies and programmes and implementation of special activities to increase the number of women in public posts	Same objective as in 1975 + promotion of women's participation in the decision-making process through legislative and administrative measures
Participation in the development process		Intensification of women's participation in development programmes in qualitative and quantitative terms	Same objectives as in 1977 + integration of women into the planning of national development policies, especially in the areas of employment, education and health and the allocation of material, technical and human resources	Strengthening of women's effective participation in the decision-making process and the formulation and implementation of development programmes and projects, and in determining the objectives of the development process and how they should be achieved

Topics	<u>Declaration of Mexico</u>	<u>Regional Plan of Action for Latin America</u>	<u>Resolutions of the World Conference, Copenhagen</u>	<u>Nairobi Strategies</u>
	1975	1977	1980	1985
Unions and political organizations	Adoption of policies to increase women's participation in union activities at all levels of the hierarchy	Same objective as in 1975	Same objectives as before, so that women's representation in unions will be proportional to their presence in the various professions and trades	Same objectives as in 1975 + other organizations, for example, political parties
Women's organizations	Promotion of the establishment of women's organizations	Same objective as in 1975 + particularly women's unions	Same objective as in 1975	Same objective as in 1975 + provision of financial and organizational support by Governments
Value of domestic work	Recognition of the economic value of women's work in the household	Same objective as in 1975 + compilation of relevant statistical data	Same objectives as before	Same objectives as before
Women's workload	Development of modern rural technology, cottage industries, preschool day care and time- and energy-saving devices in order to reduce women's workload and facilitate their full participation in society	Promotion by Governments of the development of social services such as laundry and cooking facilities and domestic services	Same objectives as in 1975	Same objectives as before
Science and technology				Full participation by women in the decision-making process and in the application of science and technology, including priority-setting in research and development

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Mass media		Promotion of training and participation by women as communications experts in national and international organizations	Promotion of participation by women in policy formulation and decision-making in the mass media	
Training Employment		Vocational training and education of urban and rural women, with the aim of facilitating their entry into the labour force	Same objective as before + implementation of flexible, academic or non-academic training programmes in non-traditional areas in order to expand women's job opportunities	
Women's leadership role		Adoption of measures necessary for women to enjoy opportunities for political training, cultural and technical advancement and access to an education that will prepare them to serve in managerial positions (urban and rural areas)		Same objectives as before
Women's rights				Awareness-building in the legal system of the importance of women's rights
Gender analysis				Elimination of gender biases reflected in development programmes

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Development model	Recognition of the fact that inequality is closely related to the problem of underdevelopment, which is due not only to the existence of inadequate domestic structures but also to a profoundly unjust world economic system	Same objective as in 1975 + recognition of the fact that while the elimination of underdevelopment is a prerequisite to women's full emancipation, it will not immediately eliminate discrimination against them	Integration of women into countries' efforts to establish a new international economic order (Third United Nations Development Decade)	Implementation of activities to promote the integration of women in economic and social development within the framework of the development strategies of the new international economic order
Vulnerable groups	Establishment of training services, job counseling, child-rearing services, language instruction and provision of other forms of help, and of financial assistance		Same access as the rest of the national population to education, training, employment, and support and sanitary services	Same objectives as before
Migrant women				
Refugee women				Provision of emergency assistance and implementation of special programmes that take into account the needs of refugee women and their children (legal, educational, social, humanitarian and psychological assistance and opportunities for voluntary repatriation)

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Indigenous women				Adoption of measures to ensure respect for the economic, social and cultural rights of indigenous women and provision of all necessary services in their own language + special emphasis on the areas of education, food, health, housing, training and income
Elderly women	Special attention to their needs, as many of them are indigent	Same objective as in 1975	Same objectives as before + attention to the needs of women who live alone	Adoption of measures for the protection and care of elderly women and to facilitate their participation in social life and development; formulation of long-term policies that will enable them to join the social insurance system
Disabled women			Special attention to their needs	Same objective as before + adoption of social and job rehabilitation measures in the community, provision of domestic help and of opportunities to participate in all types of activities

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Young women			Special emphasis on the areas of education, food and general health	Same objective as before + continuation of activities begun during International Youth Year (1975) to prevent the abuse and exploitation of young women and help them develop their full potential
Female offenders	Studies on the relationships between female criminality and other social problems	Adoption of measures to ensure respect for the human rights and physical integrity of women deprived of their liberty for any reason; special attention to pregnant prisoners		Adoption of measures to ensure equal treatment of women by the judicial system and to protect women against physical violence and sexual and psychological harassment; maintenance of sanitary conditions in prison facilities; recognition of female prisoners' right to take care of their children in jail
Prostitution and illicit trafficking in women	Adoption of legislative and other measures against prostitution and illicit trafficking in women, especially young women	Same objective as in 1975		Implementation of the Convention for the Suppression of the Traffic in Persons and the Exploitation of the Prostitution of Others + provision of assistance for the reintegration of prostitutes into society (training, employment, health)

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Single mothers and women heads of households		Recognition of the legal and social equality of single mothers	Adoption of measures to provide women heads of household with housing, sufficient income and access on preferential terms to financial and credit facilities, and medical and sanitary services	Introduction of the necessary changes in legislation, regulations and household surveys to ensure recognition of women's role as head of household and their access to resources, including credit
Violence against women Legal mechanisms		Review of existing legislation and legal norms relating to sexual and physical violence against women and adoption of measures to ensure that investigations of such offences are confidential	Formulation of policies and programmes to eliminate all forms of violence against women and provide effective assistance to women and child victims of violence	Same objective as in 1977 + setting of guidelines on how legal authorities should treat victims
Social mechanisms			Adoption of measures to prevent the glorification of violence against women and the sexual exploitation of women in the mass media, literature and advertising	Adoption of measures to ensure that women become aware of the opportunity to end the cycle of violence of which they are victims and offer them asylum, support and counseling services
Research Databases	Registry and gender disaggregation of all vital statistical data and all information compiled in censuses and surveys on the composition of the family		Gender and age disaggregation of all statistical data by all data collection bodies	Compilation of information and gender disaggregated statistical data by Governments

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Methodology		Strengthening of interdisciplinary and multisectoral analysis; coordination among national and international organizations and institutions	Same objective as in 1977 + further development of analytical concepts and tools for research	Same objectives as before
Situation of women	According high priority to the collection and analysis of data on all aspects of the situation of women	Same objective as in 1975 + detailed breakdown: economy, culture, reproduction, health, nutrition, family, prostitution, vulnerable groups, etc.	Same objectives as before + data on occupational hygiene and safety, female morbidity and mortality, the development of rural women, causes of domestic violence	Same objectives as before
Women's economic and social contribution	Establishment of a scientific database and elaboration of appropriate economic and social indicators to evaluate the economic contribution of women and of women heads of household and compare data of different countries	Same objective as in 1975 + periodic evaluation of the situation of women in various fields of national, social and economic activity; determination of the importance of women's unpaid work	Same objectives as before + development of a system that would ascribe monetary value to unpaid work so that it would be reflected in the GNP + elaboration of statistics to measure women's contribution in rural areas	Same objectives as before
Education	Promotion of research activities in order to identify gender-based discriminatory practices in education and training and to ensure equality in education	Same objective as in 1975	Same objective as in 1975	Same objective as in 1975

Topics	<u>Declaration of Mexico</u> 1975	<u>Regional Plan of Action for Latin America</u> 1977	<u>Resolutions of the World Conference, Copenhagen</u> 1980	<u>Nairobi Strategies</u> 1985
Communication and information	Contribution of the mass media to the change in cultural attitudes and norms that impede women's development and to the description of their contribution to society in positive terms	Same objectives as in 1975 + dissemination of education programmes in areas of national interest such as health, nutrition, population, employment, training and legal information which might contribute to making equality between men and women a social reality	Same objectives as before + making use of the opportunities provided by the mass media to disseminate information to migrant women	Same objectives as in 1975 + collaboration with NGOs, women's groups, research and educational institutions, in order to eliminate all forms of discrimination by the year 2000
Change in cultural norms				
Dissemination of information on opportunities			Dissemination of information on employment opportunities and access to education, training and technical knowledge, especially for women in rural areas and women in vulnerable groups	Same objective as in 1980
Strengthening of the family		Promotion of the use of the mass media to strengthen family unity and stability		
Promotion of political participation		Promotion of greater interest in men and women in the political participation of women with the help of the mass media	Same objective as in 1977 + special campaigns to encourage increasing participation by women and young women	Adoption of measures to ensure the recognition of women's political rights, with the help of formal and informal education, NGOs, unions, enterprises and the mass media; adoption of measures to encourage women to exercise these rights

II. STRATEGIES AND ACTIVITIES FOR WOMEN SPONSORED BY THE SPECIALIZED AGENCIES AND OTHER ORGANIZATIONS OF THE UNITED NATIONS (1990-1995)

Strategies	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
		Develop an approach to agricultural modernization that will ensure the participation of men and women on an equal basis, help reduce poverty and guarantee the efficiency of productive processes	Reg./ Nat.	IICA
		Participation of women in the definition of a sustainable and equitable development model	Reg.	UNEP
	Extreme poverty	Clearly identify women as the beneficiaries of the projects	Reg.	IDB IFAD UNDP
		Include women as beneficiaries of programmes as a means of focusing efforts to improve families' living conditions	Reg.	IDB
		Formulation and implementation of an inter-agency plan of action for poor women	Reg.	UNESCO
	Social equity	Review social strategies in order to ensure greater social equity in the distribution of the social costs of economic adjustment	Reg.	UNDP

Strategies	Field	Activities	Level	Agent
Democratization of the development process	Education	Provide more equitable educational services (high-quality education to priority groups)	Reg.	UNESCO
	Research	Take comprehensive approaches to the issue of women in development; elaboration of an interdisciplinary, cross-cultural methodology	Int.	INSTRAW
		Develop a theoretical framework that combines the conceptual and methodological approaches of women in development (WID) and mainstream gender considerations at all levels	Reg./Nat.	IICA
		Analyse the interrelation of the factors affecting the participation of 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
		Research on the impact of the economic crisis and structural adjustment on women; publication of a technical document	Int./Reg. Reg.	FAO PREALC

Strategies	Field	Activities	Level	Agent
Democratization of the development process	Institutionalization	Strengthen national institutional capacity (governments, private and non-governmental organizations) to contribute to the adoption of policies, strategies, programmes and projects that will give men and women in rural societies the same opportunities to participate in decision-making, have access to and control of resources, and benefit equally from development	Reg./ Nat.	IICA
Change in cultural norms	Information, communication and research	Promote awareness of the importance of women's contribution to family, economic and social life and to development (public relations, research, statistical concepts and methods, training)	Int./Reg./ Subreg./ Nat. Reg.	IFAD ILO INSTRAW UNICEF IDB
		Organize and lead a coordinated campaign through the educational system and the media in order to encourage women and men to reassess their contribution to the community	Reg.	IACW/ OAS
		Provide assistance to women's information networks	Reg./ Subreg.	UNESCO
		Organize regional awareness-building seminars on the importance of women's participation in decision-making in the mass media	Reg.	UNESCO
		Provide support for videos produced by women	Reg./ Subreg.	UNESCO

Strategies	Field	Activities	Level	Agent
Change in cultural norms	Information, communication and research	Promote the dissemination of non-discriminatory messages on male and female roles in the mass media	Int./Reg.	IFAD
	Institutionalization	Incorporate women's issues into cooperation programmes between countries	Reg./Subreg./Nat.	IDB UNICEF
	Employment	Formulate and implement measures designed to change society's attitudes towards women and foster understanding of the relationship between equal employment opportunities, economic progress and social justice	Int.	ILO
	Education	Revision of school textbooks in order to delete sexual stereotypes	Subreg./Nat.	UNICEF
	Health	Participate in changing the models of social and community participation and the role of women, so that men and women alike will assume responsibility for 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 into the planning, design, monitoring and evaluation of policies, programmes and projects	Int./Reg. Subreg./Nat. Reg. Int./Reg. Reg. Nat.	INSTRAW UNICEF PAHO/ WHO UNHCR IFAD IDB IICA

Strategies	Field	Activities	Level	Agent
Development of gender sensitivity	Institutionalization	Consideration of women's interests in all components of the UNESCO regional plan of action	Int./ Reg.	UNESCO
		Consideration of women's interests in all organization activities relating to research, dissemination of information and technical cooperation	Int.	ILO UNESCO
		Awareness-building, training and dissemination of information on gender analysis to staff of international and intergovernmental organizations (at headquarters and in countries)	Int. Reg. Reg./ Nat.	FAO IFAD UNHCR UNICEF ILO IDB IICA
		Gender analysis training of local personnel and technical personnel in charge of projects	Int. Reg. Reg./ Nat.	UNHCR IFAD WHO/ PAHO WFP IDB IICA
		Training and technical assistance to government and non-governmental organizations to ensure the inclusion of a gender perspective in their policies and activities	Nat. Subreg. Reg. Int.	UNICEF UNIFEM IDB PAHO/ WHO FAO
		Support to awareness-building among organization personnel, particularly at the executive-managerial level and in the local systems	Reg./Nat.	PAHO/ WHO
		Support to networks of national machineries	Subreg.	UNIFEM

Strategies	Field	Activities	Level	Agent
Development of gender sensitivity	Institutionalization	Strengthen technical capacity and reform of organization's administrative processes in order to include a gender perspective in all programmes and projects. Establish focal points in all units of the organization	Reg./Nat.	IDB IICA
		Strengthen follow-up systems in order to identify dynamic aspects of gender-sensitive measures	Int./Reg.	IFAD
	Research	Elaboration and testing of methodological standards and technical instruments for the inclusion of gender considerations in the activities carried out under agency programmes and projects	Reg./Nat.	IDB IICA
	Information	Organize meetings where policy-makers can be sensitized to gender issues	Subreg.	UNIFEM
		Periodic publication of research findings and the results of women-in-development projects; participation in international exhibits	Reg./Nat. Int./Reg./Nat.	IDB IICA INSTRAW
		Production of audiovisual material	Int./Reg./Nat.	INSTRAW
	Training	Integration of gender analysis into training	Int./Reg.	INSTRAW IDB IICA
	Health	Dissemination of information on "gender gaps" in health care and on women's health conditions and their relationship to development processes	Reg.	PAHO/ WHO

Strategies	Field	Activities	Level	Agent
Development of gender sensitivity	Health	Promote gender-oriented research (epidemiological classification of health problems; evaluation of services)	Reg.	PAHO/WHO
		Provide support to research on maternal mortality in order to record data more efficiently, acquire and use information, and do an epidemiological study of medical and social causes of various health problems and research on health services, taking into account the views of the community	Reg.	PAHO/WHO
		Provide support to the formulation of a plan for the development of research on women, gender and health and draft a funding proposal	Reg.	PAHO/WHO
	Productive projects	Implementation of gender analysis in productive project design, taking into account its consequences for all aspects of women's lives (living conditions, income generation, land administration, sexual division of labour, nutritional situation, participation, human resources development)	Reg./Nat.	WFP
	Rural women	Integration of gender issues in curricula and research at agricultural schools	Subreg.	UNIFEM
		Inclusion of the gender and development theme in the activities of rural development networks	Reg./Nat.	IICA

Strategies	Field	Activities	Level	Agent
Development of gender sensitivity	Rural women	Awareness-building of managers, training of personnel and members of producers organizations (women and men)	Reg./Nat.	IICA
		Research on topics such as gender and agricultural technology; impact of agricultural policies in gender terms; gender relationship of analysis and sustainable development, etc.	Reg./Nat.	IICA
	Environment	Introduce gender analysis in all education and training activities in sustainable development projects	Reg.	UNEP
Development of gender databases and indicators	Statistics	Improve data collection; develop methodologies for gender disaggregation of statistical data; ensure that gender-disaggregated data is collected in all relevant areas	Reg./Nat. Int./Reg./Nat. Reg. Int./Reg.	IICA/ UNICEF INSTRAW IFAD ILO PAHO/ WHO UNHCR
		Streamline and improve information transfer	Reg./Subreg./Nat.	UNICEF
		Develop and use indicators to monitor and evaluate gender-related initiatives	Reg./Subreg./Nat. Int.	UNICEF UNEP
		Improve social indicators for the monitoring and evaluation of national plans on the situation of women	Int./Reg./Nat. Int.	UNICEF WHO
	Database (general)	Expand the existing database on women and contribute to information systems	Int./Reg./Nat.	INSTRAW

Strategies	Field	Activities	Level	Agent
Development of gender databases and indicators	Database (general)	Set up databases on NGOs concerned with women in development	Int./Reg./Nat.	INSTRAW
	Institutionalization	Formulation and implementation of projects to strengthen national capacity to develop conceptual frameworks, methodologies and instruments	Reg.	PAHO/WHO
		Provide technical assistance and advisory services at the national level in order to improve statistical and other indicators	Nat.	IACW/OAS
		Technical advisory services to Statistics and Census Bureau of Honduras in order to improve the multi-purpose household survey	Nat.	PREALC
		Establishment of networks to facilitate advisory services, training and exchange of information	Int./Reg./Nat. Reg./Nat.	INSTRAW UNICEF
		Submit policy proposals to organizations participating in the review of 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

Strategies	Field	Activities	Level	Agent
Development of gender databases and indicators	Information	Analysis and dissemination of information provided by national statistics bureaus on the status of women	Reg.	IACW/OAS
	Legislation	Compilation of information on the legal and employment status of women in all countries of the region	Reg./Nat.	ILO
	Access to productive resources	Research on existing conceptual systems and generation of new concepts to measure and evaluate access by women to productive resources, their participation in the informal sector and domestic work	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 on the situation of working women	Reg./Nat.	ILO
	Rural women	Data collection, research and studies, communication and public information activities	Int.	FAO
	Elderly women	Generation of statistical data	Int./Reg./Nat.	INSTRAW
	Migrant and refugee women	Generation of statistical data on internal and external, voluntary and involuntary migration, and its relationship to the situation of female-headed households	Int./Reg./Nat.	INSTRAW

Strategies	Field	Activities	Level	Agent
Development of gender databases and indicators	Migrant and refugee women	Establish systems for recording data on the situation of displaced persons, broken down by gender, age, ethnic group and place of origin; establish a system for the dissemination of such data	Int./Reg.	UNHCR
Participation of women in decision-making and the development process	Institutionalization	Encourage the active participation of women in political and trade organizations and in national and corporate administration (research, information and communication)	Reg.	IACW/OAS
		Train women working for the government and NGOs in participatory project planning	Subreg.	UNIFEM
		Promote the participation of women in resource allocation, and in programmes and strategy design	Int./Reg. Reg./Nat.	FAO IFAD IDB
		Technical advisory services to "Project Pro-summit" on the integration of women in plans of action and development plans	Subreg.	PREALC
	Research	Research on women's participation in economic, social and political processes in rural areas (sustainability, competitiveness, integration, market liberalization, adjustment policies, adaptation of workforce, etc.)	Reg./Nat.	IICA
		Identify obstacles at all levels	Int./Nat.	FAO

Strategies	Field	Activities	Level	Agent
Participation of women in decision-making and the development process	Research	Design and conduct of research into the factors that help or hinder participation by rural women and men in the formulation of development policy	Reg./ Nat.	IICA
	Training	Production of training material and information packages in order to strengthen participation by women in development (management, decision-making and policy-making in the public and private sector, and at the macro or micro level)	Subreg. Int./Reg./Nat. Int.	UNIFEM INSTRAW FAO
		Increase participation by women in in-service training programmes	Int./Nat.	FAO
	Health	Promotion of leadership and participation of women in health protection activities, particularly with regard to their reproductive health	Int. Reg.	WHO PAHO/ WHO UNEP
		(Tripartite) interregional workshops on leadership and participation of women in maternal and child health and family planning services	Int./Reg.	WHO PAHO/ WHO
		Design of policies to protect women's health with a view to upgrading their status and strengthening their capacity to exercise their rights as citizens	Int./ Reg.	PAHO/ WHO
	Nutrition	Recognize women's productive role in the formulation of supplementary feeding projects and adopt measures to encourage women to assume this role	Int./ Reg.	WFP

Strategies	Field	Activities	Level	Agent
Participation of women in decision-making and the development process	Employment	Step up efforts to screen and recruit women for professional and administrative posts in international and intergovernmental agencies	Int. Reg. Reg./ Nat.	FAO UNHCR IICA
		Review and adjustment of procedures for screening and recruiting personnel with a view to eliminating all forms of discrimination against women in the Institute	Reg./Nat	IICA
	Human settlements	Participation of women in policy, programme and project formulation and implementation	Int.	HABITAT
		Promotion of the integration of women, as beneficiaries and participants, in housing construction, infrastructure development and the determination of basic needs (energy, water, transport)	Int.	HABITAT
	Rural women/ Urban women	Provision of technical assistance and training in institutional mechanisms to enhance the participation and strengthen the negotiating power of women's groups in the design of programmes and policies of government and agency	Subreg.	UNIFEM
	Rural women	Training of women's groups in gender analysis and policy formulation	Subreg.	UNIFEM
		Study and promotion of reforms to strengthen women's contribution to the agricultural sector	Reg./ Subreg./ Nat.	IDB

Strategies	Field	Activities	Level	Agent
Participation of women in decision-making and the development process	Migrant and refugee women	Participation of refugee women in the planning and provision of assistance and services, and adoption of protection measures	Int./Reg.	UNHCR
	Environment	Encourage women to participate in lobbying with a view to the formulation and adoption of macropolicies that recognize the interdependence of human beings and the environment	Reg./Nat.	UNEP
		Promote women's participation, at the middle and high levels, in the adoption of measures to implement projects	Nat.	UNEP
Inter-country cooperation	Institutionalization	Consideration of women's interests in country cooperation programmes	Reg./Subreg.	UNICEF
	Health	Support the formation of networks for exchange and cooperation on women, health and development	Reg./Subreg./Nat.	PAHO/WHO
	Employment	Promote horizontal technical cooperation activities through bilateral and multinational agreements, as a means of sharing and duplicating experiences that will increase income and create jobs for women	Reg./Nat.	IACW/OAS
	Rural women	Promote the exchange of experience among Governments in the application of improved legislation for women and the integration of gender awareness into programmes	Int./Nat. Reg./Nat.	FAO IICA

Strategies	Field	Activities	Level	Agent
Coordination among agents	Institutionalization	Technical cooperation with national institutions, planning institutes, non-governmental organizations, producers' and women's organizations in the formulation of policies, programmes and methodologies, formulation of specific projects that incorporate gender issues	Nat. Int./Reg./Nat. Reg./Nat.	UNICEF INSTRAW IDB IICA
		Technical cooperation to strengthen the activities of national women's bureaus	Nat.	IDB
		Policy advice to governments	Int./Nat.	FAO IOM UNHCR
		Monitoring, review and evaluation of basic policy guidelines and national experiences	Nat.	INSTRAW
		Encourage the formation of cooperation networks at all levels (agencies, NGOs, focal points, unions, businesses, etc.)	Int./Reg./Nat.	INSTRAW ILO UNESCO
		Participation in regional meetings with other multilateral agencies and submission of proposals for the coordination of activities	Reg./Nat.	IDB IICA
		Assessment of United Nations projects and programmes on women in development	Int.	INSTRAW
		Coordination of system-wide approach to women in development	Int.	INSTRAW

Strategies	Field	Activities	Level	Agent
Coordination among agents	Gender sensitivity	Collaborate with international and intergovernmental organizations in order to enhance planners' capacity to incorporate gender analysis into their policies	Subreg.	UNIFEM
		Integration of gender perspective into new project proposals submitted to the donor community	Reg./Nat.	IICA
	Information and communication	Exchange of information on activities being carried out in countries by international organizations in order to avoid duplication of efforts and contribute to the dissemination process	Reg./Nat.	IICA
	Training	Cooperation in the preparation of material for training and the dissemination of research findings on ISIC*	Int./Reg./Nat.	ILO 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.	INSTRAW UNICEF
	Employment	Inter-agency coordination of activities for working women	Int./Reg.	ILO
	Health	Cooperation with other United Nations agencies	Int.	WHO
	Education	Implement women's literacy and continuing education project in collaboration with NGOs	Nat.	UNESCO
	Access to services (health, nutrition, education, housing, water, energy, etc.)	In response to requests from governing bodies, collaboration with research, training, information and planning programmes	Int./Reg./Nat.	INSTRAW

Strategies	Field	Activities	Level	Agent
Coordination among agents	Access to services (health, nutrition, education, housing, water, energy, etc.)	Cooperation with other United Nations agencies to adapt social and educational services to rural areas and remove obstacles to the 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 and organizations of the system in order to identify changes necessary to give poor women access to resources and services and take appropriate action; improve the economic and social situation of poor women and 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 collaboration with the Government of El Salvador and monitor of activities	Subreg.	UNIFEM/ UNDP
		Cooperation with all entities involved (governments, agencies, United Nations organizations) in order to share information on their experience in women's activities and the needs of refugee women	Int.	UNHCR

Strategies	Field	Activities	Level	Agent
Coordination among agents	Environment	Establishment of networks for the exchange of information between women's and environmental protection groups (alternative technologies and training)	Int./ Reg./ Nat.	UNEP
		Collaboration in activities involving the interrelationship between women and the environment	Int./ Reg./ Nat.	UNEP/ UNIFEM
		Collaboration with other United Nations agencies on ways of manufacturing energy-efficient stoves	Nat.	UNEP/ UNIFEM
EQUALITY				
Organization of women	Participation	Formation and consolidation of women's organizations as an active social force in the community —in particular, rural women's organizations (meetings spaces; technical and financial support, training)	Nat. Subreg. Reg. Reg./ Nat.	UNICEF UNIFEM IFAD WFP
		Reduce women's domestic workload and the amount of time it consumes so that they can exercise their right to participation (through, <u>inter alia</u> , the use of appropriate technologies)	Nat. Int./ Nat./ Reg.	UNICEF FAO IFAD IICA WFP
	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

Strategies	Field	Activities	Level	Agent
Organization of women	Health	Implement projects for the development and implementation of work methodologies in collaboration with the women in question and with grass-roots organizations	Reg.	PAHO/ WHO
	Rural women	Promote strategies and programmes that make more room for rural women to participate in rural organizations and facilitate autonomous association where they deem it necessary (women's or mixed-gender local organizations such as cooperatives, self-help associations, credit and savings unions)	Int./ Reg. Reg./ Nat.	FAO IFAD IICA
		Formulation of a communications strategy for rural women (submitted for discussion at a regional seminar in March 1993)	Reg.	IFAD/ IICA
		Promote training activities for women's associations in order to increase their capacity for dialogue and negotiation	Int./Nat.	FAO
		Promote community activities and collective initiatives by women leaders in agriculture, forestry and fish farming	Int./Nat.	FAO
Elimination of discrimination	Employment	Conduct a 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 women	Reg./ Subreg./ Nat.	UNICEF

Strategies	Field	Activities	Level	Agent
Elimination of discrimination	Health	Disseminate information on the situation of women, with emphasis on gender inequity	Nat.	PAHO/ WHO
		Review and analysis of popular health education materials with a view to eliminating sexual biases and stereotypes	Reg.	PAHO/ WHO
	Legal literacy	Dissemination of information on current laws and women's rights	Reg./ Nat. Int.	PAHO/ WHO UNICEF UNIFEM FAO
		Training to enable women to institute proceedings in defence of their rights	Nat.	PAHO/ WHO UNICEF
		Publication of case studies regarding the legal status of women	Int.	FAO
	Migrant and refugee women	Recognize the situation of indigenous refugee, repatriated or displaced women and adopt measures to prevent cultural discrimination against them	Reg.	UNHCR
Development and recognition of women's rights	Legislation in general	Promote the implementation of legal and political measures designed to eliminate all forms of discrimination against women (civil, family, labour, criminal law). Formulation of projects, reforms of juridical and legal norms, dissemination	Int. Reg.	ILO UNICEF PAHO/ WHO
		Periodically examine reports on progress achieved at the national, regional and interregional level and submit reports to the United Nations Commission on the Status of Women	Reg./ Nat.	IACW/ OAS

Strategies	Field	Activities	Level	Agent
Development and recognition of women's rights	Labour legislation	Implement a regional project to disseminate information on the legal situation of working women and the effectiveness of labour legislation	Reg./Nat.	ILO
	Health	Update legislation in order to ensure explicit recognition of women's right to health care and to the protection of their reproductive health (coverage, costs and access, etc.)	Reg.	PAHO/WHO
		Review national abortion laws in order to facilitate the provision of services, including preventive measures, and to provide free, timely treatment of abortion-related complications	Reg./Nat.	PAHO/WHO
	Rural women	Provide 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 the identification documents of migrant and refugee women and their children	Int. Reg.	UNHCR IOM
		Adopt legal measures to protect women without documents against exploitation, violation of their rights, and denial of access to services	Reg.	UNHCR

Strategies	Field	Activities	Level	Agent
Strengthening of institutional capacity to promote equality	Employment	Take action to ensure the constant strengthening of women's rights institutions and associations (research, information and communication)	Reg.	IACW/ OAS
		Training project on how to seek employment, in collaboration with national women's bureaus and the Ministry of Labour in each country	Reg./Nat.	ILO
		Implement project to work with employers associations on assisting women entrepreneurs	Reg./Nat.	ILO
		Implement project to provide support to women union leaders, in collaboration with national labour unions	Reg./Nat.	ILO
DEVELOPMENT				
Organization of women	Support to development	Formation and consolidation of women's organizations with a view to their participation in the delivery of development assistance (supplementary feeding; health and nutrition services; technical assistance; training)	Reg./ Nat.	WFP
Improvement of living conditions	Health	Expansion of health services	Nat. Reg.	UNICEF PAHO/ WHO
		Take action to facilitate access to mother and child primary health care	Reg./Nat.	IDB WFP
		Formulate concepts about women's integral health at different stages in life; revision of health care programmes	Int. Reg.	WHO PAHO/ WHO

Strategies	Field	Activities	Level	Agent
Improvement of living conditions	Health	Establish guidelines for an integral health programme for women and produce basic education manuals for auxiliary health workers	Reg.	PAHO/ WHO
		Implement training projects for women to encourage them and their family members to take preventive measures and take care of their health	Reg./ Nat.	PAHO/ WHO UNICEF
		Reduce the rates of maternal mortality (by 50% or more by the year 2000)	Int./Reg./ Nat.	PAHO/ WHO UNICEF
		Increase the capacity of health institutions to provide care to women giving birth and improve the quality of home care provided to women giving birth through the continuing education of traditional birth attendants	Reg.	PAHO/ WHO
		Take measures to provide prenatal care to all pregnant women and facilitate their access to trained personnel and counselling services (especially in high-risk cases and emergencies)	Reg./Nat.	PAHO/ WHO UNICEF
		Disseminate knowledge and increase social participation for risk-free maternity: mobilize the community to identify pregnant women and provide proper, timely care	Reg./ Nat.	PAHO/ WHO
		Establish regional and national epidemiological surveillance systems to monitor maternal mortality (scope of the problem, its causes, social determinants)	Reg./ Nat.	PAHO/ WHO

Strategies	Field	Activities	Level	Agent
Improvement of living conditions	Health	Prevent unwanted pregnancies and inform female carriers of certain diseases that pregnancy aggravates the risks involved	Reg.	PAHO/WHO
		Include sexual education in integral health programmes for women and teenagers	Reg./Nat.	PAHO/WHO
		AIDS prevention and treatment	Reg./Nat.	PAHO/WHO UNICEF
		Use the mass media, group or intersectoral channels of communication to promote women's health programmes and foster greater, more effective utilization of health services	Reg./Nat.	PAHO/WHO
		Conduct research and take measures concerning safety in industries that employ women	Subreg.	ILO
	Nutrition	Nutrition education	Nat.	FAO UNICEF
		Elaboration of nutrition guidelines based on local products	Subreg./Nat.	UNICEF
		Take measures to encourage breast feeding	Subreg./Nat.	UNICEF
		Conduct supplementary feeding programmes for pregnant or nursing women with nutrition problems	Reg./Nat.	PAHO/ WHO WFP
		Services to provide micro-nutrients, vitamins, minerals; supplementary feeding programmes	Nat. Reg./Nat.	UNICEF FAO WFP
		Reduction by one third in the 1990 level of iron deficiency anemia	Int./Reg./Nat.	UNICEF

Strategies	Field	Activities	Level	Agent
Improvement of living conditions	Nutrition	Advise and assist governments in food and nutrition policy-making and programmes	Int./Nat.	FAO
		Teach improved techniques and identify availability of resources for food processing, preparation and conservation	Int./Nat.	FAO
	Education	Reduce illiteracy	Reg.	UNICEF UNESCO
		Develop a new 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; adopt measures to facilitate the access of all girls to primary education	Reg. Reg.	IDB UNICEF UNESCO WFP
		Provide support to seminars on the preparation of teaching materials for poor women	Reg.	UNESCO
		Organize courses and workshops on education of indigenous women, and on policies, experiences and strategies	Reg./Nat.	UNESCO
		Organize a subregional workshop on literacy and continuing education for women	Subreg.	UNESCO
		Offer literacy and continuing education fellowships to women	Reg.	UNESCO
		Organize a regional contest of abstracts of proposals on stimulating mothers to develop their learning potential —in coordination with other agencies Dissemination of prize-winning proposals	Reg./ Subreg.	UNESCO/ UNICEF

Strategies	Field	Activities	Level	Agent
Improvement of living conditions	Education	Teacher training in rural areas	Nat.	UNICEF
		Redesign curricula of home economics courses to include rural women's issues in agricultural production	Int./Nat.	FAO
		Facts for Life	Nat.	UNICEF
		Provide information and reference services on education	Reg.	UNESCO
	Human settlements	Take measures to facilitate access to land and credit	Int.	HABITAT
	Water and environmental sanitation	Participation of women in projects	Nat.	UNICEF
		Recognition in projects of the importance of the supply of drinking water	Int./Nat. Reg./Nat.	FAO IICA
		Participation in inter-agency meetings	Reg.	INSTRAW
	Energy	Recognition in all types of projects of the importance of conserving energy sources	Int./Nat.	FAO
		Participation in meetings on the topic of energy	Reg.	INSTRAW
	Transport	Implement rural road maintenance project	Nat.	IDB
	Economic activities	Training (poor, refugee) women to exercise income-generating economic and productive activities	Nat. Reg. Int.	UNICEF UNESCO UNHCR
		Promote income-producing activities for women (in rural areas and the informal sector), especially female heads of households	Int./Reg./Nat. Reg./Nat.	FAO WFP

Strategies	Field	Activities	Level	Agent
Improvement of living conditions	Economic activities	Creation of investment fund to promote group-based production and service enterprises, and consolidate the activities of women's organizations	Reg./ Nat.	WFP
	Rural women	Projects to ease women's workload (financing of appropriate technology)	Int./Reg.	IFAD
	Migrant and refugee women	Provide for the basic needs of single refugee women or heads of households (food, shelter, health services, drinking water, firewood)	Int.	IOM UNHCR
	Vulnerable groups	Disseminate information on the problems of vulnerable groups of women (drug trafficking and use, criminality, sexual and domestic violence)	Reg.	IACW/ OAS
		Inclusion of credit operations to benefit women among the activities of Social Emergency and Investment Funds	Reg./ Nat.	IDB
Population policies to ensure the full integration of women in the development process	Institutional planning	Implement project on strengthening of the population and human resources aspects of the planning system (updating of knowledge on women and their reproductive behaviour, integration into the labour market and child-rearing; review of development plans, programmes and projects)	Nat.	PREALC
	Family planning	Adopt measures affording all couples access to family planning information and services	Int./ Reg./ Nat. Reg.	UNICEF PAHO/ WHO UNHCR

Strategies	Field	Activities	Level	Agent
Population policies to ensure the full integration of women in the development process	Employment and poverty	Implement a joint project with UNFPA on population, the labour market and poverty (women's and family planning activities)	Nat.	PREALC
		Technical advisory services to the Government of Guatemala in formulating a project on women, employment and population	Nat.	PREALC
	Health	Implement a joint project with UNFPA on women, population and health	Nat.	PREALC
Access to productive resources and participation in the production process	Legislation	Carry out activities to help attain recognition of women's economic rights (employment, wages, credit, access to land)	Reg./ Subreg./ Nat. Reg.	UNICEF IFAD UNHCR
	Institutionalization	Adoption of an inter-agency scheme, with the collaboration of the public and private sectors, to support extension and training in agricultural production	Reg.	IFAD
		Review and monitor the distribution of financial resources in programmes and projects in order to identify what proportion of these resources benefits women, and what proportion benefits men; promote equitable distribution	Reg./ Nat.	IICA
	Education	Adapt secondary education curricula to the employment and development needs of women and, in particular, girls	Reg./ Nat.	UNESCO
		Support national activities to provide vocational and career counseling to women and girls	Nat.	UNESCO

Strategies	Field	Activities	Level	Agent
Access to productive resources and participation in the production process	Education	Support national activities to facilitate women's access to technical careers	Nat.	UNESCO
		Implement project to work with vocational training institutions to promote the participation of women in technical and vocational training	Reg./Nat.	ILO
		Analyse women's participation in vocational education projects and formulate recommendations to enhance it, especially in the agricultural sector	Reg.	IDB
	Employment	Implement project on technological change and the labour market (diagnostic studies, training, elaboration of policy proposals with a special focus on women's work)	Reg.	PREALC
		Conduct workshop on women's employment and income	Nat.	PREALC
		Provide support services for workers with family responsibilities	Subreg.	ILO
		Assist countries in assessing the impact on women of male migration, seasonal fluctuations and unequal pay	Int./Nat.	FAO
	Informal sector	Organize expert group meetings (policy-making and analysis)	Reg.	INSTRAW
		Take measures to strengthen women's capacity for self-management in micro- or small enterprises	Int./Reg./Nat.	IFAD ILO

Strategies	Field	Activities	Level	Agent
Access to productive resources and participation in the production process	Informal sector	Develop methodologies to measure women's participation and contribution in the production process	Int./Reg./Nat.	INSTRAW
		Elaboration of policy guidelines and training manuals	Int./Reg./Nat.	INSTRAW
		Extension of credit to micro-enterprises	Reg./Nat.	IDB
	Credit	Conduct a comparative interregional study on impact of credit on productivity of women's micro-enterprises	Int.	INSTRAW
		Take action to facilitate women's access to credit (credit and savings programmes and investment mechanisms, guarantee fund)	Subreg. Int./Reg. Reg./Nat.	UNIFEM FAO IFAD IACW/OAS IICA WFP
		Assist governments and financial institutions to create credit sources for women	Int./Reg.	FAO IFAD
		Extend credit for infrastructure and community support services for women's domestic and child-rearing activities (participation by the entire community)	Reg.	IFAD
	Technology	Take action to facilitate women's access to technology (cooperation with scientific research institutions, survey of available technology, etc.)	Subreg. Int./Reg. Reg./Nat.	UNIFEM IFAD IICA
		Promote the generation, improvement and transfer to rural women of appropriate technology	Int. Reg./Nat.	FAO IFAD IICA

Strategies	Field	Activities	Level	Agent
Access to productive resources and participation in the production process	Technology	Provide support to scientific seminars and activities in which women participate, especially in the field of biotechnology	Reg.	UNESCO
		Publication of a study on women and new technologies	Reg.	UNESCO
	Rural women	Study women's participation in the agricultural labour market	Int.	FAO
		Strengthening of 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./ Nat.	FAO IFAD WFP
		Outline and implement programmes and strategies to facilitate rural women's access to productive resources and markets, and the sound management of natural resources	Reg./ Nat.	IICA
		Protect and increase women's access to land	Int./Reg. Reg./ Nat.	IFAD WFP IICA
		Consider men's and women's household tasks in farming systems research	Int./ Reg. Nat.	FAO IFAD IICA
	Extreme poverty	Provide support to training institutions so that they can offer training that will expand job opportunities for poor women	Subreg.	UNIFEM

Strategies	Field	Activities	Level	Agent
Access to productive resources and participation in the production process	Extreme poverty	Implementation of a pilot project for poor women, which includes the opening of training centres to teach women how to increase their income	Reg.	UNESCO
		Reformulation and follow-up of preparatory assistance provided by a project on training and support poor women	Nat.	PREALC
	Research	Provide technical advisory services to the Government of Antigua and Barbuda for the follow-up of a research and information project on women's issues	Nat.	ILO/ UNDP/ 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 on technologies that facilitate the participation of women in development, publication of the findings, and preparation of training material	Int.	INSTRAW
		Provide technical advisory services to the Statistics and Bureau Census of Honduras in the formulation of a project on women and reforestation	Nat.	PREALC

Strategies	Field	Activities	Level	Agent
Access to productive resources and participation in the production process	Training	Include systematic management and credit management training programmes as part of projects	Reg.	IFAD
		Train credit officers of banking institutions to devote greater attention to the needs of poor women producers in need of credit	Reg. Reg./ Nat.	IFAD WFP
		Implement training programmes for the exercise of productive activities	Nat.	IDB
	Information	Organize tripartite regional seminars to examine topics relating to women and labour (regulations, equality, technological change)	Reg.	ILO
		Publication of a technical paper on women and work	Reg.	PREALC
		Publication of a technical paper on female employment	Nat.	PREALC/ UNICEF
		Organize sensitization meetings with private sector (CEOs, Chambers of Commerce, etc.)	Subreg.	UNIFEM
		Produce papers on the international market and on regional and national markets	Headquarters	UNIFEM
		Organize a study tour from each subregion to either Asia or Africa	Subreg.	UNIFEM

Strategies	Field	Activities	Level	Agent
Access to productive resources and participation in the production process	Information	Open two-way channels of communication in order to disseminate information and knowledge on poor rural women (legal rights, credit and savings, training technology, agriculture, water, livestock, forestry resources)	Int./Reg.	IFAD
Human resources training and development	Health	Implement a regional research project on academic programmes in the region that offer women's studies or interdisciplinary gender study programmes (social sciences and health)	Reg.	PAHO/WHO
		Take action to facilitate the design of a strategy for cooperation between countries, universities and centres of higher learning for human resources training (women, gender and health)	Reg.	PAHO/WHO
		Dissemination of information on and strengthening of activities by the community and women's organizations to improve health conditions for women	Reg./Nat.	PAHO/WHO
		Train health and maternal health workers; develop continuing education programmes in conjunction with universities, scientific societies and other institutions that offer health education	Reg./Nat.	PAHO/WHO
	Rural women	Implement activities to encourage women's enrolment in higher education and their studies in agricultural production sciences	Int./Nat.	FAO

Strategies	Field	Activities	Level	Agent
Strengthening of institutional capacity to promote development	Information	Compiling of information on agencies that finance women's projects	Reg.	IACW/ OAS
	Health	Increase countries' capacity to design, implement and evaluate their programmes to reduce maternal mortality	Reg.	PAHO/ WHO
		Establish and ensure the continued operation of national, regional and local committees to monitor maternal mortality	Reg./ Nat.	PAHO/ WHO
		Promote recognition among health service personnel of the importance of promotion and prevention activities within integral health programmes for women	Reg.	PAHO/ WHO
		Take action to ensure that initiatives by women's groups (health-care, education, advisory services, etc.) are taken into account in local health systems	Reg.	PAHO/ WHO
		Improve and expand the system of record-keeping and disseminate information on all health services provided during pregnancy, delivery and the post-natal period and on family planning services	Reg./ Nat.	PAHO/ WHO

Strategies	Field	Activities	Level	Agent
Strengthening of institutional capacity to promote development	Productive projects	Strengthening of institutional capacity to support women, using capital generated by the projects themselves (guarantee bank loans; recruit technical assistance for more effective financial investment; train credit officers; gear technical aspects of project to resources and situations of the women concerned)	Reg./Nat.	WFP
	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
		Project entitled "Analysis of agricultural sector policy on women food producers in the Andean region, the Southern Cone and the Caribbean"	Subreg.	IDB/ IICA
PEACE				
Violence against women	Research	Produce a paper to document cultural and environmental factors which are contributing to violence	Head-quarters	UNIFEM
		Promote research to determine the scope of violence against displaced women in all contexts	Reg.	UNHCR

Strategies	Field	Activities	Level	Agent
NEW TOPICS				
Support to migrant and refugee women	Institutionalization	Redesign services to displaced women, in the knowledge that displacement does not only involve social problems that can be resolved through assistance and technical support programmes, but political problems as well	Reg.	UNHCR
	Communication	Develop communication strategies to call the attention of the public, NGOs, agencies, donors and host countries to the situation of refugee women	Int.	UNHCR
	Legislation	Ensure the exercise of the right to voluntary repatriation	Reg.	UNHCR
	Violence against women	Take measures to protect women against violence in the camps —safe location and organization of camps	Int./Reg.	UNHCR
		Promote the establishment of patrol units made up of men and women in camps, to which women who have been victims of violence can turn	Reg.	UNHCR
		Disseminate "Guidelines on the Protection of Refugee Women" to all bodies working with the refugee population and women's organizations and monitor its implementation	Reg.	UNHCR
	Action	Develop programme for displaced women in Peru	Subreg.	UNIFEM
Sustainable development	Institutionalization	Establishment of a senior advisory group on the interrelationship between women, environment and development	Int.	UNEP

Strategies	Field	Activities	Level	Agent
Sustainable development	Institutionalization	Support to the Global Assembly on Women and the Environment and preparation of regional seminars	Int./ Reg.	UNEP
		Formulate policies and recommendations to draw attention to the important link between women and environment	Int.	INSTRAW
	Research/ Training	Improve statistical methods and concepts and already existing training material	Int.	INSTRAW
		Produce training material for national policy-makers	Int./ Nat.	INSTRAW
		Workshop on women and sustainable development	Int.	HABITAT
		Preparation of material on water quality preservation (Girl Guides/Girl Scouts)	Int.	UNEP
	Information	Distribute information to governments, NGOs, religious, women's and youth groups, etc.	Int./ Reg./ Nat.	UNEP
		Formulate guidelines on energy conservation for developing countries	Int.	UNEP
	Action	Launch and monitor a Brazilian programme on women, environment and development and organize a subregional meeting	Nat.	INSTRAW
		Carry out tree-planting projects with the participation of women fuelwood-users	Nat.	UNEP

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

- Int. = International
 Reg. = Regional
 Subreg. = Subregional
 Nat. = National

List of Organizations and Specialized Agencies

FAO	Food and Agriculture Organization of the United Nations
HABITAT	United Nations Centre for Human Settlements
IACW	Inter-American Commission on Women
IDB	Inter-American Development Bank
IFAD	International Fund for Agricultural Development
IICA	Inter-American Institute for Cooperation on Agriculture
ILO	International Labour Organisation
INSTRAW	International Research and Training Institute for the Advancement of Women
IOM	International Organization for Migration
OAS	Organization of American States
PAHO	Pan American Health Organization
PREALC	Regional Employment Programme for Latin America and the Caribbean
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
WFP	World Food Programme
WHO	World Health Organization

III. PROPOSED PRIORITY ACTIVITIES AND ISSUES

The preparation of future activities to promote the integration of women into the development of Latin America and the Caribbean is an arduous task, owing to both the social, economic and political differences existing among the countries of the region and the complexity of the topic.

Fortunately, the accumulated experience of women's organizations, government offices, international organizations and United Nations specialized agencies sheds some light on the intricate interrelationship among the different facets of this topic and the need to analyse it from a global, systemic perspective. It has also become obvious that, today, to talk about "the woman" is too abstract, for she does not exist in real life; to pin down in this term also ends up arbitrarily projecting the typical characteristics of women from a given cultural group or socio-economic stratum onto the entire female population (López Adduard and Rico, 1992). This realization has given rise to an extensive range of research and data collection activities.

The need to have the broadest possible picture of the situation also responds to the process being experienced by Latin America and the Caribbean as a region facing the challenges of its own development and its regional and international integration; with the presentation of its proposal for changing production patterns with social equity, ECLAC has attempted to provide a coherent, future-oriented framework for this reality.

In this context, planners of women's activities have the urgent and vital task of determining how, from the women's perspective, gender analysis dovetails with the regional modernization project adopted by the member countries of ECLAC at its most recent session. Below we will consider the main premises of the ECLAC proposal and compare them with the strategies that women's studies have shown to be fundamental to their integration into development.

From changing production patterns with social equity to a society with gender equity

In response to the two major modernization priorities in Latin America and the Caribbean, changing economic production patterns and social equity, ECLAC has proposed three basic areas of activity—technical progress, productive employment and investment in human resources—which should be mutually reinforcing in a systemic sense. As can be seen in table 1, the prerequisites for changing economic production patterns are, on the one hand, technical progress and integration into international markets, processes which require a coherent macroeconomic policy and the strengthening of enterprises and technological infrastructure and, on the other hand, a productive labour force and human resources investment, which are all essential elements of social equity as well. In turn, stimulating the labour force's productivity requires technical training throughout the worker's economically active life and a higher-quality, work-related formal education; greater participation by the secondary labour force, in particular the female labour force; the modernization of labour relations; improved working conditions and environments (occupational safety and health, nurseries and day care); the accumulation of capital for investment in housing, education and training, and small and medium-scale enterprises, and a more efficient land market.

In order to achieve these objectives, however, an investment in human resources is essential—which also involves population policies; maternal and child health programmes; educational reform;

poverty reduction activities; efficient social spending; and democratic consensus among the actors from all sectors of society and the State (ECLAC, 1992).

For those familiar with the problems confronting women in the process of integrating into development, the proposal concerning changing production patterns with social equity offers an opportunity to resolve many of them. In fact, if the countries of the region systematically implemented its recommendations, they would have a sound basis for ending the perpetuation of poverty from generation to generation; satisfying women's basic housing, health and social security needs; and offering them access to land, credit, technology and better training, which would enable them to integrate into the labour market on an equal footing with men. Even so, none of this guarantees the establishment of a society with gender equity.

Beyond a statistical comparison of men's and women's participation in the various spheres of economic and social life, it must be recognized that "the concept of gender occurs in a relational space", characterized by power plays and a tug of war between the sexes (Rojas, 1992), which means that policies for women might well satisfy their basic needs without necessarily ending the subordination of the vast majority of women in society. Such policies respond to "practical gender needs" —those that "stem from women's need to fulfill the roles" that society has traditionally assigned to them (Young, 1991), but do not affect the existing male-dominated cultural model and its sexual division of labour. In order to change this model, "strategic gender needs" must also be taken into account in policy formulation and design (Moser, 1991)² and male/female power relations must be transformed, which means eliminating the sexual division of labour, reducing the burden of household work and child care, ending institutionalized discrimination, establishing political equality and freedom of choice with respect to maternity, and taking appropriate measures against male violence and control (Molyneux, 1985).

If the aim is to create a new model of society with respect to gender not only must the guidelines contained in the proposal on changing production patterns with social equity be taken into consideration, but it must also be determined how equal relations between men and women can be established in all phases of the region's modernization process. Table 2 is a systemic chart of the strategies that, as the information indicates, both intergovernmental organizations in the region and United Nations organizations and specialized agencies are prepared to adopt in order to strengthen women's integration into development. The information given in table 2 —under the title "Global Change"— has been organized in terms of the three objectives set forth in the Nairobi Strategies: equality, development and peace (United Nations, 1985). These ideas are still the cornerstones of the reforms necessary to bring about the essential change in our patriarchal society that will lead to the establishment of new relations between men and women.

This change implies, *inter alia*, a change in the cultural norms that will bring recognition of women's vital contribution to family, economic and social life and to development, as well as the

² The concepts of "practical" and "strategic" gender needs developed by Molyneux (Molyneux, 1985) and Moser (Moser, 1991) originally aroused great enthusiasm, but various forums subsequently questioned the actual contribution of those concepts to the formulation of policies that would take into account women's interests at a given historical moment characterized by certain cultural prejudices, than simply attempting to impose a theoretical structure on reality (Anderson, 1992). However, we should point out the analytical value of those concepts in planning and their contribution to the discussion of the situations women must deal with daily in their public and private lives.

elimination of discriminatory images of male and female roles. In order to strengthen this process, all decision-making bodies should devote attention to the gender structure; databases and gender-disaggregated indicators will also be necessary. Cultural transformation will have to be encouraged simultaneously with the democratization of sustainable development process which the Latin American and Caribbean countries have promised to carry out. The basic ingredients for achieving this change are participation by women in decision-making and the development process, cooperation among countries and coordination at all levels.

The effective organization of women, which means providing support to vulnerable groups and strengthening the institutional capacity of the relevant entities, is also vital to the achievement of the objectives of equality, development and peace. Indeed, only when measures are taken to enable women to play a leading role in the social and political sphere can the State and social institutions be pressured to take into account women's practical and strategic needs. Then, once this goal has been achieved, it is possible to start implementing strategies designed to achieve equality, that is, the elimination of discrimination and the recognition of women's rights, and development, meaning improved living conditions, the formulation of demographic policies that promote the full integration of women into development, access by the population to productive resources and its participation in the production process, and human resources training. It must also be recognized that the implementation of each of these strategies is essential to the achievement of peace, since collective violence or violence perpetrated specifically against women cannot possibly be eliminated unless there is a more equitable distribution of resources and power in society (Alder, 1992).

Summary of programmes and activities of the specialized agencies and other organizations of the United Nations system

As can be seen in the summary chart, women's activities being carried out by international organizations in the 1990-1995 period encompass all the areas mentioned in the proposal on global change (see table 2). Activities in the following areas are contemplated under each strategy: education, employment, health, nutrition, human settlements, access to services and productive resources, rural women, women in the informal sector, migrant and refugee women, elderly women, family planning, poverty reduction, the environment, legislation, the establishment of institutions, research, training, information and communication.

Above all, we must stress the urgent need to coordinate efforts and resources so that they will not be wasted and in order to ensure that they benefit the women of Latin America and the Caribbean effectively. This coordination should also facilitate the review of strategies for change in which consensus exists and the consideration of all aspects of the integration of women into development. For example, we should mention that databases and gender-disaggregated indicators are insufficient; women must be organized within the framework of educational reform and activities that afford them access to productive resources; research on the elimination of legal and cultural discrimination must be continued, and it must take into account rural women, indigenous women, elderly and disabled women; and institutional capacity must be strengthened in order to foster equality and development in certain fields. As part of this coordination effort, it will also be necessary to establish relations of cooperation with national entities that carry out activities and programmes for the integration of women into development.

Future priorities

In view of the broad range of needs that must be fulfilled in order to ensure women's effective and equitable participation in the society in which they live, it is important to reiterate that, while these practical and strategic needs must be satisfied, it is even more urgent to identify avenues of action that will focus attention on gender equity in the development process (Guzmán, 1991). Obviously, the first order of business will be to attempt to have the gender perspective included in all women's activities. But what does this mean? It should be recognized that gender analysis does not mean that the same criteria have to be applied to every type of situation; the specific characteristics of each group (racial, social, age, etc.) must be taken into consideration (United Nations, 1992). Institutions carrying out women's activities must therefore systematically observe the power relations established between men and women in their respective fields. To that end, some examples of future priorities are given below, taken from the summary of activities being conducted in the region by international organizations on a consensus basis.

a) Integration of the gender perspective (objective included in the programmes of FAO, IACW/OAS, IDB, IFAD, IICA, ILO, INSTRAW, PAHO/WHO, PREALC, UNEP, UNESCO, UNHCR, UNICEF and WFP). In order to achieve this first objective, every organization must carry out training activities and organize seminars designed to modify the behaviour of both its male and female staff. It will also be necessary to implement activities to determine the influence of policies on the situation of women and streamline and improve the collection of gender-disaggregated data; organize meetings to build awareness among State planners and conduct publicity campaigns through the educational system and the mass media; and measure women's contribution to paid and unpaid activities.

At the cultural level, public campaigns must be launched to ensure that social projects will be cognizant of the importance of reproductive activities, particularly domestic work and the care of children, the elderly and disabled persons.

b) Reform of the educational system (objective included in the programmes of FAO, IDB, UNESCO, UNICEF and WFP). This topic is so important that whole seminars and meetings could well be devoted to it alone. In general terms, it can be stated that, beyond the areas in which work must be continued—literacy, adult education, bilingual education for indigenous women, integration of pregnant teenagers into formal education, inclusion of sex education in curricula, elimination of sexual stereotypes from teaching materials, etc.—support must be given to the educational authorities of the countries of the region, so that they will gear the system to the needs of the labour market; in terms of gender, this means "opening up girls' horizons" and strongly encouraging them to study scientific and technological disciplines (Rossetti, 1992). In order to promote gender equity in formal education, organizations like UNICEF and UNESCO could organize awareness-building and training seminars for teachers of both sexes, with the aim of exposing women to new vocational orientations and stimulating them to formulate "a life project that includes clear long-term goals pertaining to both family and work"; this might also encourage teenagers to adopt more responsible sexual and reproductive behaviour (Rossetti, 1992) and reduce the school drop-out rate.

It should also be noted that the region's women can find answers to the need for a "new education" in the ECLAC/OREALC proposal contained in Education and Knowledge: Basic Pillars of Changing Production Patterns with Social Equity (LC/G.1702/Rev.1-P); this document proposes the adoption of an educational model that differs from the characteristically authoritarian, hierarchical and rigid traditional education of the industrial era that has played a part in women's social subordination. It also proposes

dynamic, flexible and ongoing education, which could greatly facilitate the establishment of a new kind of division of labour between the sexes (ECLAC/OREALC, 1992).

c) Strengthening of women's social and political leadership role (objective included in the programmes of FAO, HABITAT, IACW/OAS, IDB, IFAD, IICA, ILO, INSTRAW, PAHO/WHO, PREALC, UNEP, UNICEF, UNIFEM, UNHCR and WFP). Since men and women must share power in order to achieve gender equity, women must become members of political groups, trade associations and unions and exercise leadership functions at the corporate and national levels. Women must thus be capable of formulating demands and proposals in order to participate actively and play a leadership role in social institutions. International organizations can contribute to the achievement of these objectives through training activities, research to identify existing obstacles, the production of teaching materials, by disseminating information in workshops and seminars and through the mass media, and promoting the development of women's community networks and organizations, especially in the rural areas.

d) Women's access to productive resources and their participation in the productive process (objectives included in the programmes of FAO, ICAW/OAS, IDB, IFAD, IICA, ILO, INSTRAW, PAHO/WHO, PREALC, UNDP, UNESCO, UNHCR, UNICEF, UNIFEM and WFP). This is one area in which specialized organizations and agencies have proved to be most active, obviously because women's participation in the production process is the most effective means of reducing poverty and inequality. In the first place, it will be necessary to pursue activities to facilitate women's access to land, credit and technology; develop women's administrative capacity in micro- and small-scale enterprises; and encourage their participation in agriculture, not only in subsistence farming but also in the modern sector. Moreover, advisory assistance will have to be provided to Governments in the coming years with a view to expanding the formal sector of the labour market, since gainful employment in the modern sector of the economy is essential to the permanent integration of women into development (Moghadam, 1990).

Their participation in production also requires human resource development, which, in turn, means satisfying basic needs and providing health and nutrition services, education and training. In order for all women to be able to freely chart their own long-term goals and become part of the production process, it is also vital to provide access to family planning services, day-care centres at the father's and mother's workplace, and to pressure Governments to adopt legislation that recognizes the right of both parents to child-care leave.

e) Support to vulnerable groups (objective included in programmes of ICAW/OAS, IDB, IOM, UNDP, UNESCO, UNHCR, UNICEF, UNIFEM and INSTRAW). Many groups are included in this category: women heads of household, indigenous women, elderly women, pregnant teenagers, emigrants and refugees, disabled women and women who have been victims of domestic violence. These women not only have needs inherent in their situation but also share the development needs of all women of the region, whose satisfaction requires everything from health services to the means of production, besides the adoption of measures that will enable them to share in power and participate in decision-making at all levels. Therefore, within the context of nutrition, education, training, and information programmes and the organization of women's groups, a special effort must be made to identify the needs —and not only the practical needs— of vulnerable groups of women in order to strengthen their participation in the economic and social life of the community.

f) Research and programmes to monitor activities in order to establish a better relationship with target groups (objective included in the programmes of FAO, IDB, IICA, ILO, INSTRAW, PREALC, UNDP, UNESCO and UNIFEM). Apart from the activities for education, training, organization, planning, project execution and information being carried out by international organizations in every field where women are being integrated into development, one of the most pressing priorities is the conduct of ongoing research that will facilitate the incorporation of the concept of gender equity into this process. Since, in Latin America and the Caribbean, the inclusion of this concept in the process of changing production patterns with social equity is dependent on changing cultural norms, the creation of new ideas must also be adapted to the different phases of the process of change. This calls for theoretical research (for example, studies on the relationship between the private and public spheres, production and reproduction and the history of the feminine), together with practical research in all areas relating to women, which includes diagnostic studies of the situation of the countries of the region, statistical indicators and data, programmes for monitoring activities, etc.

In conclusion, it should be stressed that the selection of the priorities discussed in this chapter is not exhaustive. The object of this exercise is to participate in the evaluation and cooperation initiatives already under way in various specialized agencies and international, government and intergovernmental organizations that participate in the formulation of strategies and the planning of women's activities. Indeed, coordination with these other bodies is essential if we are to launch the kind of change process that the Regional Programme of Action for the Women of Latin America and the Caribbean is attempting to achieve —a process of change conceived within a framework of systemic logic capable of explaining both the existing social order and the move to replace it.

Table 1

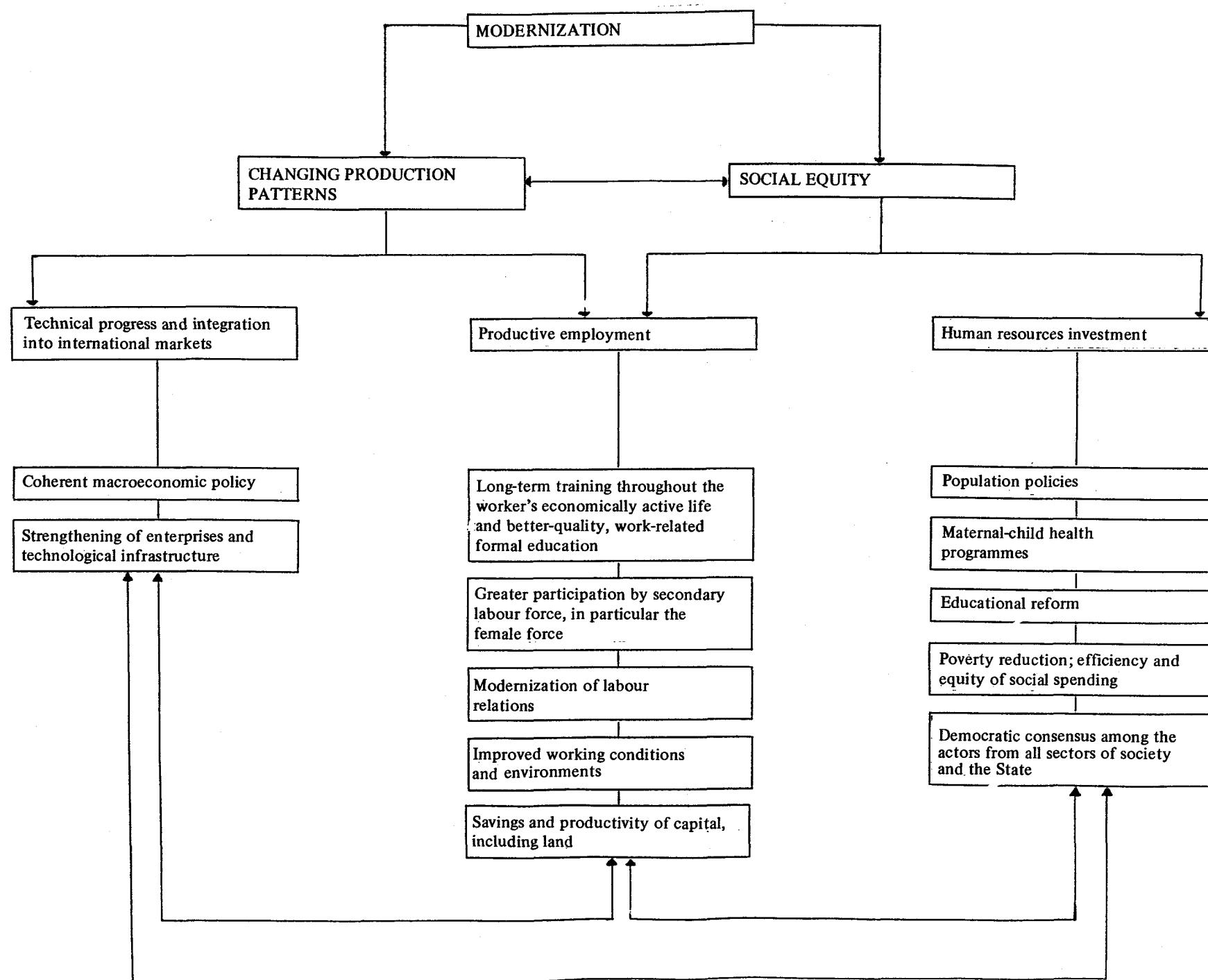
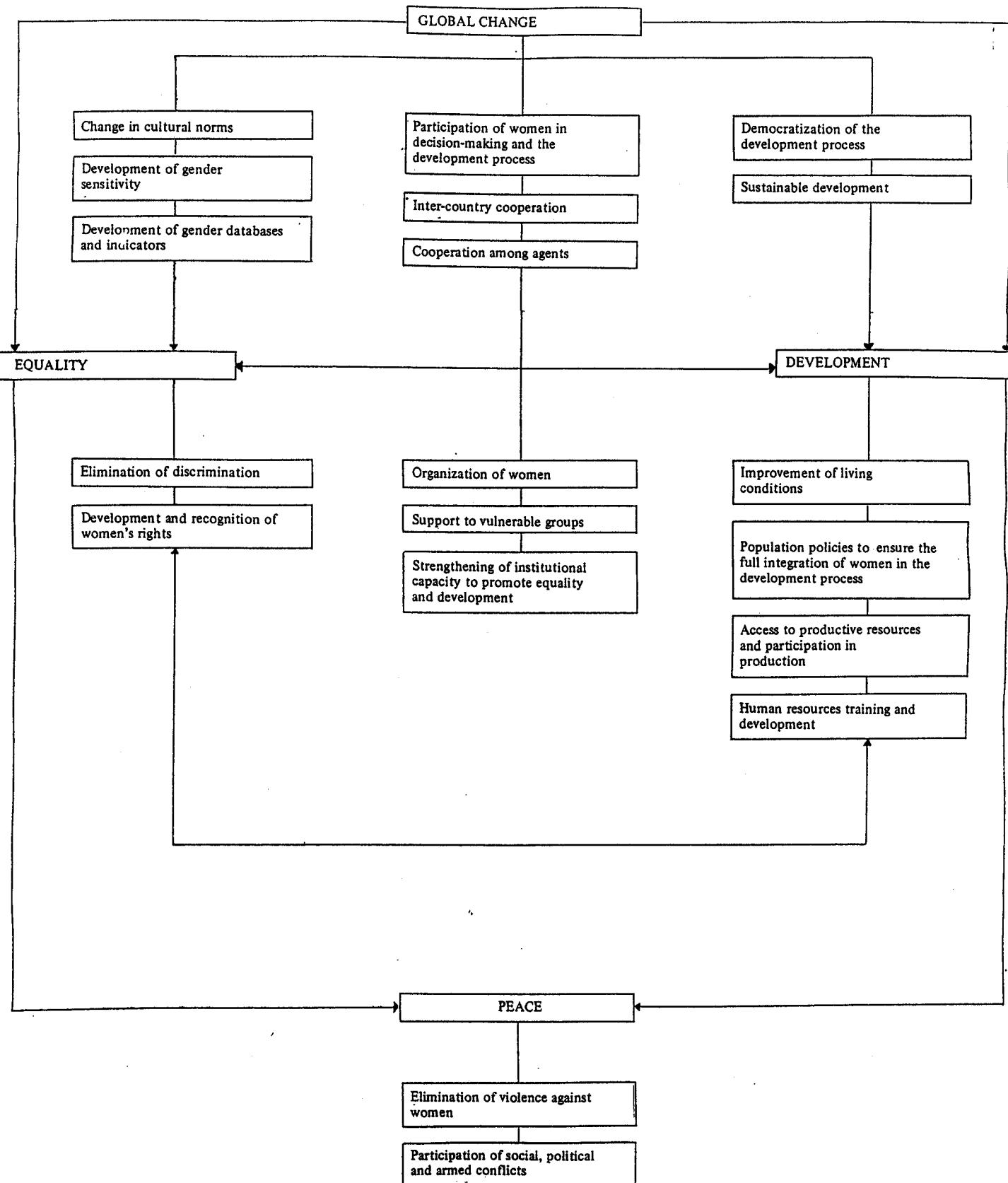


Table 2



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