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Seventh session of the Regional Conference on the Integration
of Women into the Economic and Social Development
of Latin America and the Caribbean

Santiago, Chile, 19-21 November 1997

**ACTIVITIES OF THE ECLAC SECRETARIAT RELATING TO THE
INTEGRATION OF WOMEN INTO THE ECONOMIC AND SOCIAL
DEVELOPMENT OF LATIN AMERICA AND THE CARIBBEAN
FROM 1 JUNE 1994 TO 30 AUGUST 1997**

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INTRODUCTION

The activities of the ECLAC Women and Development Unit from 1 June 1994 to 30 August 1997 were carried out within the framework of the programmes of work of the ECLAC system for the 1994-1995 and 1996-1997 biennia.¹

During the first three months of the period the final preparations were made for the sixth session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Mar del Plata, 25-29 September 1994), which was also to serve as the regional meeting preparatory to the Fourth World Conference on Women (Beijing, 4-15 September 1995). The salient aspects of this preparatory period are described in the last report by the secretariat,² but it is worth recalling that the activities were conducted in three main areas: a) strengthening the secretariat's ties with the States members of ECLAC —principally through the medium of the Presiding Officers of the Regional Conference— and improving regional coordination among the countries, with non-governmental organizations, and with the United Nations system; b) preparing a new regional programme of action to complement the current Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development;³ and c) preparing analytical documents on the situation of women in Latin America and the Caribbean for evaluation by the Regional Conference at its sixth session and for subsequent presentation at the Fourth World Conference on Women.

The sixth session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean adopted the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001,⁴ which was ratified by resolution 558(XXVI) at the Commission's twenty-sixth session (San José, Costa Rica, 15-20 April 1996). The core objective of the Programme of Action is "to expedite the achievement of gender equity and the complete integration of women into the development process, together with the full exercise of citizenship in the framework of sustainable development with social justice and democracy." The Programme addresses eight strategic areas: gender equity; economic and social development with a gender perspective: women's equitable share in the decisions, responsibilities and benefits of development; elimination of poverty among women; women's equitable

¹ The activities carried out by ECLAC subregional headquarters for the Caribbean are presented in document LC/L.1062(CRM.7/3)/Add.1.

² ECLAC, Activities of the ECLAC secretariat from 1 June 1991 to 31 May 1994 relating to the integration of women into the economic and social development of Latin America and the Caribbean (LC/L.829(CRM.6/3)), 30 June 1994.

³ ECLAC, Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development (E/CEPAL/1042/Rev.1), Santiago, Chile, November 1977.

⁴ ECLAC, Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001 (LC/G.1855), Santiago, Chile, January 1995.

participation in decision-making and in the exercise of power in public and private life; human rights, peace and violence; shared family responsibilities; recognition of cultural plurality in the region; and international support and cooperation.

The process of producing the Regional Programme of Action was a highly active and participatory one. Over a period of more than a year, successive drafts were distributed and the comments received were incorporated into the final version. Intergovernmental meetings were held and contact was made with member countries, non-governmental organizations and academic institutions. The general objective was to reach a consensus among a wide variety of social actors on the steps to be taken to improve the situation of women in the region. Significant elements in this process were the preparation of reports by nearly all the countries of the region; the major involvement of non-governmental organizations; the broad debate on key topics at the national, subregional and regional levels; and an unprecedented exchange of opinion between non-governmental organizations and governmental institutions, and among the different agencies and bodies of the United Nations system.

The function of the secretariat was to support cooperation and coordination among all participants in the process, to prepare analyses and summary documents as a focus for debate, and to provide technical assistance to member States in preparing a programme of regional scope that would also provide input to the Platform for Action to be adopted in Beijing.

During 1995 the ECLAC Women and Development Unit devoted itself to activities in follow-up to the sixth session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean and in implementation of the Regional Programme of Action, and to the preparations for the Fourth World Conference on Women.

The Regional Programme of Action was published in booklet form and distributed widely throughout the region, and a meeting of the Presiding Officers open to all the countries was held to discuss the Platform for Action in detail and to assist the countries in establishing a regional presence at the World Conference. The Women and Development Unit also played an active part in selecting and providing support to the women's non-governmental organizations in the region that were to attend the official conference in Beijing and the NGO Forum on Women, held in Huairou. The Unit also distributed information on the whole process of preparing for the Fourth World Conference on Women and represented ECLAC at the Conference.

During 1996 the Unit's work was geared chiefly towards following up and monitoring the implementation of the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001 and of the Platform for Action of the Fourth World Conference on Women, in a climate of reform and financial constraint within the United Nations which had a significant impact on the regional commissions. The subject of reform, which had been considered by the member and associate member States at the twenty-sixth session of ECLAC, was also discussed and examined at the twenty-second meeting of the Presiding Officers.⁵

⁵ The meeting had before it a note on the subject and the text of the resolution adopted by the States members on reform of the United Nations and its impact on ECLAC (LC/G.1899(SES.26/4)).

During 1997, preparations for the seventh session of the Regional Conference have gathered pace. There is an awareness at the regional level that, with no other world conference planned, the regional forum must be reinforced in order to ensure the implementation of the commitments made at the international and regional levels. The session agenda focuses on two problems that have emerged as key issues in all forums—participation in decision-making, and poverty—and the meeting represents an opportunity to take further necessary action.

I. MAIN ACTIVITIES

1. Sixth session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean

The sixth session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, held in Mar del Plata, Argentina, from 26 to 30 September 1994, was convened by the Executive Secretary of ECLAC in accordance with the Regional Plan of Action. The Conference elected as Presiding Officers the representatives of Argentina (Chairperson); Barbados, Bolivia, Chile, Cuba, Ecuador, Honduras, Netherlands Antilles and Uruguay (Vice-Chairpersons); and Mexico (Rapporteur).⁶

Since the sixth session of the Regional Conference served simultaneously as the regional meeting preparatory to the Fourth World Conference on Women (Beijing, 1995), the countries of the region had prepared national reports containing an analysis of women's situation and proposals for future activities. In addition, many representatives of non-governmental organizations, some of whom were attending the Conference as members of official delegations or as observers, participated in the meeting of the NGO Forum held immediately before.

On the basis of documentation prepared by the ECLAC secretariat, and the country reports, the Conference assessed the advances that had been made with regard to women's situation and the obstacles to their progress. It considered and adopted the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and reviewed regional preparations for the Fourth World Conference on Women.⁷

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

The Presiding Officers met regularly on a bi-annual basis. Six meetings were held during the period.

The main objectives of the eighteenth meeting (Curaçao, Netherlands Antilles, 30 June-1 July 1994) and the nineteenth (Mar del Plata, Argentina, 24 September 1994) were, in conjunction with the ECLAC secretariat, to prepare for the sixth session of the Regional Conference and produce the draft Regional

⁶ ECLAC, Report of the Sixth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/G.1850(CRM.6/7)).

⁷ ECLAC, Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001 (LC/G.1855), January 1995.

Programme of Action; and to ensure regional coordination for the Beijing conference, including the contacts with women's non-governmental organizations.⁸ During the reporting period, the meetings were attended by large numbers of representatives of agencies and organizations of the United Nations system, intergovernmental bodies and non-governmental organizations of subregional and regional scope, including those responsible for coordinating the regional and world NGO forums. In addition, at their nineteenth meeting, the Presiding Officers agreed to submit to the Conference a resolution on their functions with regard to follow-up activities for the Regional Programme of Action, and this was incorporated into the Programme in chapter E, paragraph b).

The twentieth meeting of the Presiding Officers (Santiago, Chile, 16-18 November 1994), was open to all States members of ECLAC and was called primarily to consolidate the work accomplished at the Regional Conference on the Regional Programme of Action and to fine-tune the region's preparations for the World Conference in Beijing.⁹

For the twentieth meeting, ECLAC subregional headquarters for the Caribbean and the Caribbean Development and Cooperation Committee (CDCC) convened a teleconference of Caribbean Governments to consider issues of major interest to the subregion, and suggested ways of expediting the subregion's preparations for the Fourth World Conference on Women.

At their twenty-first meeting (Santiago, Chile, 3-4 July 1995), the Presiding Officers planned all the steps to be taken to ensure full logistical support for the countries of Latin America and the Caribbean during the Fourth World Conference on Women. They also studied in detail the draft Platform for Action, considering not only substantive items but also conceptual problems and problems arising from the translation from English, and forwarded their comments to the Conference secretariat.¹⁰

At the twenty-second meeting (Santiago, Chile, 16-17 May 1996), the countries agreed to reinforce the activities of the Presiding Officers and strengthen their liaison function by establishing closer ties with government agencies responsible for women's issues in the countries of the region. A programme of specific actions was drawn up, to be carried out by certain countries jointly, with the aim of, *inter alia*, reporting on the reform of the United Nations, requesting information from government agencies, and informing the countries of the activities of the Presiding Officers.¹¹ The meeting also agreed to adopt the topics the Commission on the Status of Women had selected as high priorities for the next few years, in order to help

⁸ ECLAC, Draft report of the eighteenth meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.863(MDM.18/2)), Santiago, Chile; Report of the nineteenth meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.876(MDM.19/1)), Santiago, Chile.

⁹ ECLAC, Report of the twentieth meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.872(MDM.20/3)), Santiago, Chile.

¹⁰ ECLAC, Report of the twenty-first meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.904(MDM.21/3)), Santiago, Chile.

¹¹ Distribution of responsibility: Barbados, Cuba and Netherlands Antilles: English-speaking countries of the Caribbean, Puerto Rico and Dominican Republic; Chile: Brazil and Colombia; Honduras and Mexico: Costa Rica, El Salvador, Guatemala, Nicaragua and Panama; Argentina: Paraguay; Bolivia and Ecuador: Peru; Uruguay: Venezuela.

ECLAC member and associate member States to be better prepared to participate in international debates; and to maintain informal contacts with networks of government agencies on women, primarily through the heads of the regional and subregional networks.¹²

The twenty-third meeting (Port of Spain, 18-19 November 1996) and the twenty-fourth (Mexico City, 27-28 May 1997) were devoted chiefly to preparations for the seventh session of the Regional Conference.¹³ The invitation of Chile to host the Conference was accepted; a draft agenda was prepared; the substantive topics ("Access to power and participation in decision-making. Latin America and the Caribbean: policies for gender equity looking to the year 2000"; and "Sustainable development, poverty and gender. Latin America and the Caribbean: working towards the year 2000") were selected and considered in depth; the objective of the Conference and the modalities to be employed were established; and tasks relating to promotion and information dissemination were allocated. The Presiding Officers proposed that at its seventh session the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean should adopt a declaration or agreement on speeding up the pace of changes for the benefit of women and agreed to commemorate during the session the twentieth anniversary of the first Regional Conference and of the approval of the Regional Plan of Action, and the fiftieth anniversary of the Commission on the Status of Women.

3. Other meetings

3.1 Organized by ECLAC

a) Subregional Meeting for Mexico and Central America Preparatory to the Sixth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean

ECLAC subregional headquarters in Mexico organized a meeting to learn what progress had been made on preparing country reports, to disseminate the information needed to complete preparations in the subregion for the World Conference and to improve coordination between Governments and non-governmental and international organizations (Mexico City, 4-6 July 1994).

b) Workshop on women's participation in the manufacturing industry: patterns, determinants and future trends. Regional analysis: Latin America and the Caribbean

This expert meeting, organized in collaboration with the Joint ECLAC/UNIDO Industrial and Technological Development Unit, was held in Santiago, Chile, on 2 and 3 August 1994. It was attended by representatives from Argentina, Austria, Chile, El Salvador, Jamaica and Mexico, who analysed the

¹² ECLAC, Report of the twenty-second meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.966(MDM.22/4)), Santiago, Chile.

¹³ ECLAC, Report of the twenty-third meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.999(MDM.23/3)), Santiago, Chile; Report of the twenty-fourth meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (LC/L.1061(MDM.24/2)), Santiago, Chile.

preliminary results of the regional study prepared by the United Nations Industrial Development Organization (UNIDO) on the subject and formulated strategies for promoting a more equitable use of human resources in the region's economic and industrial development.

c) Workshop on the urban informal sector from a gender perspective: the case of Mexico

This expert meeting, held in Mexico City on 28 and 29 November 1994, was convened for the purpose of analysing the case study on Mexico, prepared by ECLAC and funded by the United Nations Development Fund for Women (UNIFEM), on improving the situation of women who work in the informal sector in conditions of poverty. The study was to be used in developing a methodology that could then be applied to other countries in the region.

d) Non-governmental organizations and the State in Latin America and the Caribbean

The meeting analysed the relationship between women's non-governmental organizations and the State in different contexts (political circumstances, crises, redemocratization and peace processes, authoritarian governments and conflicts) and the impact of that relationship on non-governmental organizations and movements. The participants agreed that it was necessary to strengthen cooperation with the State and its sectoral agencies, without any loss of autonomy on the part of the organizations. It was also noted that at present the Governments and the non-governmental organizations showed a common agenda. The meeting examined the problems of non-governmental organizations' representativeness, financing and institutional structure, and policies relating to women's issues¹⁴ (Santiago, Chile, 28-30 April 1997).

3.2 Meetings co-sponsored by ECLAC

a) Caribbean Subregional Meeting Preparatory to the Sixth Session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean

ECLAC subregional headquarters for the Caribbean and the Caribbean Development and Cooperation Committee (CDCC) organized a meeting to consider the national reports prepared by the Caribbean countries for presentation at the sixth session of the Regional Conference, and to adopt a subregional report. The country reports were collected in a document on the situation in the subregion containing a summary report on the Caribbean countries members of the Commonwealth —commissioned by the secretariat of the Caribbean Community (CARICOM)— and another on the countries members of the CDCC. The meeting also provided an opportunity to disseminate the information needed to complete preparations in the subregion for the Fourth World Conference on Women and to fine-tune the coordination between Governments and non-governmental and international organizations (Curaçao, 28-29 June 1997).¹⁵ The ECLAC secretariat and CDCC also

¹⁴ Women's non-governmental organizations and the State. Reflections on a relationship (DDR/3), Santiago, Chile, August 1997.

¹⁵ The meeting was attended by 20 Caribbean countries, of which 12 were represented at the ministerial level. Anguilla and the Turks and Caicos Islands also took part, although they had not yet been admitted to CDCC with observer status. In addition, a large number of observers from the following organizations and specialized agencies of the United Nations attended: the International Labour Organization (ILO), the United Nations Population Fund (UNFPA), the United Nations Information Centre (UNIC), the United Nations Children's Fund (UNICEF), the United Nations Development Fund for Women (UNIFEM) and the World Food Programme (WFP). The Caribbean Community (CARICOM) was represented by the Assistant Secretary-General of the Community, Mr. Rudy Collins,

provided technical assistance to the NGO Forum held from 27 to 29 June in conjunction with the government meeting and attended by some 100 women, which submitted a report to the government meeting.

b) International seminar on the production of knowledge and public policies: gender studies, organized by the Centre for Women's Studies (CEM) and sponsored by the Humanistisch Instituut voor Ontwikkelingssamenwerking (HIVOS), the Swedish Agency for Research Cooperation with Developing Countries (SAREC), ECLAC, the International Labour Organization (ILO), the United Nations Children's Fund (UNICEF), the World University Service (WUS) and the National Women's Service of Chile (SERNAM). The meeting was held at ECLAC and a large number of Commission officials contributed papers (Santiago, Chile, 17-19 October 1994).¹⁶

c) Seminar-workshop entitled "Gender planning. Another approach to improving the quality of human settlements", organized by the Ministry of Housing and Urban Development of Chile, sponsored by the British Council, under the auspices of ECLAC. ECLAC presented a paper, "The gender perspective on development" (Santiago, Chile, August 1995).

d) Seminar on the Chilean woman today, organized by the Women-Family Committee of the Association of Non-Governmental Organizations (ASONG) and sponsored by ECLAC and Diego Portales University. ECLAC presented a paper giving a regional panorama of the situation of women in Latin America and the Caribbean (Santiago, Chile, 29 November 1995).

e) Latin American seminar-workshop on human settlements, poverty and gender: towards Habitat II, sponsored by the British Council, the Habitat Forum and the German Agency for Technical Cooperation (GTZ) through its agreement with the Ministry of Housing and Urban Development of Chile, and under the auspices of ECLAC. ECLAC presented a paper on human settlements in Latin America and the Caribbean, viewed from the perspective of gender and development (Santiago, Chile, 27-29 March 1996).

3.3 Other United Nations meetings

a) Fourth World Conference on Women

ECLAC participated in the Fourth World Conference on Women held in Beijing from 4 to 15 September 1995. At the conference, the five regional commissions held a panel discussion on the situation of women in their respective regions.

and a team of four advisers and experts. A number of special guests from the British Development Division in the Caribbean also attended.

¹⁶ A full list of the ECLAC papers presented at this seminar can be found in El conocimiento como un hecho político, Virginia Guzmán and Eugenia Hola (eds), Santiago, Chile, Centre for Women's Studies (CEM), December 1996.

b) United Nations Commission on the Status of Women

During the reporting period, ECLAC participated in the thirty-ninth (New York, 15-23 March 1995), fortieth (New York, 11-22 March 1996) and forty-first (New York, 5-14 March 1997) sessions of the Commission on the Status of Women. At the thirty-ninth and fortieth sessions, a report was presented on regional activities and at the forty-first session, on the activities of the five regional commissions.

The thirty-ninth session was devoted to drawing up the final draft version of the Platform for Action, while the following sessions concentrated on analysing the substantive themes of the Platform and deciding on mechanisms to follow up on its implementation.

c) Inter-agency meetings

ECLAC participated in the inter-agency meetings held before the sessions of the Commission on the Status of Women.

d) International Research and Training Institute for the Advancement of Women (INSTRAW)

ECLAC participated, both as ex officio member and as representative for all the regional commissions, in the deliberations of the INSTRAW Board of Trustees at their fifteenth, sixteenth and seventeenth sessions (Santo Domingo, Dominican Republic, February 1995, 1996 and 1997).

The Commission also participated in the Strategic Planning Committee of INSTRAW from 12 to 13 February 1997. The Committee established guidelines for its regular operation, taking into account its composition, its areas of concern and its functions; in addition, it drew up recommendations on programme priorities for the Board of Trustees.

e) Inter-agency meetings at the regional level

In the context of activities in follow-up to the Regional Programme of Action, ECLAC organized a meeting of the specialized agencies and other organizations of the United Nations system that operate at the regional level, to discuss the difficulties relating to the continuity of programmes and projects that target women or apply a gender perspective, and the opportunities for interaction and coordination in following up the Platform for Action and the Regional Programme of Action (Santiago, Chile, 15 May 1996).

3.4 Participation in other meetings

a) Andean Region Meeting Preparatory to the Sixth Session of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, organized by UNICEF (Santa Cruz, Bolivia, 18-20 July 1994).

b) Seventh Western Hemisphere Conference of the World Association of Girl Guides and Girl Scouts (Viña del Mar, Chile, 30 April-5 May 1995). ECLAC presented a paper on international women's issues.

c) Seminar on public policies, networks and domestic violence, organized by the National Women's Service of Chile (SERNAM). ECLAC presented a paper on the prevention of domestic violence from an international perspective (Santiago, Chile, July 1995).

- d) Seminar on "Equal opportunities for women in the workforce. Towards an agenda for Beijing 1995", organized by SERNAM. ECLAC presented a paper on women and the labour market: the challenge of equitable participation (Santiago, Chile, 9-10 July 1995).
- e) NGO Forum on Women, held in conjunction with the Fourth World Conference on Women (Huairou, China, September 1995).
- f) Seminar entitled "Women in professional training in Latin America. Gender perspectives", organized by the German Agency for Technical Cooperation (GTZ) and the Centre for Educational Research and Development (CIDE) of Chile. ECLAC presented a paper on training female human resources: a key aspect of the gender dimension of development and of changing production patterns with social equity (Santiago, Chile, 2-6 October 1995).
- g) Seminar on the Chilean woman and the world of work, organized by the Chilean Association for Industrial Relations and sponsored by the Chilean Ministry of Foreign Affairs and by SERNAM. ECLAC presented a paper on the integration of Latin American and Caribbean women into the workforce (Santiago, Chile, 5 October 1995).
- h) Seminar on gender equity and local development, organized by the University of Art and Social Sciences (ARCIS) and the Municipality of El Bosque. ECLAC presented a paper at the session on gender equity policies and local development in the light of the Fourth World Conference on Women (Santiago, Chile, 20-21 November 1995).
- i) UNICEF/Beyond Beijing: promoting collaboration in the implementation of the Platform for Action - meeting of focal points on women and on gender equity, organized by UNICEF. Report by the Women and Development Unit on activities and challenges for the future (Havana, 11-13 June 1996).
- j) Latin American meeting on strategies for human-resource development in cooperatives, organized by the International Cooperative Alliance. Paper presented on production-resource development and gender (Lima, 4-6 July 1996).
- k) Seminar on the topic, "The challenge of peace: a land without battered women", organized by the Chilean Network against Domestic and Sexual Violence. Paper presented on regional strategies and experiences in combating gender violence within the family (Santiago, Chile, 30 May 1996).
- l) Congress on Man and Culture, organized by the Department of Culture of the Province of Córdoba. ECLAC presented a paper giving a cultural perspective on gender at the end of the twentieth century (Cosquín, Argentina, 13-17 January 1997).
- m) Latin American seminar on urban development and the environment. ECLAC presented a paper entitled "Gender and the urban environment in Latin America. A relationship to be defined, a challenge to be met" (Rosario, Argentina, 10-13 March 1997).
- n) Seminar on population and sustainable development: the challenges of the 21st century, organized by the University of Chile and the Ministry of Public Health. ECLAC took part in a panel discussion on the subject (Santiago, Chile, 13 May 1997).

o) A paper entitled "Survey of gender studies in Latin America" was presented at a symposium on gender studies in Argentina and Latin America organized by the Centre for Interdisciplinary Studies on Women for the course on power, society and the gender issue. Humanities and Arts Faculty, National University of Rosario (Rosario, Argentina, 8-9 May 1997).

p) Special extended session of the Family Committee of the Chamber of Deputies of the Chilean Parliament, on brutality and violence against women. A summary document was presented, containing proposals for following up and improving Law 19.325 on domestic violence, and for a State policy to do away with domestic violence (Valparaíso, 11 June 1997).

4. Activities to incorporate the gender perspective into the work of ECLAC

Since 1977, the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean has provided a regular, permanent mechanism enabling the ECLAC member countries to integrate women's needs into the major development-related subject areas.

With a view to strengthening action in this regard, in 1986 the States members of ECLAC adopted resolution 483(XXI), on the effective mobilization and integration of women in development, which requests the secretariat to incorporate activities in this area into all its programmes of work.

The Women and Development Unit has been part of the ECLAC secretariat since 1993, and this has facilitated follow-up and cooperation work on the adoption of the gender perspective in the Commission's programmes and projects.

The process continued during the reporting period with the initiation of the pilot phase of an extra-budgetary project on gender in collaboration with the German Agency for Technical Cooperation (GTZ). The aim of the project is to incorporate the gender perspective into the work of ECLAC and promote its incorporation into ministries in member countries. The regular work programmes and projects being carried out by other divisions of ECLAC are being studied with a view to including gender analysis in their terms of reference. Training workshops and discussions are to be held, with the aim of formulating an institutional approach to the subject of gender that can be incorporated into development cooperation activities.

A number of activities have been carried out in this area within ECLAC:

Course on the gender variable in development programming given by the Women and Development Unit of ECLAC, in collaboration with the Latin American Demographic Centre (CELADE), as part of the Postgraduate Programme on Population and Development financed by the United Nations Population Fund (UNFPA).

1. Document entitled, "Población, desarrollo y cambios estructurales en América Latina y el Caribe. Experiencia y desafíos de la versión en español del Programa Global de Formación en Población y Desarrollo" (LC/DEM/R.244), also as part of the Postgraduate Programme on Population and Development. The document underlines the importance of taking gender specifics into account in human-resource training in the field of population and development.

2. During the reporting period, CELADE cooperated with the Interdisciplinary Programme on Gender Studies of the University of Chile School of Social Sciences, contributing sociodemographic findings and data that characterize women's situation in the development context. CELADE and the University of Chile have also collaborated in teaching activities: in particular CELADE assisted with organizing and teaching the University's postgraduate course on gender and social policies in 1997.

3. As part of its work of providing technical advice to the countries of the region, CELADE has promoted the idea that the gender dimension should be explicitly included in instruments for gathering sociodemographic information, in results analysis and personnel training. During the reporting period, for example, CELADE collaborated with the National University of Asunción in setting up a modular postgraduate programme on population, development and specific social sectors.

4. CELADE has systematically incorporated the gender dimension into its regular research activities on population and development. Examples of this approach are to be found in the publication "Las políticas de población en América Latina y el Caribe: algunas reflexiones en el umbral del siglo XXI" (LC/DEM/G.150), and in the "Follow-up report on the Latin American and Caribbean Regional Plan of Action on Population and Development" (LC/G.1905(SES.26/10)), which was used as a Note by the secretariat by the ECLAC sessional Ad Hoc Committee on Population and Development at the Commission's twenty-sixth session. In August 1997 CELADE, representing ECLAC, prepared a position paper on the relationship between ageing and development, entitled "1999, the International Year of Older Persons. Society for all ages: four dimensions", which pays particular attention to gender specifics. CELADE also published a number of studies, including the following: *Mujeres inmigrantes y mercado de trabajo en Santiago* (LC/DEM/G.136), *Cambios en la familia y los roles de la mujer* (LC/DEM/G.153) and *La mortalidad materna en América Latina y el Caribe latino* (LC/DEM/R.218).

5. The "Retrieval of data for small areas by microcomputer (REDATAM)" software was updated for Windows and linked into geographic information systems, thereby permitting the development of a variety of tools that have enhanced the analysis of gender specifics in sociodemographic trends.

The Social Development Division carried out the following studies on the subject of women: *Mujer y trabajo urbano en los noventa: el significado de los cambios en América Latina* (LC/R.1477), *La equidad en la educación y el trabajo: algunas especificidades de género* (LC/R.1520(SEM.82/5)), *Realidades y mitos del trabajo femenino urbano* (LC/L.1034), *Políticas sociales, familia y trabajo en la América Latina de fin de siglo* (LC/L.1058) and *Las madres precoces en Uruguay* (LC/MVD/R.112), which was prepared by the ECLAC office in Montevideo.

The Social Development Division also took part in training activities on gender, including "Women and social equity", for the diploma course on gender and development at the Centre for Higher University Studies of the Universidad Mayor de San Simón, Cochabamba, Bolivia, and "Pobreza y exclusión social: género y generaciones", as part of the doctorate in Latin American studies at the University of Arts and Social Sciences (ARCIS), Santiago, Chile.

The Statistics and Economic Projections Division and the Social Development Division of ECLAC prepared a chapter on gender, poverty and participation for the Social Panorama of Latin America, 1995 edition. It was written by officials of those divisions, with the technical and financial assistance of the United Nations Population Fund (UNFPA), and contains an analysis of some of the most important economic and social dimensions of the situation of Latin American women.

The Division of Production, Productivity and Management carried out a number of activities incorporating the gender dimension. In collaboration with UNICEF, a study was produced entitled "Inversión en la infancia: evidencias y argumentos para políticas efectivas" (LC/L.956), published in 1996 and incorporating the gender dimension. At the Congress of Agrarian Economists of the University of Chile, a paper was presented on the problem of migration and employment in the rural sector in Latin America and Chile, which also incorporated the gender dimension (1996). The Division gave courses incorporating the gender perspective in relation to employment, migration, education and income: the CELADE Postgraduate Course on Population and Development (every year until 1995) and the Regional Development Programme (PADERE) in Chile's region IX (1997). The issue of gender was taken up in substantive documents produced by the Division: "Youth expectations and rural development", CEPAL Review No. 55 (LC/L.1858-P), April 1995; and "El empleo agrícola en América Latina y el Caribe. Pasado reciente y perspectivas", Desarrollo productivo series, No. 43 (LC/G.1961), August 1997.

The following articles appeared in various issues of CEPAL Review: "Women, productivity and labour in the United States", No. 51 (LC/G.1792-P), "Changes in the urban female labour market", No. 53 (LC/G.1832-P), "Women's formal education: achievements and obstacles", No. 54 (LC/G.1845-P) and "Women and migrants: inequalities in the labour market of Santiago, Chile", No. 56 (LC/G.1874-P).

Contributions to the gender discussion in the International Trade, Finance and Transport Division have come only from the Development Finance Unit, which has prepared a series of research papers on income distribution in different countries that also deals with the subject of women: "Algunos factores que inciden en la distribución del ingreso en Argentina, 1980-1992. Un análisis descriptivo", Financiamiento del desarrollo series, No. 67 (LC/L.1055) (in press); "Algunos factores que inciden en la distribución del ingreso en Colombia, 1980-1992. Un análisis descriptivo", Financiamiento del desarrollo series, No. 68 (LC/L.1060) (in press). The following documents currently in preparation will also form part of the series: "Algunos factores que inciden en la distribución del ingreso en Chile, 1987-1992. Un análisis descriptivo"; "Un análisis descriptivo de factores que inciden en la distribución del ingreso en Brasil, 1979-1990"; "Un análisis descriptivo de la distribución del ingreso en México, 1984-1992".

The Development Financing Unit will make available to the Regional Conference on the Integration of Women the document "Rasgos estilizados de la distribución del ingreso y de sus determinantes en algunos países de la región", which summarizes the regional experience as regards income distribution.

The following ECLAC projects have incorporated, or are looking at ways of incorporating, the gender perspective:

In the project on "The impact of macroeconomic and social policies on poverty in Latin America", carried out by the Economic Development Division of ECLAC in collaboration with the Inter-American Development Bank (IDB) and the United Nations Development Programme (UNDP), priority is given to a specific focus on issues of gender and family status.

The terms of reference of the project on "Reforms of the financing of health systems in Latin America and the Caribbean" (FRG/95/S80), carried out by the Development Finance Unit of the International Trade, Finance and Transport Division of ECLAC, provide for the collection of statistics disaggregated by sex. The publication "Mujer y salud", Financiamiento del desarrollo series, No. 58 (LC/L.1041), prepared as part of this project, is a study of women in Argentina and Colombia.

The Joint ECLAC/UNIDO Industrial and Technological Development Unit of the Division of Production, Productivity and Management collaborated in the preparation of the "Programa de acción focalizado en las mujeres del sector de la pequeña y microempresa productiva en Bolivia", published in 1996, and of the "Programa integrado para la promoción y el mejoramiento de la participación de la mujer en el sector manufacturero colombiano", published in 1995.

The joint ECLAC/GTZ project "Policies to improve the quality, efficiency and relevance of technical and professional training in Latin America and the Caribbean", carried out by the Joint ECLAC/UNIDO Industrial and Technological Development Unit of the Division of Production, Productivity and Management, provides for the preparation of a proposal for a methodology to incorporate the gender dimension at all stages. Consultants were contracted to devise a methodology for incorporating the gender dimension in data collection and subsequent analysis.

Another joint ECLAC/GTZ project, "Policy options to promote the development of rural land markets", carried out by the Agricultural Development Unit of the Division of Production, Productivity and Management, provides for the inclusion of a gender perspective in many of its activities. At the start of the project, a seminar was held to examine legal problems and problems of land title registration from a gender perspective (first half of 1997). The project incorporates the gender perspective in its analyses.

Two studies, "La inserción de la mujer en los nuevos paradigmas productivos" (LC/IP/R.162), and "Imágenes de género y políticas de recursos humanos en el contexto de una modernización productiva" (LC/IP/R.177), were published by the Office of Local Development and Management of the Latin American and Caribbean Institute for Economic and Social Planning (ILPES).

5. Educational activities

Great importance is attached to teaching and training activities. ECLAC has acquired extensive knowledge of the field in the last 20 years and is continually updating that knowledge thanks to its close links with organizations in all areas of society; in addition, increasing specialization is required in stages involving concrete action. Educational activities have therefore been given a high priority despite the scarcity of resources. The following courses have been given:

a) Postgraduate course on domestic violence, intervention strategies, given at the University of Chile School of Social Sciences Psychology Department. Lecture series on the concept of the family from an anthropological perspective (August 1995, 1996 and 1997).

b) Interdisciplinary course entitled "Beijing: academic approaches, ethical reflections and challenges for women on the threshold of the twenty-first century", given at the Latin American Institute of Social Theory and Social Studies (ILADES) Department of Social Sciences. Presentation entitled "A frame of reference: women and the United Nations" (October-December 1995).

c) Interdisciplinary course on women and human rights, Inter-American Institute of Human Rights (San José, Costa Rica, July 1994).

d) Classes on the gender perspective in development, for the course on paradigms of social change, as part of the Master's in Anthropology and Development, University of Chile School of Social Sciences (Santiago, Chile, 30 June 1997).

e) Participation in the forums on the labour market and feminine identity and daily life, as part of the second Latin American and Caribbean postgraduate course on gender, education and development, organized by the World University Service (WUS) (Santiago, Chile, 15-26 January 1996), with 30 participants from different countries of the region.

f) Course on women and social equity, as part of the diploma course in gender and development organized by the Centre for Higher University Studies of the Universidad Mayor de San Simón (Cochabamba, Bolivia, 6-8 May 1996), with 30 participants from Bolivia.

II. FUTURE COMMITMENTS

The Commission's activities in the 1998-1999 biennium will be planned in accordance with the medium-term plan for 1998-2001.

During this period the process of implementing the measures contained in the Platform for Action and the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001 should be completed. More detailed recommendations in this regard will be adopted at the regional level at the seventh session of the Regional Conference.

In addition, the incorporation of the gender perspective on the substantive level means that a multi-sectoral, interdisciplinary approach will need to be adopted to activities aiming to improve women's situation, and that other programmes and projects will therefore need to place major emphasis on the gender perspective.

All the countries have now established some form of government agency for the promotion of women, and these should be strengthened during the coming period. Public policies on the promotion of women should also be implemented, either by these agencies or in coordination with ministries.

All the countries of the region have now ratified the Convention on the Elimination of All Forms of Discrimination against Women and should now proceed to amend national legislation in accordance with the Convention's provisions.

The high level of participation by non-governmental organizations in the official stages of recent conferences has naturally resulted in improvements in the mechanisms to coordinate the activities of government and non-governmental organizations.

Continuity is essential in the work already under way, bearing in mind that the ECLAC Women and Development Unit is the only body in the region with a forum for ongoing dialogue with the Governments of Latin America and the Caribbean, through the ministerial-level Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, which meets regularly (1977, 1979, 1983, 1988, 1991, 1994 and 1997), and through the medium of the Presiding Officers of the Regional Conference, who direct the programme follow-up and maintain links with the countries. The Unit's liaison function should be strengthened during this period, with a view particularly to promoting horizontal cooperation, the design of public policies, and coordination both with the United Nations system at the regional level and with regional and subregional non-governmental organizations.

It is also planned to incorporate the gender perspective into the work of ECLAC itself, including the technical assistance that is provided to Governments on request, and this will entail its incorporation into the programmes and projects of the substantive divisions of ECLAC. Particular attention will be paid to the design of employment training programmes for women in a context of economic globalization, the study of the issue of women's migration in the region, the improvement of young women's position in the labour market and the design of programmes to broaden women's participation in local management, particularly in intermediate cities, and to increase their influence on the environment and human settlements.¹⁷ The Unit will continue to produce documents analysing the situation in the region and, in consultation with academic institutions and experts, will examine the issues that arise from policies and programmes.

¹⁷ These activities will be carried out subject to the availability of extra-budgetary resources.

Annex 1

STUDIES AND PUBLICATIONS1994

Selected ECLAC documents and publications on the integration of women into the economic and social development of Latin America and the Caribbean (LC/L.460/Rev.5).

Activities of the ECLAC secretariat from 1 June 1991 to 31 May 1994 relating to the integration of women into the economic and social development of Latin America and the Caribbean (LC/L.829(CRM.6/3)).

Women in Latin America and the Caribbean in the 1990s: Diagnostic elements and proposals (LC/L.836(CRM.6/4)).

Draft report of the Eighteenth 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 (Curaçao, Netherlands Antilles, 30 June to 1 July 1994) (LC/L.863(MDM.18/2)).

Report of the Nineteenth 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 (Mar del Plata, 24 September 1994) (LC/L.876(MDM.19/1)).

Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001 (LC/L.868(MDM.20/2/Rev.1)).

Report of the Twentieth Meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Santiago, Chile, 16-18 November 1994) (LC/L.872(MDM.20/3)).

ECLAC subregional headquarters in Mexico, Uprooted women and poverty in Central America: An area requiring special attention (DDR/2).

ECLAC subregional headquarters in Mexico, Women in human resources training in Central America: Efficiency and equity (DDR/5).

Diane Alméras and M. Luisa Jáuregui, Hacia una estrategia educacional para las mujeres de América Latina y el Caribe (DDR/6).

Pauline van der Aa, Women in the decision-making process in Latin America and the Caribbean (DDR/7).

1995

Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001 (LC/G.1855).

Report of the Sixth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Mar del Plata, 25-29 September 1994) (LC/G.1850(CRM.6/7)).

Principales temas considerados en el proyecto de Plataforma de Acción. Comparación con el Programa de Acción Regional (DDR/1).

Report of the Twenty-first Meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Santiago, Chile, 3-4 July 1995) (LC/L.904(MDM.21/3)).

Molly Pollack and Clara Jusidman de Bialostozky, El sector informal urbano desde la perspectiva de género: el caso de México (LC/R.1579).

1996

Activities of the ECLAC secretariat relating to the women of Latin America and the Caribbean for the period from 1 June 1994 to 30 April 1996 (LC/L.939(MDM.22/3)).

Report of the Twenty-second Meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Santiago, Chile, 16-17 May 1996) (LC/L.966(MDM.22/4)).

Pauline van der Aa, Changing power and autonomy of the Caribbean women, *Mujer y desarrollo* series, No. 14 (LC/L.881).

Nieves Rico, Formación de los recursos humanos femeninos: prioridad del crecimiento y de la equidad, *Mujer y desarrollo* series, No. 15 (LC/L.947).

Nieves Rico, Violencia de género: un problema de derechos humanos, *Mujer y desarrollo* series, No. 16 (LC/L.957).

Molly Pollack, Reflexiones sobre los indicadores del mercado de trabajo para el diseño de políticas con enfoque de género (LC/R.1639).

Nieves Rico, El desarrollo de los asentamientos humanos desde la perspectiva de género (LC/R.1640).

Adriana Muñoz D'Albora, *Mujer y política: complejidades y ambivalencia de una relación* (LC/R.1643).

Soledad Muñoz, *Mujeres jóvenes de clase media: entre diálogos y contrapuntos* (LC/R.1658).

1997

Report of the Twenty-third 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 (Port of Spain, 18-19 November 1996) (LC/L.999(MDM.23/3)).

Nieves Rico, *Female human resources development: Growth and equity as priorities*, *Mujer y desarrollo series*, No. 15 (LC/L.947).

Nieves Rico, *Gender violence: A human rights issue*, *Mujer y desarrollo series*, No. 16 (LC/L.957).

Elsa Gómez Gómez, *La salud y las mujeres en América Latina y el Caribe: viejos problemas y nuevos enfoques*, *Mujer y desarrollo series*, No. 17 (LC/L.990).

Molly Pollack and Clara Jusidman, *El sector informal urbano desde la perspectiva de género: el caso de México*, *Mujer y desarrollo series*, No. 20 (LC/L.1017).

Irma Arriagada, *Realidades y mitos del trabajo femenino urbano en América Latina*, *Mujer y desarrollo series*, No. 21 (LC/L.1034).

Directory of national organizations dealing with programmes and policies of women in Latin America and the Caribbean (LC/L.1065).

M. Angélica Elgueta A., *Roles sexuales y juego en la educación preescolar: invitación a la reflexión* (LC/R.1705).

Hanna Binstock, *Hacia la igualdad de la mujer. Avances legales desde la aprobación de la Convención sobre la eliminación de todas las formas de discriminación contra la mujer* (DDR/1).