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WOMEN'S PROJECTS FUNDED BY UNFPA IN 1985

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LIST OF ABBREVIATIONS AND ACRONYMS

AHEA	American Home Economics Association
CEDPA	Centre for Development and Population Activities
ECA	Economic Commission for Africa
EPATT	Family Planning Association of Trinidad and Tobago
IEC	Information, education and communication
ILO	International Labour Organization
INSTRAW	United Nation's International Research and Training Institute for the Advancement of Women
MCH	Maternal and child health
NGO	Non-governmental organization
THEA	Tanzanian Home Economics Association
UNIFEM	United Nations Development Fund for Women
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children's Fund
UNSO	United Nations Statistical Office
VNWU	Viet Nam Women's Union
WHO	World Health Organization
YWCA	Young Women's Christian Association

INTRODUCTION

Over the last decade, population organizations have steadily increased support to women's programmes. In the United Nations Fund for Population Activities (UNFPA), this concern for women, in particular for their social, economic and political advancement, has been long-standing. The Fund's years of experience in promoting family planning and maternal and child health (MCH) programmes have shown that unless women's socio-economic status is significantly improved, their position in the family will remain secondary. Women will continue to be valued primarily in their domestic functions as mothers and housewives, whose negligible role in society renders them incapable of making important decisions, including those affecting the number, spacing and proper care of their children.

The World Plan of Action, adopted at the 1974 World Population Conference held in Bucharest, prompted population organizations to develop and support programmes for women. The premise was that women's socio-economic status determines the size and composition of the family, the quality of life of the family and society, and national economic development. Thereafter, concern for women was manifested in legislative reforms and information campaigns aimed at making women aware of their rights.

The 1984 International Conference on Population held in Mexico City took a stronger position in favour of population organizations, becoming engaged in women's programmes. The Mexico Conference noted the slow progress made since 1974 in the achievement of equality for women. Whereas the 1974 Conference focused on women's concerns primarily on utilitarian grounds, the 1974 Conference recommended broadening the role and improving the status of women as important goals to be pursued as ends in themselves. (A number of the relevant recommendations of the 1984 Conference are attached to this report as annex I.)

Furthermore, the Mexico Conference proposed to the 1985 World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, held in Nairobi, a much more activist and interventionist position towards achieving equality for women. It stressed the need for remedial measures in the form of mass education to encourage women to participate in public decision-making and employment activities, to delay marriage to enable them to pursue their education and individual self-realization, to launch mass communication programmes introducing new attitudes of respect for women's domestic and child-care responsibilities and persuading men to share in such responsibilities.

The 1985 Nairobi Conference reinforced the significance and practical implications of women's programmes in all areas of development planning. The Forward-looking Strategies for the Advancement of Women, the

principal document formulated by the Conference, affirms the interdependence between women's right to health and control over their own fertility on the one hand and improvements in their social and economic power on the other. The document stresses the role of preventive health and adequate nutrition, the right to fertility control for women and access to adequate and reliable information on safe drugs and family planning methods.

Likewise, it underlines the relationship between health and income. To achieve good health women need to attain enough social authority and economic security to help influence the community and national decision-makers to consider women's interests in the process of social and economic changes. The document considers their social authority as critical if they are to obtain appropriate health facilities, safe drinking water and waste disposal, fertility control methods and drugs that meet adequate standards of quality and safety, and measures to protect their occupational health and safety, including protection from health risks endangering their reproductive capabilities and their unborn children. It also notes that women's programmes can become more effective if they are considered not social welfare but rather as the outcome of social movements. This change of perspective will entail correcting the traditional view of women as passive, helpless subjects to a view of women as independent citizens with the same rights as men.

The Nairobi Conference emphasized that the criterion of success for women's programmes should shift from a quantitative measure of the number of women served by programmes to a qualitative one -- the extent to which women become more self-reliant and autonomous. It stressed that it is not enough to have small, isolated and localized women's projects. Solutions to women's problems require large-scale, co-ordinated efforts beyond the scope of the large, widespread chains of women's centres in many developing countries, which fail to attract participants because their training programmes -- mostly in literacy and handicrafts -- cannot resolve women's basic problems of shelter, resources and employment.

To advance and upgrade the quality of women's projects, UNFPA has taken many initiatives, particularly through funding women's projects that will have long-term results. In 1985 UNFPA funded women's projects amounting to \$1,730,098, distributed among various regions. Unless otherwise indicated, all dollar figures are U.S. dollars.

This report covers projects specifically designed for women. The main objective of such projects is to enable women to "catch up" with the development process, by eliminating inequality of women's access to means of self-fulfilment. Many other, indeed most, UNFPA-supported projects benefit and involve women, a great number having components such as education, training and services which include women. Thus UNFPA's commitment to women is not limited to the projects listed herein.

This report describes and reviews 1985 projects and does not include projects approved in previous years, even though some of those projects were under way in 1985 and will not be completed before 1986-1987. A total of 28 projects for women were identified, 6 of which were combined into one training programme, reducing the total to 22 projects. Source materials included project files, reports of workshops and conferences, samples of training materials and other publications, and interviews with UNFPA technical and project officers.

The 22 women's projects funded in 1985 fell into eight categories, as follows:

1. Action projects: Projects providing primarily direct services to women in health, family planning, income generation and employment.
2. Institution-building projects: Projects building the institutional capabilities of countries so that they can undertake women's programmes.
3. International and regional conferences: Meetings to discuss and recommend international and regional policies affecting women and population issues.
4. Information awareness-building projects: Projects to inform the public about population and women's issues, including the work of UNFPA in this area.
5. Research projects: Action-oriented research projects with implications for future programming.
6. Training projects: Projects to impart education, training and skills development, ranging from family planning motivation and sex education techniques to management of health-related services and handicrafts production.
7. Publications: of a practical publications, principally training materials for field-workers and small agencies.
8. Workshops/seminars. Small gatherings principally for non-governmental organizations (NGOs) and women's organizations to discuss approaches and problems informally.

Most of the women's projects are multifaceted, covering more than one type of activity. For example, most training projects include research and action components. Moreover, most projects in every category include training and education components. These components are a response to the acknowledged need for educational and training programmes for women to increase their participation in, and contribution to, non-traditional and new fields of activities. Therefore, the above groupings reflect only the primary emphasis of project activities.

By category, projects are as follows: workshops (8); training (3); international and regional conferences (2); action projects (2); institution-building (2); information awareness-building (2); research (2); and publications (1).

Total costs per category of projects were: training projects (\$467,508); action projects (\$432,450); institution-building (\$317,987); international and regional conferences (\$275,400); workshops (\$140,615); information awareness-building (\$52,000); publications (\$25,221); and research (\$18,917).

Projects described on the following pages are shown by (a) project name, (b) project number, (c) co-funding and/or executing agency and (d) budgetary allocation. The project number consists of three parts: a three-letter country or region code (see list of abbreviations in annex II); a two-digit number representing the year of the project request; and a code representing the sequential number of the project in a given year within the country or region.

I. ACTION PROJECTS

Integration of Women into Population Development Programmes (IND/85/PO3)
Government of India, Ministry of Social Affairs. 1985: \$33,350.

Support was granted to the Government of India to stimulate integrated programmes for women combining family planning and health education and services with income-generating activities. This effort was designed to establish better links between the activities of the central government and the states, on the one hand, and of the private and public sectors, on the other, consolidating and giving focus to the myriad women's projects that have evolved in the country. The project, covering a five-year period, is under the direction of the Ministry of Health and Family Welfare.

Within five years, the project is expected to have set up a special cell in the Ministry of Health and Family Welfare to act as a liaison with state and NGO programmes for women. The cell, called Women, Population, Development, will identify innovative projects and provide leadership and co-ordination for women's programmes through seminars, conferences and publications. The project will also organize women's groups for income-generating activities and health and family planning education and services in the states of Bihar and Rajasthan, where women's programmes are insufficiently developed.

Activities in 1985 were mainly preparatory. They consisted of surveys to help identify existing women's projects in which family planning input was significant to the economic development component; feasibility studies in Bihar and Rajasthan to assess the current situation of women and opportunities for income-generating projects; publication of reports on the surveys; initiation of the two pilot training projects; and the preparation of a detailed work plan for the remaining four years of the programme.

Pilot Project on the Role of the Family and Women in Low Income Urban Community Development, Colombia (COL/85/P02) Government of Colombia, National Planning Department. 1985-1987: \$399,100; 1985: \$152,000.

With funding from UNFPA, the Government of Colombia in 1985 initiated a comprehensive pilot programme directed at women in four low-income urban areas. The programme is designed to explore methods to meet the needs of migrant women with families. These women live in acute poverty due to lack of skills suited to urban demands and inadequate opportunities for employment and earning income, and they suffer serious disruptions in family relations. In all, 35,000 families in the cities of Bogota, Cali, Medellin, and Baranquilla are expected to benefit from the programme.

The programme will develop activities in three interrelated areas: (a) economic programmes to enhance the earning capacity of women, (b) programmes to stimulate community self-reliance in designing and managing support services to enable women to work outside the home and (c) programmes in health and family planning

Economic development programmes planned for the urban communities include income-generating schemes. A total of 36 women's groups will be organized, each group provided with credit and training in managing small enterprises. Support services to alleviate women's responsibility for domestic work and child-care will also be installed, such as laundry, day-care centres, care for the aged, cafeterias and community kitchens. It is expected that these services can be used as starting points for income-generating projects operated by women. The community self-reliance programmes include training in leadership and in planning and managing services for the care of children and the aged, and selected domestic functions. Programmes in health and family planning consist of educational activities and direct services. Plans call for reaching 10,000 mothers with educational programmes in nutrition, family planning and health management. Supplementary nutrition and medical services will be provided to 960 children.

Activities for 1985 included the design and construction of four community centres (one for each service area), from which programmes radiate into the community, and the training of 24 people in the management and direction of these centres. Feasibility studies on productive income generating schemes and surveys of existing community services available to women were also planned. A final plan for the three-year programme will be developed on the basis of these studies.

UNFPA is providing \$399,100 for the period 1985-1987, and the Government of Colombia, \$655,000.

II. INSTITUTION-BUILDING PROJECTS

Population and Development Education and Training for Women in Rural Areas (MOR/85/PO1) Government of Morocco, Ministry of Youth and Sports, Women's Division. 1986-1987: \$130,987; 1985: \$47,500.

UNFPA sent a one-person mission to Morocco in 1985 to assist the Women's Division of the Ministry of Youth and Sports in refining plans for the second phase of a large women's project begun in 1976, also with UNFPA funding. The mission identified productive income-producing activities based on a study of local markets; outlined specific types of training required by rural women, on the one hand, and the project staff, on the other; and explored possibilities for joint activities with other agencies in Morocco.

The project is expected to strengthen the capacity of the Women's Division to provide rural women and women in low-income areas in 15 provinces with educational and training activities, counselling services in general health and family planning, hygiene, nutrition and child care. The long-term goal is to help decrease infant morbidity and mortality and to make contraception acceptable.

During the first phase, 1976-1980, activities were undertaken by 48 field workers in four provinces. During this phase, the project established 350 women's centres to provide training in literacy, typing, sewing and embroidery to out-of-school girls between the ages of 10-12 years.

Following an in-depth review of achievements in the first phase, the second phase was started with similar objectives and activities. It centres on the remaining 11 provinces, providing opportunities for women in rural low-income areas to familiarize themselves with health and family planning while training them in income-generating activities as well as helping organize them into co-operative groups based on their needs and skills. It will also expand activities to meet the economic and health needs of older women engaged in a variety of agricultural and market-oriented food processing functions. Emphasis will be on developing programmes that can be conducted in the villages, encouraging the participation of women who cannot attend activities in the urban centres.

Support to the Women's Organization of the Central African Republic
(CAF/85/P01) Government of Central African Republic, Ministry of Social Welfare, Division of Women's Promotion. 1985-1986: \$187,000; 1985: \$68,200.

In 1985 the Central African Republic started a two-year project to improve and expand the technical capabilities of the Division of Women's Promotion in the Ministry of Health and Social Affairs. The Division had been severely hampered by the lack of trained personnel, limited training capabilities and a budget of \$7,600. Through joint funding provided by UNFPA and the Government, the project aims at creating a permanent commission within the Division of Women's Promotion to provide leadership in the development of women's programmes, including the formulation of a national policy for the promotion of women. Commission members will be drawn from the Union des Femmes Centrafricaines, a major women's organization affiliated with the national political party, representatives from the Ministries of Health and Social Welfare, Rural Development, Commerce, Scientific Research and Technology, and Planning. The United Nations Children's Fund will provide technical support.

Within two years, the Division plans to undertake the following three activities:

(a) A survey on the socio-economic role of women. This survey will provide baseline data about women's economic activities, about training to enhance their productivity; and about requirements for upgrading environmental health, sanitation, water, etc.

(b) Creation of a documentation centre to house books, articles and other resources on Central African women.

(c) Initiation of a training programme with three modules: management training for the Director and Deputy Director of the division in the formulation, supervision and evaluation of projects; training of national-level trainers who will train extension workers of the Ministry of Health and Social Affairs; training of leaders of women's associations to enable them to raise awareness and initiate projects.

III. INTERNATIONAL AND REGIONAL CONFERENCES

UNFPA Support for Participation in the World Conference to Review and Appraise the United Nations Decade for Women (INT/85/P10) United Nations Fund for Population Activities. 1985: \$155,400.

UNFPA support enabled 26 women who had been active in the population field to participate in the 1985 World Conference to Review and Appraise the Achievements of the United Nations Decade for Women held in Nairobi. Their participation helped ensure that population factors were given due attention in the deliberations of the Conference and that the Conference's recommendations and resolutions, particularly those with implications for family planning, were consonant with those of the 1984 International Conference on Population held in Mexico.

The participants were from 23 developing countries. Nominated by their governments, they were drawn from high-level positions in the public and private sectors, serving as members of parliament, ministers and secretaries of women's affairs, health, social welfare and rural development; presidents or executives of national women's organizations. Priority was given to women who have contributed to the conduct of UNFPA-supported regional seminars on women, population and development and/or the 1984 International Conference on Population. Their regional distribution was Africa (10), Asia and the Pacific (8), Latin America and the Caribbean (6) and the Middle East (2).

Their participation enabled delegates not only to share their experiences during the Conference with their local communities but also to propose and set up projects considered during the Conference. The delegation from Haiti, for example, reported that they set up a meeting with the national television network to present their report on the Conference and share the information they gathered at Nairobi. They also proposed a seminar with an NGO engaged in activities for women, such as health, family planning, education, development etc. The Ministry of Health considered their recommendation to engage an expert to help improve the national family planning programme.

The delegate from the Philippines wrote that, as a result of her discussion with the UNFPA representative in Nairobi, a project involving women community leaders on population advocacy is now being designed. Moreover, based on her observations of projects of the Women's Bureau in Kenya, she plans to link together livelihood projects in Kenya with skills training in rudimentary business management in the Philippines. For the Philippines, there is a plan to build on already established community-based family welfare projects, which include small groups of women organized for income-generating activities and improved nutrition and family planning practice. The plan is to train women in leadership skills and population advocacy.

Asian Regional Conference on Women, Population and Development (Beijing)
(CPR/84/P06) United Nations Fund for Population Activities. 1985: \$120,000.

The Asian Regional Conference on Women, Population and Development, held in Beijing on 25-30 April 1985, was organized by UNFPA and hosted by the State Family Planning Commission and the All China Women's Federation of the People's Republic of China. The purpose was to consider strategies for incorporating women's concerns into family planning policies and programmes. A total of 40 women and 1 man, from 19 countries, attended.

Three working groups considered the implications of including women's concerns in (a) socio-economic development; (b) maternal and child health (MCH) and responsible parenthood; and (c) the role of Government and NGOs in population matters.

The group that considered socio-economic programmes for women recommended steps to enhance women's access to employment, such as on-the-job training, provision of creches, adequate maternity leaves and breaks for nursing infants. The group also discussed the need for programmes to reverse stereotyping of women as "weak" in school textbooks and the mass media.

The group that considered MCH and responsible parenthood emphasized the critical need for improved environmental conditions, particularly for safe drinking water and waste and sewage disposal to ensure the health of women and children. It also underlined problems posed by lack of reliable data on health issues as they relate to women.

The third working group recommended closer co-operation and support between Governments and NGOs working with women. Specifically, it called on Governments to supply NGOs with information on new directions in national plans as they affect women, to provide training for NGO personnel and to facilitate NGO access to international funding agencies. (A report of the Conference has been prepared and printed by UNFPA.)

IV. INFORMATION AWARENESS-BUILDING PROJECTS

Production of Film on UNFPA-Sponsored Projects with Special Emphasis on Women (INT/85/P16) Filmworks, New York City. 1985: \$10,000.

A proposal was developed for a series of 7 one-hour films about women in the Third World to reach television viewers in the United States, Europe, Japan and the developing countries. If produced, the series will depict the problems confronting women as a consequence of changes in their societies and the need for an integrated approach to solutions.

The series will make the point that if women are considered peripheral to the development process, the future will be marked by a continual population spiral with ever-increasing demands on limited global resources. The series' major topics fall under the general headings of health, work, the family, cultural mores, education and fertility. Each story will show how these primary and universal concerns are manifested in individual lives.

Themes proposed for the series include the following: limitations imposed on women by high fertility; negative impact of Western influence uprooting women from traditional involvement in the rural economy; rural-to-urban migration which has led women to encounter unemployment or low wages, poverty, inadequate food, insufficient medical attention and child care; division of labour between men and women in male-dominant societies; and women heads of household.

A UNFPA grant of \$10,000 was allocated to support pre-project activities by a consultant, including research and interviews with participants at the 1985 Nairobi Conference to determine suitable topics from which UNFPA could make a selection.

Promotion of IEC Activities at the 1985 Nairobi Women's Conference
(INT/85/P11) Population Institute, Washington, D.C. 1985: \$42,000.

A series of information-related activities was undertaken by the Population Institute of Washington, D.C., at the United Nations Conference and the NGO conferences in Nairobi. One activity was the publication of a special edition of POPLINE, a regular brochure produced by the Institute, consisting of articles on population achievements, problems and goals on the socio-economic development of women. A team of professional journalists developed some of the articles based on first-hand interviews with delegates to the conferences.

A second activity was news coverage of events at the official United Nations and NGO "Forum 85" conferences for the benefit of countries sending their own journalists to Nairobi. Timely articles, feature stories and photographs on delegations' activities were provided.

V. RESEARCH PROJECTS

Adolescent Pregnancy Survey -- Tobago (TRI/84/P01) The Family Planning Association of Trinidad and Tobago. 1985: \$14,167.

The Family Planning Association of Trinidad and Tobago (FPATT) received funds from UNFPA to undertake a survey of factors underlying teen-age pregnancy in order to identify and analyse knowledge, attitudes and cultural patterns concerning such pregnancies.

The survey findings will be used to strengthen FPATT family planning education programmes offered to youth. Teenagers account for 28 per cent of the total population of 9,326 women of child-bearing age (15-49 years) in Tobago. While the fertility rate of older age groups has dropped, that of teenagers has increased. The survey, which is similar to one conducted by FPATT in Trinidad in 1984, will help determine the direction of information and education programmes for teenagers, encouraging young people to postpone pregnancies until biological and social maturity have been reached.

Pilot Survey on Women's Economic Activity, Educational Background and Their Inter-relationship with Family Life Characteristics in Fiji (FIJ/85/P06)
International Labour Organization. 1985: \$4,750.

UNFPA supported a pilot survey, executed by the International Labour Organization (ILO), on the employment and demographic characteristics of women in Fiji to help supply reliable data on women and their economic and social contributions. Lack of data has significantly hampered the planning of programmes for women and development. This lack has been acute in the area of women's employment, education and characteristics of the family. The data from the survey was expected to be useful for Fiji's Ninth Development Plan and for the 1985 Nairobi Conference.

The project, initiated by the Ministry of Education through the National Women's Committee, should identify the level and characteristics of women's participation in the work force and the factors contributing to their present status; determine to what extent women's economic activity is influenced by educational attainment and family characteristics; increase awareness of the present status of women, their effective level of participation in society and problems associated with these; and recommend policies and programmes to improve the welfare and status of women and their effective participation in all levels of society.

Based on a sample of 225 women, the survey ascertained patterns of economic activities for women in four production areas: (a) urban areas with formal and semi-formal employment, (b) semi-urban areas engaged in trade of agricultural produce combining with subsistence production, (c) rural areas combining cash cropping with subsistence activities and, (d) areas of subsistence agriculture and coastal fishing. The patterns of women's economic participation were studied in relation to educational attainment and family characteristics.

VI. TRAINING PROJECTS

Support to Family Planning Training Programme of the Viet Nam Women's Union (VIE/84/P05), 1985-1987: \$160,106; 1985: \$33,320.

In 1985 the Viet Nam Women's Union (VNWU) added a master training component to its ongoing project for training 1,000 women cadres or field-workers in health and family planning motivation. (These cadres organize training programmes in provinces and districts.)

The regular training project to be undertaken from 1984 to 1987 is organized around 210 training workshops, production of visual materials; a survey of knowledge, attitude and family planning practices of rural women; and a visit to Thailand by representatives of VNWU to observe family planning education techniques. Close co-operation is provided by the Ministry of Foreign Affairs, Department of Education, National Audio-Visual Centre, Institute for the Protection of Mothers and Newborn, and the Friendship Obstetric and Gynaecological Hospital in Hanoi.

The training includes a seven-day workshop with a maximum of 60 participants who develop work plans for conducting tasks and training sessions on their return to their own provinces and districts. Four workshops were conducted in 1985, six were in progress in 1986 and seven were planned for 1987.

The National Audio-Visual Centre provided 200 training kits for the workshops. Drawings, posters and articles were solicited from artists and writers in a nation-wide competition. A research survey was under way in 1986.

The Union operates two residential schools, in Hanoi and in Ho Chi Minh, to train cadres. The schools provide two years of education in socio-economic issues relating to women and in the treatment of common health and gynaecological problems. Each year 400 cadres attend the schools. This UNFPA-supported programme is designed to provide specialized training to graduates of the two residential schools.

Community Health Education for Women in Portugal (POR/85/P02) Portuguese Commission on The Status of Women. 1985-1986: \$65,802; 1985: \$29,684.

With a grant of \$65,802 from UNFPA and \$54,925 from the Government of Portugal, the Commission on the Status of Women initiated in 1985 an 18-month pilot project to train health workers and leaders of women's groups in organizing and managing women's development programmes. Training in health and family planning motivation techniques figures prominently. Training is also provided in needs identification, methods of stimulating community participation and critical reflection, project formulation and co-ordination of activities with other community agencies.

The training project is located in the two relatively underdeveloped northern districts of Viana do Castelo and Viseau, where information about family planning and preventive health is minimal. Under the project, 3 to 4 health workers from four clinics and 18 to 20 leaders of women's groups are trained. The project draws partly on the experiences of an earlier rural health education project in 1979-1982, which also received UNFPA funding. The new training project receives technical assistance from experts in the World Health Organization and The United Nations Educational, Scientific and Cultural Organization.

Separate training modules are designed for health personnel and women's group leaders. Each module involves four workshops, the first of which lasts two weeks and the remainder, one week. Each workshop is followed by at least three months of work during which the concepts and strategies for intervention proposed in the workshops are put to use and examined. Trainers visit participants at their work sites to help, as needed. The programme emphasizes high trainee participation and cross-checking of evaluation sources. The curriculum for each module is developed after individual interviews with the trainees to help identify needs relative to their communities, experiences and gaps in knowledge. Decisions on specific goals for each workshop, topics, exercises and training materials are based on pre-training consultations. Although each workshop concludes with an evaluation by the participants, the final workshop is entirely devoted to an evaluation of the overall training programme. A separate evaluation by a team of experts is built into the programme. At the end of the training period, exercises and materials are organized and edited for publication.

Management Training Workshops; Centre for Development and Population Activities (CEDPA) (RMI/85/P10; IRQ/85/P01; SOM/85/P01; RAF/85/P12; RAS/85/P10; SEY/85/P20), Centre for Development and Population Activities, Washington, D.C. 1985: \$241,600.

UNFPA provided funding for 40 women from developing countries to attend management training programmes conducted by the Centre for Development and Population Activities (CEDPA) in Washington, D.C. Two workshops were provided, one on supervision and evaluation as management tools, conducted in English, and the other on planning and management of service delivery programmes in family planning, health and development, conducted in English, French, Spanish and Arabic. Participants were women in mid-to high-level supervisory and management positions in health and family planning programmes. The regional distribution of participants was Africa (15), the Middle East (14) and Asia (11).

The workshop on supervision and evaluation focused on four areas: the supervisor as leader and manager, a conceptual framework for programme evaluation, programme information systems and special case studies in evaluation. Participants were introduced to the use of microcomputers. The workshop on planning and management of service delivery programmes was oriented towards women managers and focused on four areas: population, health and development issues as they affect women, the professional woman understanding herself, human and community organization skills and technical skills for programme development and implementation.

Each workshop lasted five weeks and included lectures, discussions, role playing, assertiveness training and self-actualization exercises. In addition, participants visited leading population planning and funding agencies in Washington, D.C., New York City and Baltimore.

VII. PUBLICATIONS

Family Planning Education for Rural Women (URT/85/P05) The American Home Economics Association and Tanzanian Home Economics Association. 1985: \$25,221.

The American Home Economics Association (AHEA), in co-operation with the Tanzanian Home Economics Association (THEA), received funds from UNFPA to translate, print and distribute 3,000 copies of its kit Working with Villagers, in Kiswahili. The project was part of a larger pilot programme to develop modules on training field-workers for teaching home economics supervisors.

The kit comprises two volumes, Prototype Lessons and Media Resource Book, which include family planning concepts in extension work in rural areas and are intended for distribution to extension workers. Originally developed by members of AHEA in collaboration with experts from developing countries, the books were published in eight languages and dialects. The Kiswahili version is of potential use in Kenya, Uganda, Burundi and Zaire, as well as Tanzania.

Prototype Lessons includes 16 detailed lesson plans, complete with suggestions for publicity posters to attract audiences, questions, games and activities to stimulate discussions. The lessons cover five broad areas, infant and toddler nutrition, decision-making, family food supply, family relationships and family planning. Each section incorporates family planning concepts and underlines the relationship between small family size and the ability of parents to provide adequate nutrition and schooling, as well as individual attention to members of the household. Lesson plans conclude with a list of questions to test participants' knowledge and to assess the effectiveness of the learning experience. Suggestions for follow-up activities, such as visits to homes and referrals to clinics, government agricultural extension centres are also provided.

The Media Resource Book provides drawings of figures and objects in thick black outline. These can be used to trace motifs for posters and other visual materials required by field-workers. In addition, it contains 18 pages of recipes for making flip charts, flannel graphs, chalkboard, bamboo tripods, chalk, inks, dyes, paints, paste and other useful materials required for the production of visual materials.

VIII. WORKSHOPS

Workshop on the Role of Women in Population and Development (SUD/85/P01) The Sudanese Women's Union. 1985: \$15,000.

The Sudanese Women's Union scheduled a three-day conference on women, population and development on 8-11 March 1985, with assistance from UNFPA. The Union, which is affiliated with the governing party, organized the conference to stimulate discussions on the complex situation of women in the Sudan and to generate suggestions for a development strategy within the framework of a population policy for the country. Participants included policy-makers, experts in women's studies and demography, leaders of women's groups, representatives of the Arab women's movement, religious leaders and members of colleges and universities.

The Conference stressed the needs and concerns of rural women viewing the situation of Sudanese women in the context of broad ecological, demographic and socio-economic trends. Participants were introduced to seven areas of concern. One such area, women and work, emphasized the economic activities of women in rural areas and in the informal sector. Health and nutrition focused on trends in infant mortality, determinants of fertility and inadequacies in health services. Three flows of migration were identified: the intra-country migration of men, that of women and the international migration mostly of professional and skilled men to rich Arab states. Pressures on families deprived of the customary community support and the implications for women and children were stressed. A special area of concern was women in southern Sudan, who constitute a distinct social and cultural group and require a strategy articulating their special situations and cultures. Education and information dissemination were also stressed. Historical trends in the education of women, their status as disseminators of significant social information and a critical evaluation of the current literacy campaigns directed towards women were included. Forms of organizations developed by women within the family and small community for purposes of survival and mutual help were discussed. Finally, in relation to family planning and women, trends in population and the implications of population policy were discussed, as well as interpretations of teachings of Islam and their relation to the practice of family planning.

Workshop papers and suggestions for actions will be published in the form of a resource book.

Seminar on Ways to Improve Statistics and Indicators on Women and Development
(RAF/85/P04) Co-funders: UNFPA and UNIFEM; Executing agencies: ECA and
INSTRAW inco-operation with UNSO. 1985: \$10,000.

Delegates from 13 English-speaking countries from eastern and southern Africa attended a seminar co-funded by UNFPA and The United Nation's Development Fund for Women (UNIFEM), on ways to improve statistics and indicators on women and development. Held in Harare, Zimbabwe, 29 April-9 May 1985, the seminar was sponsored by the Economic Commission of Africa and INSTRAW in co-operation with the United Nations Statistical Office (UNSO). Of the 13 participants, 9 were representatives from central statistical offices and national bodies responsible for integrating women in development. The majority was mid-level officials knowledgeable in the problems of generating statistical data about women.

The seminar was designed primarily to assist countries in developing more effective methods of incorporating existing data into national and sectoral planning to accelerate the integration of women in development. It acknowledged the limited co-operation between data producers and users and underscored the need for frequent dialogues between producers and users of statistical data: through close consultations it is possible to amass accurate and relevant statistics on women's needs and situations related to their own countries. Such statistics are essential in the formulation of policies and evaluation of progress towards basic social and economic changes. Participants noted the importance of each country having an inventory of available data to avoid duplication of efforts.

Participants reviewed the basic principles for calculating and presenting indicators in areas of special concern to women, ranging from fertility to economic activity and income, education and training, health and nutrition, and political participation. Participants emphasized the value of statistical sources other than conventional censuses, such as civil registration, household surveys, administrative records and time-budget studies. These sources can yield important information identifying and highlighting differences in the socio-economic status of men and women as well as in their relative access to opportunities and resources. Data produced by specialized government departments, universities and research institutes were brought to the attention of participants, who also had the opportunity to learn how to use an ordinary calculator for computing means, medians and averages from a set of data. The use of microcomputers in data analysis was also demonstrated.

Seminar for Women's Associations of Comoros (COI/85/P02) The Women's Association of Comoros. 1985: \$19,480.

The Women's Association of the Comoros Islands sponsored a three-day seminar on women, family and development. Organized by a UNFPA programme assistant and a technical adviser from the International Planned Parenthood Federation, both stationed in Mauritius, the seminar aimed at creating awareness among high-level officials of the role and participation of women in development, at identifying actions and projects corresponding to the needs of women and, at identifying women's associations that can assist in the formulation and implementation of projects.

The 100 participants were divided into five discussion groups, on women and health, women and the family, women and education, the role and status of women in the Comorian economy and the contribution of rural women to development. The Ministry of Social Welfare undertook the responsibility of following up the strategies recommended by the seminar.

Presentation of Population Programme at NGO Forum at The 1985 Nairobi Women's Decade Conference (INT/85/P05) Centre for Development and Population Activities, Washington, D.C. 1985: \$23,060.

At the Nairobi Forum 85, the Centre for Development and Population Activities (CEDPA), Washington, D.C., with assistance from UNFPA, organized and conducted a workshop on the role of women managers in the delivery of community-based family planning services.

The workshop was presented in four languages--English, French, Spanish and Arabic -- by nine follow-up units of CEDPA training programmes in family planning, health and income-generation in developing countries. The units, which were from Bangladesh, Egypt, India, Indonesia, Kenya, Mali, Peru, Senegal, and Togo presented case studies in the form of slide-tape presentations. Members of the Kenya Unit, known as the Society for the Advancement of Community and Women's Studies, described their work in assisting women's self-help groups around the country in strengthening their managerial capabilities for effectively delivering family planning, health and nutrition services at the village level. The representative of the Indonesian Unit described the role of the MELATI Foundation in improving the capabilities and roles of women as well as their opportunities in national development, particularly in management and policy planning positions. The Egypt Follow-up Unit described two projects in Aswan and El-Menia developed as a result of management training that combined family planning with income-generation programmes for local women. Representatives of three Francophone units--Mali, Senegal and Togo--conducted a joint presentation on how management training for local women helped them deal with acute needs for family planning, health and nutrition services in their countries.

Support to Regional Workshops of the International Council of Women (RAS/85/P26) The International Council of Women (Paris) and the National Council of Women (Jakarta). 1985: \$4,000.

The International Council of Women (Paris), concerned since 1888 with women within the family structure and improving the quality of life, and its affiliate, the National Council of Women in Indonesia, organized a workshop to consider a regional strategy for the development of women in the Asia and Pacific area. The workshop, held in Jakarta 4-8 November 1985, was a follow-up to the 1985 Nairobi Conference.

The workshop provided an opportunity for participants from national councils in the region and officials and representatives of international organizations to exchange views and help rectify programmes for national and regional co-operation within the context of the workshop's theme. The workshop was attended by 34 participants from 20 countries and approximately 40 women from the provinces and women's organizations of Indonesia.

The workshop's theme, Challenges for Women and the Family in a Rapidly Changing Society, was examined along four main areas: women and the family, women and the community, project development and, regional co-operation. Family and community health received much attention, in particular the health of women in relation to pressures resulting from changes in society. Considerable emphasis was given to educating both boys and girls in family life and on maternal health and planned parenthood. Workshop lectures discussed the multidimensional role of women in the family and the community, income generation, legal status, participation in decision-making processes, women as equal partners with men and new images of women.

One emphasis of the workshop was on practical programmes to implement the priorities emerging from the discussions and to increase opportunities for regional co-operation. Discussions were followed by field visits organized by the Indonesian women's groups. Training in techniques of project formulation and evaluation followed, during which priority was given to income-generation projects. At the end of the workshop, a panel discussion on regional strategy and proposals for action was held.

Regional Workshop in Sex Education Training for Women Leaders (FIJ/85/P05)
Young Women's Christian Association of Fiji. 1985: \$31,075.

The Young Women's Christian Association of Fiji hosted a regional workshop on health and leadership training for young women leaders. More than 30 participants from Micronesia, New Caledonia, Polynesia, Melanesia, Fiji, New Zealand and Australia attended the workshop. Conceived to strengthen the effort of South Pacific YWCA to develop programmes for young women, the workshop aimed at (a) providing leadership training to young women to enable them to participate with Governments and NGOs in formulating and implementing policies and programmes for women and (b) at enabling young women to learn about the health issues facing South Pacific women.

It was an attempt to foster a regional network of young women leaders; the structural bases for such a network included the four YWCAs in the Pacific region and youth groups organized by churches and Governments, which assisted in the selection of participants for the workshop.

Participants were familiarized with sex education, group dynamics and methods for leading group discussions. Common health problems in the Pacific region were identified, such as the rate of unplanned pregnancies among 18-30-year-old women, increased violence against women, alcoholism, venereal disease, prostitution and rape. Social problems were lack of self-confidence and organizational skills among women and the stress generated by migration.

Participants received two resource books, Taught not Caught, which includes specially written sex education programmes for young people by the YWCA of Australia, and Caring for Ourselves, produced by the University of South Pacific.

Meeting of Caribbean Groups on Issues Related to Women, Population and Development (RLA/85/P05) The Women's Steering Committee of St. Maarten.
1985: \$8,000.

The Women's Steering Committee of St. Maarten held a four-day meeting for interested women's groups on the subject of women, population and development. The meeting was a preparatory activity for participation in the 1985 Nairobi Conference. Special attention was given to the increasing incidence of prostitution and violence against women and youth.

Convened in Philipsburg, St. Maarten, 11-14 April 1985, the meeting brought together representatives from women's organizations, NGOs, law enforcement agencies and law courts. The Inspector of Police gave a presentation on laws and regulations pertaining to the control of prostitution, which is illegal in St. Maarten. An official from the Court of Justice discussed the legal aspects of preventing and prosecuting violence against women, family and marriage problems and violence, and the effects these problems have on youth in general and on women in particular.

UNFPA support was requested by the Fundashon Centro de Dama, an umbrella group based in Curacao which serves as the focus for the women's groups of the Netherlands Antilles.

Women's NGO Meeting on Population, Vienna, 30 September - 2 October, 1985
GLO/82/POI-PIN/23/37) Worldview International and Associated Country Women of
the World. 1985: \$30,000.

A seminar on population and the role of the family was organized by Worldview International and the Associated Country Women of the World in Vienna, 30 September-2 October 1985, to discuss the interrelationship between development, population, communication, the status of women and family welfare, including family planning concerns. An important additional element was the increasing recognition accorded to the role of NGOs in the context of activities concerning women.

More than 50 participants including leaders and representatives from the United Nations and its agencies, government ministries, women's organizations and other NGOs attended. They came to Vienna from many parts of Africa, Asia, Europe and the Americas to exchange views and experiences on how best to build on the impetus and enthusiasm generated by the recent Decade meetings in Nairobi, particularly through the use by women's organizations of new communication techniques.

The seminar dealt with questions relating the family, population and development on the one hand and communication as a development tool on the other especially its value and potential in promoting family planning and family welfare concerns. Throughout the seminar, the references to various country experiences -- from, for example, Egypt, India, Mexico, Pakistan and Sierra Leone -- provided insight into the position of women in traditional, tribal or extended family systems and how these interact with migration, spread of the nuclear family, and the marginalization of refugees, elderly, and disabled persons and others. Different approaches to overcoming obstacles were explored.

Participants also discussed on increasing interest in women's programmes, NGO contributions to innovative programme approaches, obstacles to family planning and women's participation in outside employment posed by traditional family values and the importance of changes in men's attitudes and relationships towards women. Communication methods and strategies including strategies, the use of radio, films and videos in family and development programmes aimed at women, were examined.

Annex I

EXCERPTS RE WOMEN FROM "RECOMMENDATIONS FOR THE FURTHER IMPLEMENTATION OF THE WORLD POPULATION PLAN OF ACTION"¹

I. PREAMBLE

3. With respect to some major issues raised in the Plan, the following facts and trends deserve special mention:

3. (d) Improvements in the status of women have been promoted by the World Population Plan of Action and the plans and programmes generated under the aegis of the United Nations Decade for Women. However, persisting inequalities between women and men are evident in the higher incidence of poverty, unemployment and illiteracy among women, the limited range of employment categories and the uneven share of home and family responsibilities borne by women. At the same time, it is increasingly recognized that socio-economic development is curtailed without the active participation of women in all fields of activity;

7. While the importance of integrating women into the development of society has been recognized by many Governments, much remains to be done to fulfil the recommendations adopted in 1974 by the World Population Conference as elaborated in 1975 by the World Conference of the International Women's Year, and in 1980 by the World Conference of the United Nations Decade for Women. The Plan, as well as other important international instruments, stressed the urgency of achieving the full integration of women in society on an equal basis with men and women with the freedom to participate fully in the life of society, it is equally necessary for men to share fully with women responsibilities in the areas of family planning, child-rearing and all other aspects of family life. The achievement of these objectives is integral to achieving development goals, including those related to population policy.

10. As the world enters a second decade after the World Population Conference of 1974, major challenges and problems in the area of population that are of primary concern to the international community and that are particularly relevant to the economic and social progress of the developing countries are:

(b) The continued need to further promote the status of women and the expansion and advancement of their roles;

11.* The Plan and the following recommendations for its further implementation should be considered within the framework of other intergovernmental strategies and plans ... In addition, the following

¹Report of the International Conference on Population, 1984, Mexico City, 6-14 August 1984 (New York, United Nations, 1984)

declarations, plans of action and other relevant texts that have emanated from intergovernmental meetings must be stressed because of their relevance to the objectives of the World Population Plan of Action:

(d) World Plan of Action for the Implementation of the Objectives of the International Women's Year (Mexico City, 1975) and Programme of Action for the Second Half of the United Nations Decade for Women (Copenhagen, 1980).

III. RECOMMENDATIONS FOR ACTION

Recommendation 2

National and international efforts should give high priority to the following development goals included in the International Development Strategy for the Third United Nations Development Decade: the eradication of mass hunger and the achievement of adequate health and nutrition levels, the eradication of mass illiteracy, the improvement of the status of women, the elimination of mass unemployment and underemployment and the elimination of inequality in international economic relations. To achieve these goals, it is further recommended that Governments should take population trends fully into account when formulating their development plans and programmes.

B. The role and status of women

15. The World Population Plan of Action (paragraphs 15 (e), 32 (b), 42 and 43) as well as other important international instruments - in particular the 1975 Mexico City Plan of Action, the 1980 Copenhagen Programme of Action for the United Nations Decade for Women and the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180, annex) - stress the urgency of achieving the full integration of women in society on an equal basis with men and of abolishing any form of discrimination against women. Comprehensive strategies to address these concerns will be formulated at the 1985 Nairobi Conference which is being convened to review and appraise the achievements of the United Nations Decade for Women.

16. In view of the slow progress made since 1974 in the achievement of equality for women, the broadening of the role and the improvement of the status of women remain important goals that should be pursued as ends in themselves. The achievement of genuine equality with respect to opportunities, responsibilities and rights would guarantee that women could participate fully with men in all aspects of decision-making regarding population and development issues that affect their families, communities and countries.

17. The ability of women to control their own fertility forms an important basis for the enjoyment of other rights; likewise, the assurance of socio-economic opportunities on an equal basis with men and the provision of the necessary services and facilities enable women to take greater responsibility for their reproductive lives. The following recommendations

take into account the need for actions to ensure that women can effectively exercise rights equal to those of men in all spheres of economic, social, cultural and political life, and in particular those rights which pertain most directly to population concerns.

Recommendation 5

Governments are strongly urged to integrate women fully into all phases of the development process, including planning, policy and decision-making. Governments should pursue more aggressively action programmes aimed at improving and protecting the legal rights and status of women through efforts to identify and to remove institutional and cultural barriers to women's education, training, employment and access to health care. In addition, Governments should provide remedial measures, including mass education programmes, to assist women in attaining equality with men in the social, political and economic life of their countries. The promotion of community support and the collaboration, at the request of Governments, of non-governmental organizations, particularly women's organizations, in expediting these efforts should be given paramount importance.

Recommendation 6

Governments should ensure that women are free to participate in the labour force and are neither restricted from, nor forced to participate in, the labour force for reasons of demographic policy or cultural tradition. Further, the biological role of women in the reproductive process should in no way be used as a reason for limiting women's right to work. Governments should take the initiative in removing any existing barriers to the realization of that right and should create opportunities and conditions such that activities outside the home can be combined with child-rearing and household activities.

Recommendation 7

Governments should provide women, through education, training and employment, with opportunities for personal fulfilment in familial and non-familial roles, as well as for full participation in economic, social and cultural life, while continuing to give due support to their important social role as mothers. To this end, in those countries where child-bearing occurs when the mother is too young, Government policies should encourage delay in the commencement of child-bearing.

Recommendation 8

Governments concerned should make efforts to raise the age of entry into marriage in countries in which this age at marriage is still quite low.

Recommendation 9

Governments should promote and encourage, through information, education and communication, as well as through employment legislation and institutional

support, where appropriate, the active involvement of men in all areas of family responsibility, including family planning, child-rearing and housework, so that family responsibilities can be fully shared by both partners.

Reccomendation 10

All Governments which have not already done so are strongly urged to sign and ratify or accede to the Convention on the Elimination of All Forms of Discrimination against Women.

C. Development of population policies

Recommendation 12

Governments are encouraged to provide adequate resources and, where appropriate, to adopt innovative measures for the implementation of population policy. To be effective and successful, population programmes and development activities should be responsive to local values and needs, and those directly affected should be involved in the decision-making process at all levels. Moreover, in these activities, the full participation of the community and concerned non-governmental organizations, in particular women's organizations, should be encouraged.

D. Population goals and policies

2. Morbidity and mortality

(b) Infant, child and maternal morbidity and mortality

Recommendation 21

Governments are strongly urged to take all necessary measures, including, whenever they consider it useful, utilizing the services of non-governmental organizations, to raise the level of education attained by women as an end in itself and because of its close link to child survival and spacing. In countries where there are still many illiterate women, a supplementary effort should be made to extend mass education programmes.

3. Reproduction and the family

Recommendation 28

Governments are urged to improve the quality and enhance the effectiveness of family planning services and of the monitoring of those services, including appropriate follow-up. Coverage should be extended as rapidly as possible to all couples and individuals of both sexes, particularly in rural areas. Family planning services should be made available through appropriate and practicable channels, including integrated health-care programmes (especially maternal and child health and primary health care),

community-based distribution, subsidized commercial retail sales, and, in particular, local distribution through retail outlets where health infrastructure and health referral services exist. Also, Governments should bear in mind the innovative role which non-governmental organizations, in particular women's organizations, can play in improving the availability and effectiveness of family planning services. All countries should ensure that fertility control methods conform to adequate standards of quality, efficacy and safety.

Recommendation 35

Governments wishing to decrease fertility levels should adopt development policies that are known to reduce the level of fertility, such as improved health, education, integration of women and social equity. Governments that view the level of fertility in their countries as too low may consider financial and other support to families to assist them with their parental responsibilities and to facilitate their access to the necessary services. Such policies should not restrict access to education, information and services for family planning.

4. Population distribution and internal migration

Recommendation 44

Governments should adopt effective policies to assist women migrants, especially those who are agricultural workers, as well as women, children and the elderly left behind unsupported in rural areas. Governments are also urged to pay special attention to the difficulties of adaptation encountered in urban areas by migrant workers of rural origin and to take appropriate measures to overcome these difficulties.

6. Population structure

Recommendation 58

Governments are urged to reaffirm their commitment to the implementation of the International Plan of Action on Aging. In this context, further efforts should be made to analyse the issue of aging, particularly its implications for overall development, social services, medical care and other related fields, and on the basis of such data Governments are urged to take appropriate measures secure the welfare and safety of older people, paying particular attention to the situation and the needs of older women. Governments and international agencies should increase their efforts and activities with a view to improving care for the aged within the family unit. Moreover, Governments should view the aging sector of the population not merely as a dependent group, but in terms of the active contribution that older persons have already made and can still make to the economic, social and cultural life of their families and community.

E. Promotion of knowledge and policy

1. Data collection and analysis

Recommendation 62

Governments are urged to ensure that population and related data are tabulated and published separately by sex, as well as data concerning other demographic, social and economic variables, so that the situation of women is rendered clearly and in order to measure the impact on women of changes that will ensue from the implementation of the World Population Plan of Action.

3. Management, training, information, education and communication

Recommendation 73

Governments and intergovernmental and non-governmental organizations should increase their support to the management of population programmes. They should also expand training programmes in population fields, particularly in the areas of demography, population studies, survey research, management, family life, sex education, maternal and child health, family planning and reproductive physiology. Such efforts should focus on action-oriented training, reflecting the milieu of the programmes of technical co-operation among the developing countries and between the developed and the developing countries, so that they can learn from each other's experience. Development and expansion of national and regional population training institutes and facilities should be encouraged and strengthened. Special attention should also be given to the need to train those who will be involved in training activities. In order to ensure increased participation of women in the design, management, implementation and evaluation of population programmes, special attention should be given to the need to include women in all training activities.

IV. RECOMMENDATIONS FOR IMPLEMENTATION

B. Role of international co-operation

Recommendation 81

The international community should give particular emphasis to:

(c) Improving the status and strengthening the role of women and providing appropriate financial and technical support for this purpose in population programmes;...

Annex II

PROJECT CODE LETTERS

GLO Global
INT Interregional
RAF Regional-Africa
RAS Regional-Asia
RLA Regional-Latin America
CAF Central African Republic
COI Comoros
COL Colombia
CPR People's Republic of China
FIJ Fiji
IND India
IRQ Iraq
MOR Morocco
SEY Seychelles
SOM Somalia
SUD Sudan
TRI Trinidad and Tobago
VIE Viet Nam