Gender and development

Inside

- Discussion papers:
  Twelve perspectives on gender and development
- Briefing Paper: Women’s dreams:
  Gender, sexuality and development
- Viewpoint: Women in the PNG health system: Story telling for development education
- From the Field: Court hearings and marital problems in PNG: Unaccompanied children in Rwanda
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*Development Bulletin* is the Network's quarterly Newsletter. It includes short articles (normally 1,000 to 2,000 words); reports on conferences and seminars; announcements of forthcoming events; details of courses, research and work related to development or development studies; articles on the centres pursuing these activities; and information about development education materials, recent publications and other news.

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Gender and development
### Discussion Series

<table>
<thead>
<tr>
<th>Title</th>
<th>Author(s)</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender, security and women in development</td>
<td>Ivana Vodanovich</td>
<td>4</td>
</tr>
<tr>
<td>Increasing women's access to health services: Australian NGO</td>
<td>Tanya Mark and Lenore Manderson</td>
<td>8</td>
</tr>
<tr>
<td>experiences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How the Beijing Platform for Action addresses women's commonality</td>
<td>Chilla Bulbeck</td>
<td>12</td>
</tr>
<tr>
<td>and diversity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The ripples and tidal wave of the women's movement at the Fourth</td>
<td>Mary O. Tandon</td>
<td>16</td>
</tr>
<tr>
<td>World Conference on Women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Australian women's NGO's: Before, during and after Beijing</td>
<td>Suzette Mitchell</td>
<td>20</td>
</tr>
<tr>
<td>The gendered impact of economic reform in Vietnam</td>
<td>Jennifer Clement</td>
<td>22</td>
</tr>
<tr>
<td>Global economic trends and women's human rights: Developing real</td>
<td>Mara Bún</td>
<td>26</td>
</tr>
<tr>
<td>measures of economic performance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The exploitation of child labour: The case of the girl child</td>
<td>Sharon Bessell</td>
<td>30</td>
</tr>
<tr>
<td>Women without work</td>
<td>Anna Mwasha and David Lucas</td>
<td>33</td>
</tr>
<tr>
<td>Subtle strategies lead to radical change for women</td>
<td>Regina Scheyvens</td>
<td>36</td>
</tr>
<tr>
<td>Mainstreaming: The Pacific experience</td>
<td>Lorraine Corner</td>
<td>39</td>
</tr>
<tr>
<td>Defining gender and development competence</td>
<td>Juliet Hunt</td>
<td>43</td>
</tr>
<tr>
<td>Gender and Development Policy</td>
<td></td>
<td>47</td>
</tr>
<tr>
<td>20th century milestones: History of women in the twentieth century</td>
<td></td>
<td>48</td>
</tr>
<tr>
<td>Viewpoint</td>
<td></td>
<td>52</td>
</tr>
<tr>
<td>From the field</td>
<td></td>
<td>60</td>
</tr>
<tr>
<td>From the press</td>
<td></td>
<td>64</td>
</tr>
<tr>
<td>Conferences</td>
<td></td>
<td>67</td>
</tr>
<tr>
<td>Publications</td>
<td></td>
<td>76</td>
</tr>
<tr>
<td>Courses</td>
<td></td>
<td>93</td>
</tr>
<tr>
<td>Resources</td>
<td></td>
<td>95</td>
</tr>
</tbody>
</table>
This issue of Development Bulletin focuses on gender and development. It reviews the outcome of the Fourth World Conference of Women and discusses the possibilities of achieving gender-sensitive social and economic development and gender equality in development-related decision making in both developed and developing countries. The papers in the issues section provide different perspectives on the pros and cons of mainstreaming and the move away from a focus on women in development to gender and development. We have included information on how to assess gender and development competence as well as a framework for mainstreaming gender in development. The back section of the Bulletin includes a list of recent publications on women in development and gender and development and milestones of the women’s movement.

Briefing paper

Elizabeth Reid, of the United Nations Development Programme, New York, discusses the utility of gender analysis as a basis for planning, practice and action. She argues that current gender analysis fails women and creates conditions for confrontation between men and women.

Viewpoint

Terry Murphy considers the role of women in the Papua New Guinea health system and suggests that if international donors wish to improve the participation of women in Papua New Guinea’s development they should provide greater support for long-term education and family planning. Susanna Ounei-Small provides a Kanak woman’s view of liberal feminism and maintains that women do not share a common oppression. Jill Finnane reflects on story-telling as an effective means of development education.

From the Field

In their review of problems associated with court hearings of marital problems in Papua New Guinea Sarah Garap and Catherine Sparks recommend more private and less intimidating court venues and inclusion of women on the panel of court magistrates. Wilma Davidson writes of her experience working in Rwanda to trace the families of 41,000 unaccompanied children.

Books, Courses and Resources

We have put together a fairly comprehensive list of publications, courses, training workshops, training materials and videos on women in development and gender and development. We hope you find it useful. If you would like additional copies of this issue of the Bulletin, please let us know.

AusAID

The staff and members of the Australian Development Studies Network gratefully acknowledge the ongoing assistance of AusAID in publishing the Development Bulletin.

Network staff

Lucy Tylman is leaving the Network to take up a PhD in the English Department at ANU. We wish her all the best.

Pamela Thomas, Claire Holloway, Rafat Hussain
Gender and development

Over the last 15 years there has been a slow but steady revolution occurring in the ways in which social and economic development is researched, planned, implemented and evaluated. The revolution still has a considerable way to go before development planning and practice adequately reflect gender concerns and address development issues in ways that provide equal benefits to men and women. However, perceptions are changing and today gender issues are widely discussed in the academic world, among government and non government aid agencies, within the United Nations and between individual men and women. Gender training is a prerequisite for staff in some development-based organisations. It is no longer possible to omit gender concerns from development planning and practice on the basis of lack of knowledge. It remains possible however to use politically correct GAD and WID rhetoric without translating it into appropriate action.

The discussion in the following papers revolves around the issue of mainstreaming gender concerns into development and whether this will effectively address existing inequalities between men and women in access to power, decision-making, and social and economic benefits. The papers explore effective ways of gendering development to ensure that both men’s and women’s needs are taken into consideration in the development process and that men and women both have equal access to the benefits of development. They highlight the need for very much longer and more effective training in gender awareness and gender analysis.

As these papers indicate there needs to be greater understanding of the word ‘gender’ and recognition that it is not synonymous with the word ‘women’. The concept of gender and development is very much more problematical than women in development as it raises fundamental issues of equality and differentials in social structure, infrastructure and access to social and economic resources. By focusing on women in development comparative analysis and the issue of equity could be sidestepped. The papers show that the existing framework for gender analysis remains crude and needs considerable refining before it can be used as a truly useful tool that will benefit both men and women.

Lorraine Corner records the progress of a project designed to integrate a gender approach and women’s concerns in national development in the Pacific. Juliet Hunt provides a framework for assessing the gender and development competence of consultants and development contractors.

Ivanica Vodanovich explores the interrelationship between security, gender and development and points to the fact that security has always been treated as essentially a male concern, when in fact, lack of security impacts on women to a much greater extent than men.

The Fourth World Conference on Women and the NGO Forum provided an important focus for women’s activities during 1995 and an opportunity to review the situation of women globally. Chilla Bulbeck reviews the Platform of Action and the opportunities it provides for empowerment of women through participation in decision making. Mary Tandon discusses the concerns the Conference and the Forum raises for women and men in Zimbabwe.

Gender and economic development are discussed by Jennifer Clement, Mara Bun, Sharon Bessell, Anna Mwasha and David Lucas. Regina Scheyvens reviews effective ways of bringing about social and economic changes which lead to more equitable societies.
Gender, security and women in development

Ivanica Vodanovich, Department of Sociology, University of Auckland

Security is an important but neglected issue in work on women in development. As a constituent factor of everyday life it directly and indirectly affects every aspect of their existence. A focus on the relationship between women and security seems particularly relevant today as it directs attention to the actual problems 'Northern' and 'Southern' women experience and the way in which the dynamics of gender and power in the processes of social transformation have a direct impact on their lives.

Underpinning development programmes is an assumption, usually implicit, that an improvement in women's economic position will translate into improved social and civil status, a prerequisite for security. The notion of social order, inherent in the idea of community or society, presupposes security as an element of stability and continuity and is implicitly woven into concerns with development and the changing position of women. Paradoxically, development programmes and the processes of the contemporary economic and political global system have generally threatened or reduced the social, economic, and physical security of many women.

If development is to be concerned with the reality of women's lives it must grapple explicitly with the problem of security in the context of social and economic change in the world today. In the past, both nationally and internationally, responsibility for the two issues of security and development has been located in separate institutionalised structures within government ministries and multilateral organisations, and explored by different academic specialisations. A holistic approach which recognises and integrates the common concerns of these two relatively separate bodies of work in research, dialogue and policy development is necessary.

This paper is a preliminary attempt to clarify the overlapping concerns and some of the conceptual problems relating to security, gender and development. It explores their interrelationship in the processes of social change in the contemporary world and identifies some of the issues and questions this approach would raise for research, policy and practice in development. In addition, it argues that because such a perspective focuses attention on the links between development programmes and human welfare in general, it raises issues of universal relevance.

Security and development practice

Security is a useful yardstick for development policy and practice because it provides a criterion for assessing the actual impact of change and of different patterns of change on human well-being. Security is a universal concern but situationally specific according to the historical and cultural context. In development, processes and patterns of change can disadvantage or marginalise individuals and create greater insecurity. Yet in societies and communities in which the equal rights and social status of all individuals are protected and validated by legal and cultural frameworks, the security this provides for individuals enables them to participate fully in the life of their community and in new opportunities. This line of argument suggests that the absence of security actively hinders the process of human development.

The conventional approach to security defines it in terms of war, power politics, national strategic interests and questions of domination and control. These issues are part of national and global public politics. Security has been treated by this gendered orthodox approach as essentially a male concern (Enloe 1989; Grant 1991; Peterson and Runyan 1993; Tickner 1992), contrasting with the normative location of women's primary responsibility in the private domestic world and their traditionally dependent position. This perspective views women's experiences as irrelevant for issues of security (Grant 1992) and excludes them except for their experience in the military or as victims. Indeed they are among the first victims in the increasing number of conflicts emerging in the transition to a post cold war world. At the same time existing social and economic inequalities make them more vulnerable to the consequences of global economic integration and programmes of structural adjustment (Ward 1990).

Security as a development issue

The 1994 Human Development Report put the question of security onto the development agenda when it proposed a broader approach to security and explicit recognition of security concerns as development issues. It explored contemporary threats to security and argued that the changing nature and context of security problems in today's global society required a multidimensional approach. It put forward a model of 'comprehensive' security and argued that a re-orientation which gave priority to human security would be more able to address contemporary threats to security.

These threats include social, cultural, economic, environmental, civil, and political factors. In an increasingly interdependent world not only do we confront new types of threats to security, but multiple global linkages mean that regional or national problems rapidly become global security issues. The 'comprehensive' approach to security not only overcomes the problem of the invisibility of women's concerns in security debates, but also relates security more adequately to contemporary global reality. Issues of industrialisation, resource depletion and environmental
degradation, as well as the opportunities offered by modern communications, for both physical mobility and the transfer of information, goods and funds, illustrate the changing pattern of threats to security and how local security problems become global. In this context, human welfare becomes the basic building block for security in general and the only rational criterion against which dangers can be assessed.

Women, security and insecurity

A multidimensional approach to security has two major implications for the management of social transformation and the situation of women. Firstly, it puts emphasis on national policies, on governance, and on the capacity of the ‘gendered’ state (Peterson 1992) to ensure the equitable participation of all segments of the population in the processes of change as the starting point for stability, order and security. Failure can give rise to internal dissonance, conflict and instability which can spread more widely. The increase in armed conflicts noted in the Human Development Report (1994:47) illustrates this problem. Between 1989 and 1992 all but three of the 82 armed conflicts were within states: a situation which directly threatens the personal security and physical safety of all citizens, but particularly women, in their homes and communities.

The second set of implications for social transformation relates to the economic aspect of social life and development. It includes: issues of the management of and access to resources; development of the capacities of members of the society to benefit from opportunities; and the ability of the state to establish an effective framework for equitable socioeconomic development. The community as the point of intersection between global and local processes is the arena in which the consequences of increasing globalisation are experienced. This brings the impact of global changes directly into the daily lives of women in the household (Ward 1990).

At least one-third of households in the world are headed by women and in some areas this can rise to 50 per cent (Moser 1991:87). Women make up 70 per cent of the world’s poor (UNDP 1995:4). The female nature of poverty is related to the fact that typically they receive wages that are 30 to 40 per cent lower than male wages for the same work (UNDP 1993), and their household and community work is given no economic value. They have a higher rate of unemployment than men and less access to credit (UNDP 1995). Their marginalised economic situation means that they are particularly vulnerable to processes of structural adjustment as they have relatively less flexibility than men to weather economic downturns. They are among the first to feel the effects of the global processes and their primary responsibility for dependents increases their vulnerability. Insecurity, as the UNDP Reports note, becomes a constant feature of their daily lives.

The Human Development Report explicitly linked women’s economic insecurity with social status and noted that ‘not much can be achieved without a dramatic improvement in the status of women and the opening of all economic opportunities to women’ (1994:4). Recognition of the links between economic equality, social status and security is critical for a more integrated and holistic approach. This explicitly identifies a more political dimension to the process of social transformation, women’s improved social civil status, as well as the economic factor. Integrating these two dimensions in initiatives to improve the position of women is, in effect, arguing for a more comprehensive approach to development issues.

The political and economic dimensions of security are experienced by women through the gendered economic, political, cultural and legal practices embedded in social institutions. In addition to the problems of security shaped by these structured processes, women are particularly vulnerable to questions of physical personal security. Security poses a particular set of problems for women: ‘In no society are women secure or treated equally to men. Personal insecurity shadows them from the cradle to the grave’ (UNDP 1994:31). Violence against women is a universal issue, a facet of women’s lives in both the ‘North’ and the ‘South’, and directly demonstrates the gender dimension of security. Approximately 80 per cent of the world’s refugees are women and children (Peterson and Runyan 1993:6); a figure which illustrates another dimension of the risks women face in situations of conflict. Physical and psychological violence including sexual abuse, rape, forced prostitution, genital mutilation, and murder or suicide stalk women’s lives. So women’s experience of insecurity is both personal and physical, as well as institutional. They daily confront the problem of security in their communities and homes.

Overcoming women’s insecurity

The multidimensional character of women’s disadvantages means they cannot be resolved solely by economic or political measures. Social and cultural factors interact to affect their opportunities to improve their economic and civil status, or restrict their ability to participate fully in economic and political processes in the ‘public’ arena in their community. On the whole women are still disadvantaged in terms of health, education, economic position, personal well-being and social status. These are all facets of security, more comprehensively defined since they limit the autonomy of women and their ability to secure their own well-being and that of their dependents.

Integration of security concerns into development policies focuses attention on the interrelationship between these processes in social transformation. Specifically it locates the problem of women’s status and security in the intersection between the private domestic world and the public world and directs attention to their subordinate status and the multiple factors that prevent or restrict their participation in the life of their society.
This has major implications for development policy and programmes for women. Firstly, such a perspective links theory and practice because it addresses both the actual problems women grapple with in their work, community and domestic life, and the way in which the interaction between gender and power in each society and culture shapes the opportunities, choices and outcomes for women. There are two aspects to this process: the way in which the culture defines the role and world of women, and the way in which this structures women's perception of opportunities and their ability to use them.

Secondly, inherent in the focus on the relationship between gender, security and development is the question of social, economic and political power. Issues of access to resources for women and their human and civil rights focus attention on the gender basis of power, its links with political power and the changing role of the state both in national development and in mediating the impact of global processes. The emphasis on the intersection between internal policies and global processes in the world system overcomes the problems of the exclusion of women's issues as security issues inherent in the conventional approach to security (Grant 1991). It draws attention to the interdependence of these processes and the impact of global processes on the local community. Such a framework provides elements for a more holistic approach to some real issues confronting women today and the way global and national policies intersect to affect their lives. It provides grounds for a critical approach to the role of the state today. The focus on gender as a guiding concept allows recognition of the universality of women's inequality and multiple bases of their lack of security, while acknowledging that this can take different forms in different contexts and cultures. In other words, the concept of gender allows us to recognise the universality of women's disadvantaged status yet avoid an essentialist approach (Mouffe 1993).

Conclusion

Gender, security and development are linked in multiple and complex ways. Effective development initiatives cannot ignore the issue of security and indeed it provides a criterion of more universal relevance for assessing the outcomes of the processes of social change. But this perspective requires firstly, a re-examination of the nature of threats to security in today's interdependent world and the development of an adequate definition which recognises the complexity of the issue. Secondly, it requires a more holistic approach to development integrating political, social and cultural dimensions with the economic, and addresses the changing role of the state and the intersection between local and global issues. Calls for a more holistic approach to development have been a perennial feature of development debates and critiques since 1952 (Esteva 1992:12). Since 1990 this perspective has been a guiding principle of the annual Human Development Reports of the UNDP. It has underpinned the series of United Nations global conferences that began in 1992 in Rio with the UN Conference on the Environment and Development and culminated in Beijing in 1995 with the World Conference on Women; a sequence which has played a major role in the global construction of the development debate and merits analysis as a phenomenon in its own right. It has emerged as a central focus of current debates on the reform of the UN system to enable it to coordinate more effectively the security and socioeconomic activities of the international system as a whole. The full potential of gender as a critical concept needs to be realised and its links with the various forms of power in society, in particular with the emerging class structures and changing state, adequately integrated into gender analysis.

These requirements for a more critical use of the concept of gender, a more structured and rigorous approach to empowerment, a more comprehensive definition of security and a holistic approach to development, have implications for research and for development policy and practice. A holistic and comprehensive perspective requires interdisciplinary research, debate and critique and multidisciplinary input into policy development. A holistic approach to development practice requires collaboration between organisations and government departments working on issues of security, governance, human rights and those working on issues of global economic management and development.

In addition to administrative questions relating to policy development, this perspective has implications for development practice. A holistic approach requires a multidimensional framework, overlapping goals, an integration of political and cultural factors and a long time frame. These are issues and procedures which do not fit easily into bilateral initiatives nor into the scientifically rational approach which dominates development. This suggests that such programmes are more effectively carried out by indigenous organisations. Bilateral and multilateral donors need to re-think their development practice and their 'division of labour' with Third World organisations. Finally, although the focus in this paper has been on the relationship between security and development as it affects women, this question, because it relates to matters of human welfare and human security in processes of social transformation in an increasingly interdependent world, is of universal relevance.

References


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January 1996
Increasing women’s access to health services: Australian NGO experiences

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Since the publication of Boserup’s now classic work, *Women’s role in economic development* (1970), there has been growing interest in issues of women, gender, aid and development. This interest has led to the development of strategies aimed at increasing the gender sensitivity of various aid and development agencies, both by increasing women’s direct involvement and by ensuring that development programmes address issues affecting them.

Parallel to issues affecting women, gender and development, there has been a second debate concerning community participation and self-determination and empowerment in the context of primary health care. Non government organisations (NGOs) have been particularly active in this debate.

Women’s roles in community participation have led to further awareness of gender, work and health. The nature of women’s work may also cause ill health; and reproduction may both compromise women’s health and be compromised by women’s lack of health. Women are a focus for health programmes too, not for their own health but because of their roles as carers and nurturers within the household, in which context they are responsible for their family’s health (Allen 1993).

Until recently, women’s health issues have had low priority, and reproductive and women’s health have been treated synonymously. Recent research, however, has highlighted the ‘significant disparities (that) exist between women and men’ (Ojanuga and Gilbert 1992:613). In addition to infection, poor water supply and inadequate sanitation, ‘a myriad of sociocultural factors ... negatively impinge upon (women’s) physical well-being and accessibility to appropriate health services’. Women’s health is influenced both by biology and by cultural institutions which define gender relations and power relations, determine household responsibilities, priorities, and influence access to knowledge and resources. As noted by Allen (1993:14), for example, although women constitute the majority of the employed population in Vietnam, traditional values dictate that, while undertaking other activities to generate more income, they still maintain the full burden of household work, child care and care of relatives.

Women’s health is compromised by their reluctance to use available health services; their limited access to education and information; inability to self-diagnose and seek appropriate treatment; lack of access to resources to cover transport; service and treatment costs; restrictions on mobility and availability of time; inappropriate services and poor quality of care (Mensch 1993).

Women’s health and community participation

The 1978 Alma Ata Declaration led to growing emphasis on community participation and primary health care, with the focus increasingly on six alternative approaches: appropriate technology; employment generation; integrated rural development; women and development; participation; and basic human needs. In reality these were often overlapping and inclusive, and projects were most likely to be supported and successful if women were involved from the outset.

Details of NGO projects and analyses of their successes and failures are not widely available, and there is little in the public record that describes or evaluates strategies or interventions that have improved women’s access to and use of health services in developing countries. An important reason for this is that much documentation is not publicly available and accountability is primarily to funding sources.

In an AusAID-funded research project undertaken in 1993-94, we looked at the ways in which Australian NGOs have worked in various country settings, in collaboration with local NGOs and community based organisations. The projects reflect NGO experiences in Africa, China, South East Asia, the Pacific and South America, implemented by local or community based NGOs with Australian involvement. The 16 projects reviewed were diverse in geographic location and also purpose, including: income-generating activities; functional literacy training; integrated primary health care/maternal and child health; women’s crisis centres; community health and development; development of reproductive health videos; traditional birth attendant training; community health education and training; and family planning. Each project was tailored to fit with local needs and perceptions, local resources and infrastructure, and hence, as many NGO representatives stress, what works in one country or setting may not be transferable to another country or a different cultural context. The challenge therefore remains to identify common issues and approaches that can be utilised across regions and cultures.
Assessment of women's needs

Most projects used participatory discussions at community level to determine women's needs and priorities. Discussions often then occurred at higher levels (governmental and institutional) and in most cases, funding for implementation of projects was applied for and procured by the Australian NGO through AusAID, projects then being implemented by local or Australian NGOs. This order of procedure was typical and emphasises the 'bottom up' approach that characterises many Australian projects (Zivetz et al. 1991:34). Focus group meetings were conducted in some projects to determine women's needs, or to verify other sources of information. This allowed NGO fieldworkers to identify contradictions in fact, perception and interpretation. Projects also used secondary data and government sources to assess shortfalls in health services for women and children and to identify priority project areas.

A number of projects used alternative approaches to ensure village women were involved in determining their own priorities and needs. These had the following characteristics: they were developed over time and used a 'bottom up' approach, enabling women to express their perceived needs; NGOs and individuals involved were already part of the community, as in the case of members of women's unions or councils; the implementing NGO worked closely with local NGOs and existing institutions such as hospitals, government ministries, training colleges and universities; baseline assessment surveys determined problems and needs, and established data against which outcomes could be compared.

Gender issues were acknowledged and taken into account in nearly all projects reviewed, not surprisingly, since projects were included for review because of their attention to women's and children's health needs and well-being. What this meant in terms of specific projects varied, and illustrates the ways in which women's health may be influenced by economic, political and infrastructure issues. The ways in which gender inequities were addressed were diverse.

Strategies and outcomes

Training: For the purposes of this paper, training is used coterminously for outreach work, skills development, disseminating information and vocational learning. Most projects included training; some included community education and awareness raising. Other projects implemented 'train the trainer' programmes and the specific health training of traditional birth attendants, village health volunteers, community health volunteers and government health workers.

The multiplier effect of training trainers to train others indicates the success and sustainability of these projects. The cultural and social relevance of trained women from their own communities who pass on their skills and knowledge to other women from the same and neighbouring communities, establishes not only networks of skilled women, but a means for women to shift their position within society and increase or consolidate their spheres of influence.

When financial, geographic, climatic, logistic, time or other constraints precluded the establishment of permanent facilities and supplies, mobile health teams brought health services to targeted populations. To increase access to health services, outreach programmes, training, improved communication and coordination systems, and financial relief have been implemented effectively in most of the projects.

Provision of accessible, acceptable, affordable, appropriate and available services: Many of the projects included provision of services and the upgrading or construction of health facilities. Where access to services was difficult due to time and distance to be travelled, facilities were located within the communities or in easy reach of them. In nearly all projects, there was recognition of sociocultural, religious and gender factors affecting whether or not women would seek health care (Timyan et al., 1993:227-8), and these were taken into account by implementing NGOs. Projects were either fully funded by donor and local NGOs, integrated and expanded within existing health infrastructures, or established and sustained on a cost recovery basis by local NGOs or individuals. Facilities, services and/or equipment were made available to identified target groups in all projects reviewed, despite logistic, geographic or cultural constraints.

Effective management: In most of the projects reviewed, NGOs encouraged community ownership and responsibility for programmes. The South Pacific Women's Reproductive Health Video Project was a 'project for women, by women, according to women's priorities' (Winn 1990:4), in which Pacific women were involved in all phases of the project, from research to production to distribution. Ownership therefore remained in the hands of the women. In all cases, what was significant is that local women participated in identifying capital works needs and therefore determined the flow of aid.

Increased status of women: In the projects reviewed, evaluation has been relatively pragmatic. Successful outcomes include changes in rates of utilisation of health services. Subtle changes in women's health seeking behaviour, health priorities and well-being are documented with anecdotes or, more often, simply assumed. A few of the projects aimed to improve women's health indirectly through addressing associated economic and educational problems, as defined by the women. These reputedly fared well. Two projects - one in China and one in Indonesia - ultimately raised the status of the women involved and empowered them to instigate further projects and retain ownership over their existing projects. In the project in China, women decided that they needed 'barefoot doctors' to improve local health services. This resulted in 200 women...
being trained. In the project in Indonesia, women’s self-confidence was enhanced by functional literacy training; they then identified the need for wells, and decided to have them dug.

**Increased numbers of health workers and volunteers:** Programmes which were apparently sustainable emphasised the extent to which women were able to determine their own needs at the outset, obtain funding and implement and continue projects to successfully achieve objectives. Sustainability is understood to depend on human as well as economic resources, hence the importance of trained personnel and local volunteers to continue the work beyond the life of specific projects. Several projects identified the lack of primary health care workers as a major factor contributing to women’s poor health, and accordingly aimed to increase their number.

The educational components of the projects divide into three categories:

1. general literacy skills and/or health education delivered to members of the community;
2. peer education programmes aimed at training a cadre of semi-skilled workers to supplement the work of those employed within the health sector; and
3. increasing the number and calibre of primary health care workers through training. The training of district health staff as trainers to conduct their own independent training sessions has also been completed.

**Increased community awareness:** The success of these training and health education components has been evaluated by agencies in terms of shifts in knowledge and skills, with the assumption that this will have a wider effect throughout the community. As noted, train-the-trainer schemes have been particularly successful and have impact on the broader community. In China, each woman trained in pig or poultry husbandry undertook to train another ten women in her community, ensuring expansion and continuation of the programme. Peer education was also successful in Thailand where owners of brothels selected voluntary peer educators to raise awareness among commercial sex workers, and distribute condoms and health education materials.

**Approaches that increase women’s access to services**

**Participatory discussions:** The commitment to community participation, self-determination and empowerment continues in Australian NGO projects, despite the apparent difficulties of achieving and sustaining community participation in health-related areas (Manderson et al. 1992). Participatory approaches are highlighted in several of the projects. Participatory discussions enabled women to identify and clearly state their needs and were important to involve them in the project(s), gaining their commitment and maximising the chances of project sustainability.

**Realistic goals:** The success of many of the programmes appears to relate to project ability to set realistic and achievable objectives to maintain the motivation of participants and ensure sustainability. In Thailand, for example, realistic targets were set and preliminary results show that there was an increased awareness and knowledge about HIV/AIDS.

**Establishing a good relationship with the community:** Relationships between NGO project staff and local communities have proven to be highly significant. NGO staff were known to the local communities, and were either accepted by or were a part of those communities involved in the projects.

**Women are empowered:** Projects that recognise and enhance the role and status of women have allowed them to assume greater control over their lives. In China, both the income-generating and barefoot doctors’ training projects succeeded by increasing women’s confidence in their ability to train other women, implement their own projects and generate income. The success of this project concurs with points made by Kennedy (1991:7,28) of the factors that make successful (nutrition) programmes work in Africa: community participation, programme flexibility, institutional structure, recovery of recurrent costs, multifaceted programme activities, well-trained and qualified staff, and infrastructure.

**Community participation:** Kennedy (1991) points out that all evaluations, internal and external, should focus on process as well as outcome. In this review, projects emerged as strong in terms of community participation. As noted elsewhere (Manderson et al. 1992:9), many descriptive studies and analyses of community participation have been related to primary health care, particularly maternal and child health and family planning programmes. Without community participation in development projects designed to include women or take account of issues related to women’s interest or gender (Rathgeber 1990), sustainability of projects and their impact on women’s status can’t be assured.

**Conclusion**

The projects reviewed illustrate the value of participatory approaches in determining needs and priorities, and the value of the continued involvement of women in project implementation, monitoring and evaluation. Most projects had a strong community focus and emphasised the importance of local ownership. Community participation characterised the process of the projects reviewed. In terms of content, each project was individual in terms of local setting, defined needs, and NGO goals and objectives. Yet most implemented some or all of the following strategies aimed at improving women’s health status: training, including of trainers and peer educators; outreach work; liaison with local NGOs and government institutions; and effective management. Projects often included the building
or upgrading of health facilities, as well as ensuring that the services provided from such facilities were accessible, acceptable, appropriate and affordable. Access to services was increased by outreach programmes, training, improved communication, better coordination among agencies involved in service delivery, and financial assistance. Sustainability was difficult to evaluate because many projects were recently implemented. However, those regarded as most sustainable were ones where women were able to determine their own needs, obtain their own funds, and maintain motivation, control and ownership. Approaches that succeeded in increasing women's access to and use of health services addressed gender issues, set realistic and achievable objectives, and recognised and enhanced the roles and status of women, facilitating their empowerment to assume greater control over their lives.

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How the Beijing Platform for Action addresses women's commonality and diversity

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How can women from all over the world possibly achieve agreement, not only among themselves but with governments, on a Platform for Action for Women? The usual answer is, 'by limiting statements to broad generalities, avoiding any mandatory verbs and eschewing specific measurable targets.'

The result is a 'motherhood' document, in which everyone declares their support for women, even in legislation, but nobody has to put their money, in the form of actual practical programmes, where their mouth is.

To avoid making the Platform for Action yet another motherhood statement, the Australian delegation recommended that Beijing be 'a conference of commitments', in which each country pledged itself to a chosen list of practical outcomes. This proposal, developed in the Office of the Status of Women, became widely known as the 'Australian proposal'. Sixty-eight governments 'picked up the challenge of the Australian delegation', including the Philippines' promise that all government offices earmark part of their budget for women's issues and report on progress; the Austrian government's promise to legislate in matrimonial law for equal sharing of childcare and housework; and South Africa's commitment to make abortion legal on request (Abzug 1995). Paragraph 293 of the Platform for Action describes Beijing as a conference 'of national and international commitment and action', while paragraph 297 declares that governments 'should' as soon as possible develop implementation strategies for the Platform, 'preferably' by the end of 1996, which should have 'time-bound targets and benchmarks for monitoring' and include proposals for the allocation and reallocation of resources.

Even so, the language of the Platform gives little guidance on the development of time-bound quantified targets. In a document of 362 paragraphs, covering 12 areas, specific targets were identified in only three areas. These were:

- universal primary education by the year 2015 (82(b));
- closing the gender gap in secondary education by the year 2005 (83(a));
- reducing maternal, infant and child mortality and malnutrition rates (107); and
- '[ensuring] that clean water is available and accessible to all by the year 2000' (256 (l)).

While other paragraphs clearly contain statements with which women activists can make claims for action, the language is often supplicatory rather than mandatory. This is particularly obvious in the mechanisms for reducing poverty and resource inequality, perhaps suggesting the dominance of western voices in the Platform, an issue which will also be addressed in relation to violence and reproductive rights.

Income inequality

In 1975 the Mexico meeting revealed the chasm which separated women of the North and South. The leader of the Housewives' Committee in Peru remembers being 'confounded by the concerns she heard expressed: the problems of prostitutes, the lesbian experience, the need for equal rights, the idea that men were responsible for war, that men abused women'. She rejected the idea of fighting against one's menfolk, instead endorsing the socialist goal of common struggle to produce a system 'in which men and women will have the right to live, to work, to organize'. The World Plan of Action which emerged from the Mexico meeting bore the imprint of an alliance between delegates from the 'Second World' (now gone) and the 'Third World'. While it recognised the impact of colonialism and neo-colonialism, it did not specify women or include sexism as an obstacle to women's progress, despite hours of debate (Miller 1991:200-202).

Twenty years after Mexico, 'There is paralysis in the women's movement. We do not hear the voice of feminists loudly enough in protection of poor women. Power feminists were not exactly what we meant by empowering women.' (Friedan in Smiles 1995:7). The Platform avoids an extensive critique of the effects of global capitalism or the production of income inequalities. Thus the Platform concedes that more women than men live in poverty and most of them live in the developing countries (15 and 18, Declaration). It commits countries to 'people-centred sustainable development' (16, Declaration) and recognises 'the structural causes of poverty' (26, Declaration). Nevertheless, structural adjustment programmes are described as 'beneficial in the long-term' (20), as is liberalisation of world trade (18). Where the equality of men and women is sought, it is men and women within each country and not across national borders. International agencies and western countries are requested (usually nicely) to contribute tiny fractions of resources to a process which can best be described as equalising the exploitation of men and women in developing countries.

Developed countries are to 'strive for the fulfilment of the agreed target of 0.7 per cent of the gross national product ... for overall official development assistance as soon as possible' (354). Even more tentatively, 'International financial institutions, including the World Bank, the International Monetary Fund, the International Fund for Agricultural Development and the regional development
bans, should be invited to examine their grants and lending' in order to allocate (or reallocate?) funds to the implementation of the Platform in developing countries (355). Elsewhere, it is true, the Platform tells governments to 'seek to mobilize new and additional financial resources' from these institutions (61(a)) while implementation of the Paris Club debt forgiveness terms is recommended (61(c)). In the face of transnational capitalism, which brings us relatively cheap food, clothes and computers produced by exploited women and children elsewhere in the world, these recommended flows of 'aid' will remain but a trickle in the face of 'trade'. Indeed, the major proposal for eradicating poverty is via a reallocation of defence expenditure (eg, 15, 350).

Violence against women

At the Copenhagen Meeting in 1980, infibulation, or female genital surgery, became the major divisive issue, with Western women attacking it as 'barbaric' and 'backward'. In this climate, many Muslim women refused to condemn female circumcision because it placed them as dupes of Western feminisms and imperialism. Their speaking space was taken up and the issues defined in ways that made their contribution impossible. When addressing the government forum at Beijing, Hillary Clinton focused on human rights as women's rights, pointing to 'female infanticide, dowry burning, rape, genital mutilation, and the denial of the right of women to plan their families, including being forced to have abortions or being sterilised against their will' (Forum 1995:1). One can see again the barbarism-civilisation opposition at work. We the United States are advanced, you the 'East' are not.

To avoid such oppositions, the African-American law professor, Isabelle Gunning (1992:240) calls for 'world-travelling', which recognises both the connectedness between women, that there are some 'shared values or perspectives', as well as the differences of other women (Gunning 1992:202, 204). In relation to genital surgery (note the different term used), Gunning suggests that we make this practice more familiar by remembering that Western doctors performed genital surgery up until the early decades of this century as a cure for nymphomania, or noting that breast implants could be described as a form of 'mutilation' which might be horrific to women beyond the West (Gunning 1992:213). Just as we see breast surgery in our social context, we should also understand genital surgery in its social context. Genital mutilation is often associated with rituals which celebrate a girl's passage to the status of motherhood, in a situation where, due to limited economic alternatives, 'marriage... is an essential career move' (Gunning 1992:217-219). Similarly, women claim they must have breast implants to retain husbands or jobs in a society committed to youthful female bodies. Paragraph 225 of the Platform, on violence against women, captures this effect of world travelling. The paragraph states that 'Any harmful aspect of certain traditional, customary or modern practices that violates the rights of women should be prohibited and eliminated' (italics mine).

Many Islamic women now campaign against genital surgery, but not on the grounds that it is barbaric or even infringes the rights of women, the feminist position. Instead they claim that it is unhealthy, it is no longer necessary due to social change, or it is not advocated by the Koran. These are reasons based in the cultures which practise genital surgery. Instead of outlawing the practice, which like abortion is then driven into expensive and dangerous underground alternatives, education is the favoured strategy. The debate about genital surgery is not something 'over there' for Australian women.

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express interdependence and collective goals. Thus 'the concerns that can be addressed only by working together development and peace for all women everywhere in the decision making is, in my opinion, the major strategy in the Platform for Action puts it. While women should have an equal say 'at home, in the workplace and in the wider national and international communities' (1), in fact they have been denied full access to 'the traditional avenues to power, such as the decision making bodies of political parties, employer organizations and trade unions'. Instead women have made their presence felt at national and international levels through 'alternative structures, particularly in the non-governmental organization sector' and 'grass-roots organizations' (186). The Platform recommends bringing women's voices into central decision making fora in all the major areas (except violence) addressed by the Platform, poverty, education, health, inequality in economic structures, armed and other conflict, human rights, communication systems, the environment, as well as having a section on decision making power.

Thus the Platform calls for women's 'full and equal' participation in the development of economic policies (60(e));

- (see also 167(d) and 169(b) on women in the banking sector's 'leadership, planning and decision making');
- 'increased' representation in educational policy and decision making (85(f));
- achieving 'equality at the earliest date' of women in leadership positions in the health professions (110(c));
- ensuring 'equal participation' in 'all forums and peace activities' including in national and international institutions (144(a)(b));
- aiming at 'gender balance' in the membership of women on media regulating, monitoring and advisory bodies (239(d));
- ensuring participation of women, 'including indigenous women' in environmental decision making 'at all levels'; (253(a)), 'on an equal basis with men' 'integrating' women including indigenous women and 'their perspectives and knowledge' in decision making regarding sustainable resource management and policy development (256(a)).

Perhaps not surprisingly, the human rights section argues not for 'equal participation' of women but merely equality of opportunity: 'Ensure that women have the same right as men to be judges, advocates or other officers of the court, as well as police officers and prison and detention officers, among other things' (232(m)).

Through empowerment, political participation in this much wider sense, women around the world can bring Beijing home to their own backyards. Of course, as we know from experience in Australia, an equal representation of women on committees or in occupations is not the same thing as an equal representation of feminists or other women-identified women and 'their perspectives and knowledge'. But advocating empowerment of women seems a safer way to
meet Gunning’s proposals for world travelling than forcing women’s diversity into the strait-jackets of rights or other discourses favoured in the West. It also means that women will be in a position to turn a ‘motherhood’ statement into strategies and programmes - if women can turn the above motherhood statements on empowerment into practice! One can imagine that if the International Monetary Fund or World Bank were guided by the voices of women, even the issue of women’s unequal access to the world’s (and not each country’s) resources would be debated and perhaps addressed. In this vision, ‘power feminists’ comes to mean ‘empowering women’.

References


¹ The Platform of Action is preceded by a Declaration after which the paragraph numbering commences again. Unless otherwise stated, the paragraph numbers refer to the main body of the Platform.
The ripples and tidal wave of the women’s movement at the Fourth World Conference on Women

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The Fourth World Conference on Women and the NGO Forum were the largest gatherings of their kind in the last 20 years. The first women's conference was held in Mexico in 1975, and attracted 3,000 participants. The second in 1980 in Copenhagen had 8,000 participants and 150 workshops. The third in Nairobi in 1985 had 13,000 participants and 1,000 workshops. The NGO Forum at Beijing had about 31,000 participants and 5,000 workshops. In addition, there were nearly 11,000 delegates at the official Conference itself. This ten-fold increase in numbers, and nearly forty-fold increase in the number of workshops at the NGO Forum, symbolises the growing strength of the women's movement globally. The figures demonstrate that the women's movement is a social force of growing significance.

At Beijing there were two parallel fora, one extending into the other: the NGO Forum - from 30 August to 8 September 1995, and the UN Conference from 5 to 15 September. This article concentrates on the NGO Forum, the programme of which can be divided into six main operations running concurrently:

1. plenary sessions;
2. workshops and lectures;
3. network meetings;
4. demonstrations;
5. lobbying activities; and
6. cultural events.

As in any jamboree of this kind, there were those who had come to lobby governments and to network to achieve common strategies on concrete objectives. There were those who had come to celebrate the historical success of the women's movement and to show solidarity in cultural and less 'high-brow' and more grassroots kinds of activities. They all had a place in the Forum, reinforcing one another in a holistic manner. This is where the Forum was different from the UN Conference. It had a heart and a soul. While the Conference was prosaic, the Forum was lyrical, joyous and at times painful. Each had its role, and each complemented the other.

**Plenary sessions**

The plenaries had the advantage of bringing participants together to present views on a common theme from their various vantage points. The audience quickly gained an overview of the subject and the differences between regions and perspectives.

The disadvantage was that, in most cases, the presentations were long, leaving little time to discuss issues concretely or in any depth. The advantage was that they re-energised women to continue with their struggles. This is significant as the protracted nature of women's struggles can, at times, throw a shadow of despair among activists.

These sessions also provided fora for women to exchange experiences and to share lessons learnt from their successful or less successful tactics and strategies used to overcome particular problems. The issues ranged from the continuing practice of wife battering in some countries to building alliances, for instance, against the structural adjustment programmes in the Third World, or against the contemporary trend of globalisation under the Uruguay round of GATT.

The plenaries also provided fora to evaluate the efforts of UN agencies towards implementing past resolutions on women's rights. For example, the Convention on the Elimination of All Forms of Discrimination Against Women, regarded as a breakthrough in women's struggle for equal rights, has been ratified by only 100 countries. It was proposed that activists could lobby their governments to ratify, and where ratified to implement, the Convention.

**Workshops and lectures**

Besides plenaries there were also many other kinds of activities, from individual lectures to workshops, exhibitions, and videos showing the condition of women and how they coped with poverty and other problems. The topics covered women's participation in economic development and political affairs, peace and human security, women's legal rights, education, racial and ethnic issues, health and women's reproductive rights, violence against women, media, environment, science and technology, and the ill-treatment of young girls.

Many of these activities condemned the pernicious impact of the structural adjustment programmes that governments have entered into. Poverty was identified as the principal obstacle to women's advancement. The treatment of young girls was identified as a very serious issue for Africa, and Asian countries such as the Philippines and Thailand. Many activities emphasised the importance of empowering women to achieve gender equity starting from an early age - equal educational opportunities, reduction of work loads, elimination of traditional practices harmful to health and the provision of sex education to avoid teenage pregnancies.
Networking

To quote Supatra Masdit, convenor of the NGO Forum, 'We have built up new ties and made new friends as well as consolidating old contacts'. This aptly describes the objective behind networking. For example, the African Women's Development and Communication Network based in Nairobi used this Forum to get its members and board of directors to meet and to link with other organisations with similar concerns; the Pan African Women's Liberation Organisation based in Kampala, Uganda, used the occasion to extend its network; the Indigenous Women's Network, based in the Philippines, met with other indigenous groups from Canada and Australia, and so on.

The Asia-Pacific region initiated a number of networking activities like 'Weaving the World Together' that brought together women from 50 other countries. They sewed together pieces of cloth representing emblems, banners and insignias of women's organisations as a 'Carpet of Peace' about 1,000 metres long. A section of this was later displayed at the Great Wall of China. There was also the exhibition of 'Weaving of names of women who died from domestic violence' from Africa and Canada. All these visual activities had the power to motivate women to continue their struggle more vigorously.

Demonstrations

One issue that was very prominent was women participants' call for peace as the fundamental basis to women's development. Almost daily there was a march or a demonstration by women from different countries, passionately speaking their views and needs for peace. Participants from Asia-Pacific countries in particular denounced the Japanese militarists for the disaster they brought to women during the war. There were the rape victims from Bosnia and Morocco, Indian women against bride burning, Zambian women for literacy, Aborigines from Australia for freedom from reserves, and others calling for the abandonment of weapons and nuclear tests, and release of political prisoners. The common objective of all these demonstrations was to awaken people to learn from history about the consequences of wars and to broaden the definition of peace to include issues of social justice and equity.

Lobbying activities

During national and regional preparatory meetings to Beijing, Women's NGOs in the Southern African Region formed caucuses for lobbying at the UN Conference. Unfortunately, due to the separation of the venue of the UN Conference and the NGO Forum, the lobby groups found it difficult to perform effectively. However, the situation was partially saved by a group called 'Equipo', a coalition of organisations and networks that tried to coordinate NGO lobbying and to interface with the UN Conference. It operated through four committees:

- daily briefing and lobbying committee;
- liaison committee to liaise with the UN Secretariat, to maintain contact and negotiate with UN officials on the NGO access issues;
- media committee to provide support to the media;
- crisis management committee to deal with crisis issues and problems.

Besides these efforts which stemmed from the NGO Forum, there were also NGO lobbying groups within the Conference official delegations. Many of them had been working with their national delegations months prior to coming to Beijing, and had, in some cases, made significant contributions to the final draft of the Platform for Action.

Cultural events

Cultural activities, often trivialised by the media, often formed the heart of Huairou. Women used many ways to present their demands for equality, development and peace such as presenting skits and short plays, reciting poems, singing and dancing with banners of slogans and streamers. These events were extremely important. They spoke aloud the hurt and pain of women and strengthened the spirit of collective solidarity. In subtle ways they influenced the thinking and feeling of all those participating or observing.

Overall assessment of the NGO Forum

A lot was achieved at Beijing. Certainly, efforts were made to politicise the Conference, such as when Hillary Clinton made her populist speech to try to discredit the hosts, and these had divisive effects in the NGO Forum. Overall, however, women emerged from Beijing stronger than before.

At the Nairobi Conference in 1985, the document that resulted, 'Forward Looking Strategies', was a start. After Nairobi, women set about organising themselves, and identifying issues of concern. But the document was largely descriptive, not easily useable, and did not commit governments to concrete issues. The Beijing Platform for Action appears to be more concrete and focused. Governments have adopted the Platform for Action by putting their signature to the Document. This must be seen as a step forward. Some countries have expressed reservations about some of the provisions, but the fact that only 22 out of nearly 180 countries did so is a measure of success.

The real value of the Conference may be summarised as:

- During the last decade women's movements have become more aware of their links with other mass movements like the environment movement, human rights, violence against women, and international trade regimes. The Beijing Conference provided an opportunity for the participants to understand the
different social, cultural and religious values that shape the world's societies.

• The Beijing Forum provided opportunities for old networks to be consolidated and new ones formed. For the first time marginalised groups such as indigenous people and people with disabilities were given space to express themselves. For example, the Indian delegation included the so-called 'untouchables'.

• The Platform for Action, the blueprint of the Beijing Conference, is a valuable tool that activists can use to win over their constituents and national governments. It would, however, be wrong to presume that the document will bring in its wake the reforms and changes it promises. On the contrary, women activists have now got to keep the momentum of the Beijing Conference alive.

Way forward

Activists, both female and male, have to work at three levels: the national, the regional and the global. However, the concentration of work should be at the national level first, followed by the regional and global levels.

Speaking in relation to the Southern African Region, one of the issues of immediate concern is that of legal rights. A number of laws have been passed, amended or repealed in the region mainly because of pressure from women's activist groups, non-governmental organisations and institutions. These include, to mention a few, the Matrimonial Causes Act of 1985 in Zimbabwe, which streamlined the grounds for divorce and provided equitable division of matrimonial property even where one of the spouses (e.g., the wife) did not earn an income. This Act now gives due recognition to the contributions of 'housewives', which were formerly ignored. An Amendment of the Maintenance Act (Chapter 35) enables a parent to claim maintenance for the other parent's children even if the two parents are not legally married. The Immovable Property (Removal of Sex Discrimination Act) and Amendment of Deeds Registration Act enable women to manage immovable property and register deeds in their own names. Before these Acts were passed women had to seek assistance from their husbands or male guardians.

The work of scrutinising laws to ensure that women's human rights are protected and provided for is a process that has to continue after Beijing. However, for Zimbabwe and the Southern African Region, the law of inheritance is an immediate issue. It has been debated over many years but not much progress has been made. This is partly because of the conflict between customary rights and the statutory law of inheritance, and partly because men are not ready to appreciate the importance of making a will.

Another area of critical importance is the need to amend Constitutions. Often these provide protection against discrimination on the ground of race, tribe, place of origin, political opinion, colour or creed. But they tend to be silent on gender as a ground for discrimination. One adverse effect of this relates to cases where African women marry foreigners. They have difficulty extending their citizenship rights to their husbands and children. Some court cases in Botswana and Zimbabwe have moved the process forward, but it is an area that still needs much work.

Domestic violence is another area of great concern in this region. Violence against women and girls is accepted by some as being traditional practice. Because a man has to pay lobola (bride-price) a woman is considered his property and therefore he has the right to reprimand her as he thinks fit. Law enforcing agencies such as the police also believe that domestic violence is a private family concern and therefore are reluctant to interfere. However, women's groups have been working on issues of gender violence, including rape, incest, and such traditional practices as the offering of young daughters to older men as an appeasement to the spirits of the dead, or as compensation for a wrong doing. Recently, it has been reported that young virgin girls are being raped in the belief that this is a cure for AIDS.

The struggle against gender violence continues. In Zimbabwe, violence against women seems to be increasing. The effects of the economic structural adjustment programmes which our Government has pledged itself to has reversed the progress made in enhancing the status of women. For example, the retrenchment of workers coupled with price rises in basic essential commodities like food and medicine has created tension in families. Often men take out their stress on women and children. Due to increased poverty, some families are homeless. The 'street kids' phenomenon is widespread. Children who should be at school are in the streets looking after parked cars. This makes them, especially the girls, vulnerable to all kinds of sexual abuse. With the constant threat of retrenchment, women swallow the bitter pill of sexual harassment at the workplace. Prostitution as a way of survival cannot be contained. All these concerns have a common root - that of poverty. It takes more than law and cosmetic reforms to overcome poverty.

At the regional level, much work needs to be done, but at that level work becomes productive when the necessary groundwork is done at the national level. The convergence of regional movements helps to identify common threads, provide fora to identify similar interests and create 'forces' that people and governments have to engage with.

One constant constraint in regional gatherings is lack of finance. This has, in the past, deterred regional meetings from taking place. There is a need to look for additional resources - for example, following up the G77's call for UN member states to establish an International Fund for Social Development for education and other programmes for women. Or, to give another example, pursuing the
reaffirmation by the developed and developing countries to allocate funds in their national budgets to social growth and gender related programmes, according to the '20/20 formula'.

Operations at the global level become meaningful when common concerns are identified, and alliances forged on issues that cut across gender boundaries. For example, efforts are afoot towards a global action programme or perspective that places a higher priority on economic development that is human centred and environment sensitive. Also issues such as the alleviation of poverty; the adverse effects of the economic structural programmes of the International Monetary Fund and the World Bank; the rights of indigenous people and people with disabilities; and above all, issues of peace.

More South-South linkages need to be developed. There is a tendency for Northern NGOs unwittingly to impose their feminist issues and views on the South, for example, on the question of legalising abortion. These are controversial and sensitive issues, and sisters in the South need more opportunities to get together on their own, without undue influence from the North, to decide how they stand on these issues.

Conclusion

Overall, the Beijing Conference, in spite of some adverse publicity by mainly the Western media on some political and technical aspects of the Conference, was a major milestone in the struggle of women for their rights. Women activists may in future have to look into the strategy of involving men in their struggles without giving them the leading role. The view that men are the obstacle to women's development is outdated and does not help progress.

The Beijing NGO Forum, as distinct from the official Conference, was both a culmination and yet another milestone reached in an extended march. Women at Huairou, in many subtle and not easily identifiable ways, made their impact on one another, on the women's movement as a whole, and on official thinking. The next tidal wave in this movement will be when it allies itself to other large social movements of our time, such as the environment and the anti-poverty and anti-war movements. The Forum at Beijing has already set in motion the ripples that will form parts of that tidal wave. That day will come.

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Australian women's NGOs: Before, during and after Beijing

Suzette Mitchell, Australian Council for Overseas Aid

Australian NGO participation

Over 500 Australian women from NGOs attended the NGO Forum and the United Nations Fourth World Conference for Women. Approximately 12 per cent of these women were from Aboriginal or Torres Strait Islander backgrounds. This paper considers the level of participation in Beijing, which superseded previous Australian involvement in UN conferences.

Although Japan, India, China and the United States of America each had over 5,000 representatives at the NGO Forum, Australian women were distinctive with their Australia-Beijing 1995 badges, their level of participation in regional and issues based caucuses, and their compendium of suggested language changes designed by Australian NGOs.

Preparations for Beijing

The lead-up to the Beijing Conference was a time of frenetic activity involving many organisations. The Office of the Status of Women (OSW) was the government department which directed government involvement in the Conference. The Australian Council for Women, established by the Minister Assisting the Prime Minister on the Status of Women in November 1993, also provided advice to the Australian Government regarding the UN Conference. The Coalition of Participating Organisations of Women, CAPOW!, was funded by the OSW to act as the major national coordinating point for Australian women's NGOs preparing for the NGO Forum.

While the differences between the NGO Forum on Women, and the United Nations Fourth World Conference on Women were clear to government agencies, it took a long time before they became clear to the NGOs. It is still unknown if the distinction between the two fora was made by the general public. The UN Conference was the site for governments and accredited NGOs to negotiate the documents titled the Beijing Declaration and the Platform for Action (PFA). The NGO Forum was the site for NGO and individual workshops, theatre, exchange and celebration. The most challenging and rigorous analysis of women's issues was to be found at the Forum site where discussion flourished. In contrast, the UN Conference site was filled with negotiation over language for consensus by nation states, which by definition made it much less progressive although still very challenging for all involved.

The OSW funded training for NGOs and government representatives who attended the final PrepCom and the Conference and/or Forum. These training sessions were conducted in capital cities and some regional towns. This was the first time the Australian Government had funded the skillling of Australian NGOs to increase their effectiveness at a UN forum and it paid off. As a result, Australian women were more prepared and more professional in their lobbying than women from other countries. This was due not only to the government funded training, but to a great deal of hard work and expertise within the Australian women's NGO community.

National networking before Beijing

I believe that Australian women have benefited greatly from the Beijing Conference and Forum. The major outcome has been the internationalisation of the Australian women's groups, and the nationalisation of women's issues within international development organisations based in Australia. Throughout the preparatory process, during the conference, and in the follow-up after the Conference and Forum, the Australian Council For Overseas Aid (ACFOA) has worked closely with CAPOW! The joint work of national women's groups and international development agencies has seen the growth of understanding of different political and social issues and their relevance to each other's work. This developed over numerous teleconferences, working groups, the production of the compendium of suggested language changes for the final PrepCom and the Conference itself. This activity constituted the greatest level of Australian NGO preparation yet seen for a UN Conference.

Platform for Action

The Beijing Declaration and Platform for Action were adopted by consensus by 189 governments and observers at the Conference. Bella Abzug, President of the Women's Environment and Development Organisation, described this document as:

...the official Contract with the world's women, and women all over the world helped to write it so women own this document ... It is not perfect. We did not get everything we want. But it is the strongest statement of consensus on women's equality, empowerment and justice ever produced by the world governments. It is a vision of a transformational picture of what the world can be for women as well as men, for this generation and future generations (Abzug 1995).

The Platform for Action is similar to many other UN documents (agreements/treaties). It is not legally binding, but it is a document which our government has agreed to. It proposes numerous recommendations for governments, international institutions, and NGOs.
Conference of Commitments

The Australian Government was successful in advocating the concept of Beijing being a Conference of Commitments. The idea proposed that UN member countries make commitments to action at the Beijing Conference in their national statements. Although countries would still be bound by the whole document, this concept encouraged them to commit to special areas of priority or new work. The objective of this suggestion was to ensure the conference outcomes were as practical and relevant as possible. In the Australian Government’s national speech at the Conference Dr Carmen Lawrence stated:

The women of Australia want to see the work of the UN become more focused, pragmatic and concrete and we are delighted that the concept of governments making practical, achievable promises to improve the status of women has been well and truly embraced - not only by women but by governments.

Although the suggestion of a Conference of Commitments was not enforced, over 65 countries (from a total 150) made public their commitments at the Beijing Conference. The concept has been adopted by the next UN Conference - Habitat II - which will be held in Istanbul in 1996. The Australian Government Commitments include extending Working Women’s Centres to all States; ensuring new information technologies meet the needs of women working at home; ensuring women’s contribution and participation is maximised through a Task Force on Women and Communication Technologies; developing a national approach to address violence against women; developing a three year initiative to increase the number of women in the private sector; addressing health inequalities for indigenous women; and introducing health programmes for Aboriginal and Torres Strait Islander women. These commitments have been criticised by NGOs in Australia for not going far enough.

The concept of a Conference of Commitments is new and the adoption by national governments of such an initiative is a positive move for the future. ACFOA has stated that it will announce its own set of commitments from its member agencies on International Women’s Day 8 March 1996. NGOs making commitments to the PFA is another important step for two reasons. Firstly, it is important that NGOs accept their responsibility to make commitments themselves, as well as lobbying the Federal and State Governments to make and keep commitments. Secondly, it is essential that the development community strengthens its policy and practice in this area. International documents such as the Beijing Declaration and PFA are extremely useful tools for such work.

Beijing in Australia’s own backyard

One of the most vocal criticisms of UN conferences is that they have little impact on those who do not actually attend them. The Australian Council for Women turned the tables on this myth by inviting Australian women to participate in the spirit of the Beijing Women’s Conference from their own backyards. Individuals and groups were encouraged to plan activities to be held in the two weeks of the Conference, such as exploring multiculturalism, monitoring the portrayal of women on the television, surfing the Internet for information on the Conference, organising speakers, and auditing women’s work for a week.

People were encouraged to inform the Council of their activities and were able to obtain free copies of the Draft International Platform for Action, and the Australian National Report to the UN Conference.

The response from Australian women was overwhelming. Over 255 events were held with over 13,000 people involved. Some of these events included: Queensland Nurses Union held a discussion meeting on Australia’s report to the Beijing Conference; women at the Wallerawong Power Station surfed the Internet for information from the Conference; staff at Coles supermarket in Kings Cross held a discussion on issues in China; 2nd Girraween Brownie Group conducted an audit of women’s unpaid work; Catholic Immigration Office in Braybrook held a series of discussions entitled ‘How do I feel as an immigrant woman in a multicultural Australia?’; and the Coalition Against Trafficking in Women in Melbourne held a sex shop exposé.

The range and diversity of these events indicates the mobilisation of a wide spectrum of women of various ages, ethnic groups, religion, values, occupations and political affiliations. There has never before been such a widespread interest or involvement in such an event.

The UN Fourth World Conference for Women and the associated NGO Forum have illustrated Australia’s coming of age in the UN Conference arena. Not only have Australian NGOs and individuals participated in greater numbers, with finer organisation and skills than ever before, but we are continuing to draw from these skills, experiences and networks to increase and improve work within Australia, in an international context. We have seen the linkage of international development groups and national women’s groups within Australia and the mobilisation of thousands of women who are usually not involved in such fora. These gains cannot be lost. We need to ensure that they are built upon with future work.

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The gendered impact of economic reform in Vietnam

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In 1986 Vietnam began its renovation or doi moi process. The reforms introduced have had a profound effect on the whole society and cover areas such as economic, legal, public administration, labour and land reform. The ‘renovation’ has included a shift from a highly centrally planned economy to a multisector economy operating under a market mechanism but still largely based on state management. The Government, which describes its current economic system as ‘market-oriented socialism’, has adopted an ‘open-door policy’ to promote global links with other countries. However, unlike other socialist societies which have undergone reform, Vietnam has not as yet experienced widespread social upheaval and the transition to a market economy has generally led to increased incomes and a wider range of consumer goods and services. In a survey conducted by the Government Statistical Office in 1993, 53 per cent of the rural population and 47 per cent of the urban population said that there had been a general improvement of living conditions between 1990 and 1993, while 18 per cent overall said it had decreased. These figures were not disaggregated by gender.

Improvements in economic indicators undoubtedly mask a myriad of other changes in people’s lives which have been brought about by the doi moi process. It is difficult to accurately assess the impact of reforms on quality of life indicators, due in part to the subjectivity of the indicators and to a lack of reliable and comparable quantitative data covering the last five to ten years. Nonetheless, it is generally felt that all of society - men and women - is benefiting from reforms. However, there appear to be growing gender inequalities in income, employment, health care and education.

Background

As in many socialist countries, women in Vietnam enjoy a fairly high status and concepts of gender equality have been included in the Constitution and various laws and policies from the early days of the Socialist Republic. However, it can be argued that because this current high status of women has been conferred by the State rather than through cultural and social change, the withdrawal of the State from many aspects of everyday life has had - and will continue to have - a direct impact on women’s status and standard of living. The few decades of socialist ideology have not fundamentally changed deep-rooted perceptions of gender differences. Similarly, women gained a great deal of equality and decision making power because of their active participation in the decades of war, but these achievements have gradually been eroded in the post-war period. For example, women’s participation in the National Assembly has fallen from 32 per cent in 1975 to a current level of only 18 per cent.

There are still strong cultural attitudes in Vietnam which reinforce women’s lower status in the family, work place and society in general. This is manifest in Confucian values as expressed in the two dao ways. The first dao stipulates that women should be obedient to their fathers before marriage, to their husbands after marriage and to their sons after the death of their husbands. The second dao lists the four wifely virtues as beauty, hard work, modesty and faithfulness to her husband. The preference for male children is also common. Traditionally, only male children can perform the rites of ancestor worship. Data from the Vietnam Living Standards Survey (VLSS) conducted in 1992-93 testify to this by showing that fertility is significantly lower if a woman has a surviving son at the first birth. However, it must be pointed out that once born, both daughters and sons are treated more or less equally in terms of access to health, education and nutrition.

Similarly, although the Government promotes the concept of equality, the underlying thought is ‘equal but different’. Women are expected to participate equally with men in the work force but women and men constantly express the view that women are much weaker than men and that one of the greatest virtues of Vietnamese women is their beauty. This concept seems to stem in part from the oriental concepts of ‘yin and yang’ whereby the masculine and feminine aspects are complementary. They are given equal value but they are not the same.

Domestic labour

Within the household, the economic reforms have brought both positive and negative changes in terms of women’s domestic workload. As a result of the economic changes, women from wealthier households, particularly in urban areas, now have access to prepared food from the market or can afford to eat on the street. They also no longer have to queue for rations as was common in the 1980s. Wealthier families can now buy private medical and educational services, child care, and labour saving devices such as refrigerators and electric stoves. However, the majority of women still have to perform time consuming tasks such as daily shopping, collecting water from a distant source, and preparing all the family meals using laborious methods like burning coal bricks, wood or husks. The VLSS shows that, overall, women do twice as much work in the home as men. Surprisingly, women from wealthier and urban households do more housework per week than poor and rural women. The converse is true for men.
Agricultural reform and the land law

In agriculture, where 67 per cent of the population is employed, an estimated 60 per cent of the agricultural workload is carried by women on top of their household duties. As part of the reforms under doi moi, the cooperative mode of production has largely been removed and each family has been given its own plot to cultivate as it likes. Unfortunately, with the household once again the main unit of production, more traditional roles and values are being reasserted in the family, and the relative independence and equality women experienced under the cooperative system is declining. There is more incentive now for families to work hard, as profits will benefit the household directly. Thus, the workload of women in particular - in both the home and the field - has intensified. Under the cooperative system women participated in community meetings, but now men play a greater role in community politics and decision making. Further, women farmers still have less access than men to farm technology, technical knowledge, savings and operating capital.

The burden for rural women is increasing as more and more men migrate to the urban areas looking for work, leaving women to take care of production, the family and community obligations. In some areas close to urban centres virtually all the men of working age have migrated to find work in the cities, returning only for occasions such as Tet.

One surprising result of the VLSS in 1992-93 was that households headed by single women were not necessarily worse off than those headed by men. This may indicate that because of past gains made by women in terms of education, employment and skills, the loss of male income need not be a financial disaster, though this is probably due to remittances from male income earned elsewhere. Women interviewed in focus groups in Kim Bang - 70 kilometres from Hanoi - said that the absent men often retain income and spend large amounts on gambling, alcohol and cigarettes (Aduki 1995). Similarly, families headed by widows (61 per cent of the sample of single female headed households) are better off as they are usually less nuclear and have older and more independent children.

The new land law introduced in 1993 stipulates that a certain amount of land is to be granted to families for each adult in the family (the area of land granted varies between regions). In some areas there was a spate of under-age marriages prior to the administration of the law as the addition of a daughter-in-law would increase the family’s land allocation. Originally, single women with dependents did not qualify as beneficiaries. However, the Vietnam Women’s Union (VWU) campaigned for and achieved the right for single women to have access to land. Nonetheless, Land Use Right Certificates are still only issued in one name - usually the male head of the household. This can impact on women’s access to credit and extension services and may create future inequalities for women in terms of inheritance rights and divorce settlements.

Employment and the Labour Code

The Labour Code, passed in 1994, bans women from 83 occupations considered too hazardous for women. However, it appears that women often continue to work in prohibited sectors, particularly in the construction industry, in order to earn an income. These restrictions have the effect of reinforcing gender stereotypes and discriminating against women in the workforce.

Chapter Ten of the Labour Code deals with conditions for women workers. This includes maternity leave prior to and after the birth of a child for a total of four to six months; a 30 minute menstruation break every day; and a 60 minute break every day when raising a child under twelve months old. Enterprises which employ a high number of female employees must organise child minding centres and kindergartens. Whilst protective legislation such as this is well intended, it increases the cost of female labour. Rather than protecting the rights of women, such provisions under a market-driven economy may become an impediment to women’s equality in employment. For example, it was reported that some textile factories have attempted to get around the Labour Code by drawing up schedules planning when each female worker is allowed to take maternity leave.

Traditionally the public sector has tended to attract female workers because of the benefits it offers, such as maternity leave and child care. However, cuts in Government expenditure have resulted in the retrenchment of many public sector employees. Women have been disproportionately affected by these cuts. It is estimated that approximately 63 per cent of regular staff laid off between 1989 and 1991 were women. For the retrenched worker the loss of benefits may be more significant than the actual salary which is often insufficient and usually supplemented by other work anyway.

Economic reforms have, nonetheless, opened up opportunities for many people to engage in informal sector activities and many retrenched government workers have moved into the informal sector. Another phenomenon appears to be that husbands maintain a secure formal sector job which provides the basis for the wife to undertake more risky, but often more profitable, informal activities.

It is estimated that in Vietnam women make up 70 per cent of the informal and household sector workforce. Yet women’s businesses tend to be smaller-scale, more labour intensive and have lower revenue and profits than businesses run by men. Women in this sector have less social contact, may be exposed to greater occupational health risks and lack access to social benefits and protective labour laws of the formal sector such as child care; annual, sickness and maternity leave; training; and minimum wages legislation. Similarly, if women are further confined to the household due to the expansion of household production or because of sub contracting, it may decrease their status and decision making power within the family and community.
However, the term 'informal sector' covers a broad gamut of activities. Some are more profitable than the state sector, while some provide mere subsistence. A survey by the International Labour Organisation conducted in 1994 - where women made up 90 per cent of the sample - showed that the average income for home-based workers is USD$17 per month. These enterprises also rely heavily on unpaid household workers. One in ten women surveyed reported that they had full-time help from a child (40 hours per week) and four in ten received part-time help from a child (20 hours per week). The data indicate that incomes from home-based activities are particularly low when the amount of time and labour put in is taken into consideration. The use of child labour - particularly full-time child labour - also has major implications for their education.

Industrial reforms

In recent years the Government has increasingly turned to the export of manufactured goods to achieve growth, instead of focusing on the traditional exports of primary commodities such as oil and rice. Garments are now Vietnam's second largest export with over 250,000 workers and a 40 per cent annual growth rate. As the garment industry is dominated by female workers, the construction of export processing zones in central and northern Vietnam, in addition to the existing two in the south, should lead to continued growth in female employment.

Internationally, Vietnam is viewed by investors as a source of cheap labour. Two years ago the Government cut the minimum wage paid by foreign invested companies by USD$15 as an incentive to attract more foreign investors. Minimum wages per month in foreign invested plants are now USD$35 in Hanoi and USD$30 in Ho Chi Minh City. However, given that the average monthly wage for urban women is only USD$17, these minimum wages stipulations, while low by international standards, appear relatively generous. Closer monitoring is needed, however, to investigate whether in fact women are being paid the minimum wage.

While women have been beneficiaries of increased employment opportunities in export industries in Vietnam, there have often been social costs for women associated with this, such as the lack of appropriate working conditions and job security. Related to these issues, is the widely held belief in Vietnam that women make better employees because they are considered more docile and less likely to demand better conditions. In her study on women workers in Vietnam, Moghadam (1994) provides examples of various state-owned factories that employ predominantly women, yet provide a diversity of working conditions. Some provide maternity leave, leave for when children are sick, and health care facilities, while others do not.

Some women are happy with the way management treats them while others complain of long hours, poor lighting and heat. Nonetheless, Moghadam concludes that, with ongoing economic reforms, enterprises will find it increasingly difficult to maintain favourable conditions in the face of increased privatisation and a drive for productivity. As a result, working conditions for women in export processing are likely to deteriorate.

Access to credit

In the past few years the Government has increasingly focused on the provision of credit as a strategy to alleviate poverty. However, at present only 23 per cent of households access credit from the state banking system, and less than ten per cent of the loans through the Vietnam Bank for Agriculture go to women. An estimated 70 per cent of borrowing is done through the informal sector at interest rates often five to six times higher than the banks. Although gender is not a criteria for bank loans it is more difficult for those who are not heads of households or who lack collateral to secure loans.

Most financial assistance to women is organised by the provincial level Women's Union which provides small loans of 300,000 to 500,000 dong, or USD$27 to USD$45. These are used for low-productivity activities such as buying piglets, chickens or rice seeds. Credit for women is usually tied to criteria such as membership of a savings group or acceptance of contraception. Such criteria are not applied to men.

The Government is now in the process of establishing a Poor People's Bank within the Vietnam Agricultural Bank as a conduit for all external and national credit programmes, as it is felt that the current schemes are not reaching those who are most in need. It is planned along the lines of the Grameen Bank in Bangladesh. What is worrisome, is that the current draft document outlining the concept and activities of the Bank makes no specific reference or recommendations for providing credit for women.

Education and health care

As part of economic reforms, the Government has introduced fees for public health care, education and child care. Parallel to this, there has been an increase in the private provision of these services. Previously these services were provided free by the State but by the 1980s the quality of the services, especially in remote areas, had deteriorated severely. The introduction of user fees for health care impacts more directly on women, who access health care more than men, and are more responsible for the health and well-being of the entire family. For instance, it is usually the daughter-in-law, rather than the son, who takes primary responsibility for caring for aged parents.

While the VLSS of 1992-93 shows that the gender gap in school enrolment and attainment has been bridged in Vietnam, a gender differential is starting to emerge in the school attendance of 15 to 17 year olds. The level of education for both boys and girls is declining but the decline...
is greater for girls. This decline begins at about the age of nine where girls begin to drop out of school at a much higher rate than boys. Therefore while primary school enrolment is more or less equal for boys and girls, drop out rates of girls at the secondary level are twice that of boys. This decline, however, began ten years ago, well before the beginning of the reform process. It would appear that if parents cannot afford the cost of education, they tend to take the girls out first. Costs associated with education include not only official fees (which increase with each grade level) but other costs such as textbooks, gifts to teachers, and contributions to the maintenance of the school. There is also the opportunity cost of the child’s labour which is increasing as child labour becomes a greater asset for small scale businesses. Girls are often withdrawn to look after siblings or help with home-based income-generating activities.

Conclusion

The dramatic economic and social changes occurring in Vietnam have had multidimensional effects on all sectors of society. Some of these are favourable and others less so. The impact of change is different for women and men, for rich and poor and for rural and urban people. Although the gendered division of labour is more balanced than in many other countries, Vietnamese society is still relatively gender segregated in terms of both domestic work and in the workplace, where women and men tend to concentrate in different sectors. The withdrawal of the State from many aspects of everyday life has had a direct impact on women’s status and in general there has been a return to many traditional values. It is yet to be seen how detrimental these factors may be to women in the near future.

References

Global economic trends and women’s human rights:
Developing real measures of economic performance

Mara Bún, Australian Consumers’ Association

The world is more connected now than ever with the
globalisation of trade, capital, communications, and
technology. The economic benefits are substantial, but gains
have not been fairly distributed. Indeed, the global inequality
in the distribution of income and wealth is greater now than
it has ever been. Governments and transnational corporations
with market power have gained market share and profit, while
less powerful participants have benefited less or have lost
out altogether.

Women in developing countries face greater competition for
paid work, and the threat of social dislocation due to shifting
private investment. Much female economic activity occurs
in informal developing economies, which are under threat
due to debt management.

Poor women in many developing countries rely on
government services and subsidies for survival. But our
transnational economic institutions instruct sovereign,
indebted nations to cut services back in the name of fiscal
responsibility and export promotion. Just as essential public
services are most needed, governments can least afford to
deliver them.

Citizenship has traditionally, in democratic societies,
represented the political right to the fulfilment of basic human
needs including health and education. But now market power
supersedes national sovereignty when it comes to allocation
of resources. Therefore it is vital that basic needs be
expressed in terms of economic rights, and that these be
embedded into human rights. The global consumer
movement has long recognised this, articulating basic
economic needs into a consumer rights framework.

Until we integrate the social and economic objectives of our
global institutions, we will be evaluating performance in
'double-speak'. Any realistic measure of the success of
globalisation must measure economic impact beyond
artificial market borders. The real global market, as opposed
to its textbook artifice, will only function effectively when
the rights of women in developing countries are met together
with the required returns of public and private investors.

Human rights advocacy given our emerging borders

The relationship between economic trends and human
aspirations is strong. In 1985 the United Nations adopted,
after decades of lobbying, a set of consumer guidelines
articulated as rights, covering issues such as safety,
information, redress, education, representation, and choice.
Agreement has been reached to update these guidelines by
1997 to encompass the right to a healthy environment and
fulfilment of basic needs (Asher 1995:28). Consumer
advocates implementing these guidelines in developing
countries are often also prominent human rights advocates.

The recent banking inquiry offers an example of consumer
rights based advocacy. The Australian Consumers’
Association (ACA) argues that the banking sector is
inefficient and inequitable, and that banks should be forced
by government to fund access to essential services as a cost
of doing business. The ACA has highlighted, in particular,
the right of older, disabled, and poor people to basic banking
services.

The rise of market-based solutions to economic and social
needs blurs the distinction between political and economic
rights. The difference between public and private markets
similarly fades as governments force public enterprises to
deliver efficiently in preference to affordability.

Some argue this market-centred world is becoming
borderless. The opposite is also apparent. Our borders define
human, economic, and ecological conditions, and they
emerge within and between nation states and regions
according to: gender, race, age, access to capital, natural
resource wealth, environmental degradation, and access to
information and technology.

Successful linkage between women’s rights, development,
and economic trends involves creating global markets,
locally connected, that work in the people’s and the planet’s
interest, and not the other way around. We must stop
pretending that the economy somehow stops where we
traditionally stop measuring it.

Globalisation

Rapid improvements in computing power, coupled with
instantaneous, cheap communication and financial sector
deregulation, enabled the financial markets to operate on a
global scale, exploding in the 1980s.

Barriers to capital movements were removed in response to
more variable interest rates. Capital was free to seek its
preferred global return. During the 1980s, for example, the
stock of bonds issued on international markets rose from
US$239 billion to US$1.65 trillion, while cross-border

Where capital goes, trade follows. In Australia’s case the ‘trade ratio’ of imports-plus-exports to GDP has risen from 30 per cent to 40 per cent since 1983. This is a recent manifestation of a post World War II trend. The General Agreement on Tariffs and Trade (GATT) was created in response to destabilising pre-war protectionist policies. Eight rounds of negotiations on tariff reductions occurred between 1947 and 1994. Each round agreed to between US$2.5 billion and US$10.0 billion in tariff concessions and reductions, (National Consumer Council 1993:36) resulting in increasing cross-border trade.

While higher export manufacturing has meant increased employment of women, most women participate primarily in the informal economy, where limited employment opportunity is extended. Two-thirds of the world’s poor are women - they are unlikely to negotiate a stake in the economic gains of trade liberalisation. Indeed, ‘many of the direct and indirect consequences of trade liberalisation constitute infringements of ... human rights’ (Moon 1995:52).

Trade liberalisation has converged with international indebtedness for many OECD and developing countries. To finance foreign currency debt, governments stimulate exports and cut spending - an attractive model for foreign investment opportunities (George 1993:26).

Export enhancing foreign direct investment (FDI) in developing countries is highly concentrated among key transnational corporations (TNCs). About one per cent of TNCs own over half of the total FDI stock or total affiliate assets - and this does not include non-equity arrangements which enable TNCs to exert corporate control ‘off balance sheet’ (Chomsky 1994:181). TNCs control about one-third of the world’s productive assets in the private sector, and TNC overseas investment is ‘a bigger force in the world economy than world trade’ (UNCTAD World Investment Report 1993, in Chomsky 1994:181).

Corporate accountability to civil society is difficult to maintain when a company’s roots are difficult to establish. According to The Economist, the sometime chairman of Dow Chemicals confessed he had:

...long dreamed of buying an island owned by no nation and of establishing the world headquarters of the Dow Company on the truly neutral ground of such an island, beholden to no nation or society (loc. cit.)

It is anything but comforting for ordinary people to observe such a yearning for freedom from civil accountability from a leading global corporate citizen.

Contrast this attitude with women’s working conditions. Factories located in export promotion zones employ mostly female workforces. In 1991 and 1992 the Asian-American Free Labour Institute and local NGOs investigated six Nike factories in Indonesia and discovered that:

- 85 per cent of workers were women - some were as young as 14;
- four out of six factories did not pay the legal minimum daily wage;
- workers were not allowed out of their ‘free’ housing except on Sundays and then only with a signed management pass;
- cases of workers losing fingers were reported in four of the six factories (Community Aid Abroad 1995).

TNCs are bidding poor women in one country against poor women in another. Because TNCs are able to relocate seeking low wages, women engage in a race to the bottom of the wages scale. It is impossible for women to have bargaining power vis-a-vis their employer under these circumstances. Traditional notions of sovereignty are diminishing. Short term capital finances deficits but in so doing compromises long term government fiscal flexibility.

Governments must deliver positive economic outcomes to legitimate themselves. Witness the current situation in Papua New Guinea involving BHP and its Ok Tedi mining operation. Can a government effectively hold to account a corporation which earns over 20 per cent of its export earnings, regardless of the social or environmental consequences?

With few exceptions the economic agenda of the developing world now mirrors the free trade agenda of TNCs, in sharp contrast to the position of many such nations in the 1960s and 1970s. Pakistan even advertises its investment merits on CNN, a far cry from the expropriation threats of not so long ago.

Global products so strongly dominate consumer choice that their advocates promote cultural uniformity. Harvard Business School Professor Theodore Levitt argues in The Economist (24 June 1995, p.6) that companies no longer need to respect local quirks and peculiarities, and that global companies can sell identical products in the same way anywhere.

But, The Economist (24 June 1995, pp.10-12) reminds us, ‘Even the most powerful global brands have had to bow before local differences’. The Marlboro Man’s horse is highlighted in Hong Kong because the man is said to resemble a coolie. Ronald McDonald is Donald in Tokyo, accommodating the local difficulty with pronouncing the letter ‘r’. So much for cultural diversity.

Dominance of TNCs invites claims of commercial colonialism. The conclusion of a Jesuits’ conference in San Salvador in 1994 was, ‘Central America today is experiencing
globalization as a more devastating pillage than what its people underwent 500 years ago with the conquest and colonisation' (Chomsky 1994:179).

**Structural adjustment programmes**

In exchange for assistance and loan rescheduling the IMF asks debtor nations to: eliminate exchange controls and reduce government deficits; withdraw government subsidies on fuel and foodstuffs; privatise government instrumentalities and services; and create a more liberal foreign investment environment.

Structural adjustment hurts. Structural adjustment programmes (SAPs) 'have a traumatic effect on the poor, who lose subsidised food, free health services, schools and jobs, and must cope with escalating prices ... with real incomes ... decreasing' (Atkinson 1994:27). Cuts in essential services shift the burden for caring for children, the sick, and the elderly back to women, and girls' education suffers when it must be paid for on a user-pays basis. 'Even in Zimbabwe,' according to CAA, 'which is often held up by the World Bank and the IMF as a model of poverty-oriented structural adjustment, per capita expenditure on health and education has actually fallen steeply' (Oxfam 1995:1). User-pays in the health system has hit Zimbabwe women hard.

Excessive commodity-based export promotion can be devastating if prices collapse. Between 1979 and 1992, for example, beverage prices (including tea and coffee) fell by 75 per cent - they account for the bulk of Africa's exports. Though export markets shrivelled, the World Bank's response was to let the market solve it. In combination with other factors such as incompetent state management and inappropriate intervention, corruption, excessive military spending, and poor terms of trade and finance, adjustment policies led to human welfare deteriorating in the 1980s (George and Sabelli 1994:7).

While the Mexican SAP led to lower inflation and some economic growth, high costs included reduced social services, cuts in basic food subsidies, and loss of food security as small farmers turned away from crops. Half the population, over 42 million people, live below the poverty line, and more than 20 million Mexicans don't have enough to eat. Mexican IMF stabilisation guidelines in the 1980s resulted in reduction of credit and price supports for smallholder maize farmers. Some suggest as many as six million producers will be displaced by US maize exports.

Cost-recovery in health and education amounts to replacing rights with fees, and erosion of access is a predictable result. According to the Director-General of UNESCO in 1989, 'In nearly half the developing countries, the goal of Universal Primary Education is receding rather than drawing nearer.'

In the Philippines per capita real spending on health was lower in 1992 than in 1982. Nicaragua spends less than half the level of per capita social spending in the early 1980s. Young women and girls bear the brunt of the cost most often, as they must compensate for less paid work and higher social costs by doing more unpaid work.

**Effect on women's human rights**

The harshest impacts of globalisation are felt by vulnerable groups like women in developing countries. Governments seem unable to cushion the blow, as they struggle to adjust structurally to global economic forces. In a trade-driven environment, TNCs dominate development. After all, the amount of development assistance funding available is minuscule in comparison to trade and investment.

Some suggest World Trade Organisation (WTO) trade sanctions could be used to pressure developing countries to implement SAPs - or else. Could trade sanctions ever be directed in the interests of women's human rights? The debate over women's human rights lies at the intersection between civil rights and hard economic reality. The discussion must be realigned to establish the connection.

**Recommendations**

1. **Structural adjustment must become successful adjustment, measured across all human rights dimensions.** These include social development goals, eradicating poverty, promoting full employment and enhancing social integration. The '20/20 principle', where 20 per cent of official development assistance is allocated to basic social programmes, and 20 per cent of national budgets are similarly allocated, should be promoted (Disney 1995:5).

2. **The UN must increasingly engage in economic and social issues.** Conversely, the World Bank and IMF should have regular and substantive dialogue with the UN system, including joint meetings of committees. WTO processes require reform. Reforms include: a consultative committee on women; improved assessment of gender impacts of trade liberalisation; and introduction of community standing for trade dispute resolution.

3. **Special consideration should be given to the most heavily indebted countries, including debt relief.** Support for women's small-scale enterprises is essential, including favourable finance, training, and support services.

4. **Cross-border enforcement of competition and consumer protection policies must be facilitated, and corporate misconduct data must be collected and analysed.**

5. **Binding TNC Codes of Conduct, covering gender, labour, and fair trading issues, should be implemented.** Such codes enable citizens' groups to think locally, analysing local activity of TNCs, while acting globally, where strategic opportunities for intervention are increasingly located.
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The exploitation of child labour: The case of the girl child

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Child labour, a persistent problem in the contemporary world, has received renewed interest in recent years. It has been categorised in a number of ways: as a welfare issue, as a rights issue, and as a development issue that is both a cause and consequence of poverty. Child labour is also one aspect of the problems faced by the girl child.

In many developing countries, work, often within the family, is a part of children's lives which is generally considered to contribute to their education and socialisation. There is, however, a clear distinction between these forms of child work and child labour. Child labour, using the International Labour Organisation (ILO) definition, refers to destructive, rather than constructive, forms of work, whereby children of 14 years or below work long hours in very poor conditions for very low remuneration. ILO studies have shown that the child, despite fulfilling a social and economic function, is often undervalued economically, with children receiving significantly lower wages than their adult counterparts. The majority of child workers do not gain skills and experience from their economic activities, as their work tends to be concentrated in unskilled and simple tasks. Moreover, children who are engaged in full-time work have no opportunity to attend formal schooling and are often denied even basic literacy skills. As a consequence, their future options are extremely limited.

In many developing countries, children make up a significant percentage of the workforce. Estimates of how many children are involved vary dramatically, and are highly dependent on what definition is adopted. ILO estimates put the global figure somewhere between 100 and 200 million children (The world of work: The magazine of the ILO, 1993:5). Indications are that despite various international and national measures aimed at abolishing, or at least regulating child labour, the numbers are increasing. Because official estimates do not include work within the family or family enterprises, it is impossible to estimate the number of children involved in home based work. Furthermore, work within the family is not prohibited under ILO, or most national regulations. The very nature of child labour means that much of it is hidden. This is particularly true for girls who, in many countries, tend to be concentrated in work within the home. The crux of the problem of child labour is essentially one of exploitation more than one of age, regardless of gender. While both boys and girls are clearly and regularly subjected to economic exploitation, the gender division is an important aspect of child labour. This paper explores some aspects of the gender division of child labour and the specific effect on the female child worker.

The girl child in the workforce: Push factors

The most obvious factor pushing children into the workforce is poverty. In all countries with a comparatively high incidence of child labour, poverty is the single most important reason for the premature entry of boys and girls into the labour force. For many poor families, the economic contribution may provide essential additional income. High levels of adult underemployment and unemployment also contribute to child labour as adult members of the household may bring in limited or no income. Clearly, there are direct links between very low adult wages and the continuation of child labour. A major problem is not only the exploitation of children, but also the fact that child labour tends to depress adult wages as well as creating a future generation of unskilled workers who have very limited earning capacity. Child labour is both a consequence and a cause of poverty.

While poverty necessitates an economic contribution from both boys and girls, in many instances girls are more susceptible to exploitation. It is uncommon for boys to leave school in order to perform household tasks, widely considered to be female work. The girl child who is required to work in the home suffers discrimination on two counts. First, she enters full-time domestic work and is denied a formal education. Second, domestic work, and consequently the female contribution, is greatly undervalued. Neera Burra (1989:655) has noted that '...the underestimation of domestic and household work affects the attitudes of parents towards their daughters and confers on girls a status lower than that of their brothers.'

When a decision must be made as to which child enters the workforce, a number of factors act to push girls in that direction. Most important are parental and social attitudes regarding appropriate roles for females and the view that formal education is more important for boys than for their sisters.

In most countries of sub-Saharan Africa, several factors increase the likelihood of boys staying in school. First, the structure of the formal labour market gives males the advantage. Second, girls and women are overwhelmingly employed in the traditional or informal sectors. As a result, learning traditional skills, often through apprenticeship, is considered to be more important than formal schooling for girls. Finally, female wages are considerably lower than male wages in the modern sector, encouraging the practice of educating boys rather than girls (King and Hill 1993:115-6). Girls are more likely than their brothers to leave school at a young age to go to full-time work.
The tendency for boys rather than girls to continue their schooling is common even when there is an expressed commitment to educate all children. In Indonesia, for example, the Government has repeatedly espoused the importance of equal opportunity for boys and girls in education. Studies have, however, indicated that while the majority of parents claim to believe that boys should not have priority in education, in practice sons are more likely to remain in school when a choice has to be made (Berninghausen and Kirsten 1992:55).

Despite the fact that girls in Indonesia have greater access to education than their counterparts elsewhere in the developing world, gender differences remain. Oey-Gardiner (1991:72) finds that:

> Drop-out ratios from primary school were substantially higher among females than among males. This is consistent with the popular contention that when there are household financial constraints ... girls are first to be withdrawn from school.

In northern Nigeria, young girls enter street trading at an early age to help their mothers accumulate the dowry necessary for marriage (Oloko 1989:25). Similarly, the dowry system, which is widespread in South Asia, contributes to the view that a girl child is a far greater burden than her brothers and must earn her keep from an early age (Suar 1994). The practice of *pardah* also contributes to the early entry of girls into the workforce. Women living in seclusion in Nigeria are still obliged to contribute to the family economy. These women often engage in production of food and handicrafts for sale in the market and depend on their daughters to sell the wares, collect raw materials and help in production (Hyde 1993:114-5).

Together, these push factors mean that when a family’s survival requires the additional income of a child, the girl child is often the first to join the workforce, particularly the full-time workforce. The exception is Latin America where from 1964 a higher proportion of girls than boys have been in secondary school (Gould 1993:44). Peru is indicative of elsewhere in the region. Gender is not significant in the entry of pre-teenaged children into the labour force, but as children enter their teens, boys are more likely to engage in full-time economic activity (Tienda 1979:377). Bustillo (1993:194) attributes this situation to the difference in male and female wages:

> ... foregone earnings were higher for older boys than for girls, and, consequently, low income families were more likely to withdraw their sons than daughters from school.

From this, we can conclude that while the necessity for additional family income pushes both boys and girls into the workforce, the decision as to whether sons or daughters should engage in full-time economic activity is influenced by parental and societal attitudes and the role and value placed on women. When boys and girls are viewed equally, the decision tends to be made primarily on economic considerations. When greater value is placed on sons, factors other than economic ones are of greater importance and girls are more likely to work full-time, either within or outside the home.

**The girl child in the workforce: Pull factors**

There is also a pull factor in child labour which is the demand for children. Very few reports have investigated employers’ demand for children, but these together with anecdotal evidence suggest that child workers are preferred because they are cheap, docile and better suited to certain types of work (ILO 1993). Girls are viewed as being particularly docile and creating fewer problems of labour control than boys.

The occupations that draw young girls into the labour market are often those that are perceived to be female work, regardless of age. In the infamous match and fireworks industries of Tamil Nadu in India, 90 per cent of the estimated 80,000 working children are female. In this case, push and pull factors are clearly at work. Girls are pulled into this industry by employers’ preference for them to perform tasks considered to be a female preserve. Push factors are equally important. ‘A sample survey of families with child labour revealed that 70 per cent of boys attend school while 80 per cent of girls work full-time’ (UNICEF 1993:1).

Within industries, gender is often a more significant factor than age in determining the division of labour. Moreover, the tasks assigned to women and girls are often those that are low paid and unskilled. In the coir industry of Kerala, India, tasks are divided according to gender with girls performing the majority of the husk beating, described as one of the ‘messiest’ tasks (Gulati in Burra 1989:654).

While the incidence of child labour is inversely proportional to levels of national development, it is a myth that economic development based on a capitalist model, together with regulatory legislation and the introduction of compulsory education, will eventually lead to the demise of child labour as happened in the West in the nineteenth century. Instead, the process of development itself, particularly when tied to industrialisation and, consequently, urbanisation, has been seen to increase rates of children’s economic activity. In many contemporary nations the pursuit of economic development has led to a shift in the nature of child labour rather than its eradication.

The shift in the nature of child labour appears to be particularly significant for female children. This is demonstrated by the Indonesian case where the model of development has encouraged the establishment of industrial complexes in urban and peri-urban areas. In Tangerang, near Jakarta, local labour activists estimate that 30 to 50 per cent of the 9,000 workers are children, of whom 90 per
cent are girls (‘Working children in Tangerang Industrial District’ 1991:1). An ILO report has stated that this could be explained by the upsurge of the national economy in 1989, driven by light industry, which tends to absorb a disproportionate number of girls into the workforce (ILO 1993:7). Kemp (1993:1) argues that this feminisation of the light industrial labour force is a global phenomenon.

The qualities of loyalty and submission, encouraged in young girls in many societies, serve to make them passive and desirable employees. Suar has argued that the Indian ‘girl child is successively a daughter, a sister, a wife and then a mother but never an individual’ (Suar 1994:19).

Consequences of female child labour

The employment of girls and the subsequent denial of education has far-reaching effects. Studies have shown that the mother’s education plays a significant role in keeping their children in school, and is a far more significant factor than the father’s level of education. School drop out rates and the incidence of child labour have been found to be significantly higher among the children of women who have themselves been denied an education (Irwanto 1993:2). As Summers points out, this situation is particularly detrimental for subsequent generations of women, as ‘an uneducated mother without skills that are valued outside the home has less ability to influence within the family. Her daughters are uneducated as well, and a vicious cycle is perpetuated’ (Summers 1993:vii).

Neera Burra (1989:655) argues that ‘[T]here is ample evidence that, in part, the exploitation of the female child is directly a result of the exploitation of women’. The factors pushing girls into the workforce are based on cultural, social and parental attitudes regarding the appropriate role of women, and are discriminatory rather than exploitative. The factors pulling female children into the workforce are directly attributable to the exploitation of adult female workers. This situation is self-perpetuating as female child workers have little choice beyond a future in which exploitation will be a familiar and consistent part of their adult working lives. The labour of female children is a result of gender based discrimination and exploitation. It has aptly been described as a manifestation of the problems faced by the girl child (UNICEF 1993:1).

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Women without work

Anna Mwasha and David Lucas, National Centre for Development Studies, Australian National University

Women's unemployment in developing countries is not a fashionable topic. Some labour force studies are 'gender blind' and do not distinguish between men and women, while others focus entirely on males. Even when women are paid some attention, there are massive problems of measurement, as well as the view that since men are the breadwinners, the unemployment of women is not of major concern.

Yet indicators of high female unemployment in developing countries have been around for a long time. In 1972 an International Labour Organisation (ILO) study of Kenya noted that in spite of the scarcity of data in Kenya, the incidence of urban unemployment fell more heavily on women than on men and that, 'The worst of all possible circumstances from the point of view of seeking work is to be young, uneducated and female' (ILO 1972:59). Today it seems possible that in some countries the most disadvantaged are the young, educated females.

This article focuses on mainland Tanzania, and particularly urban Tanzania, using data from the report on the 1990/1 Tanzania Labour Force Survey (Tanzania 1993), and primary analysis of the survey data. The data clearly shows that educated women are increasingly likely to be unemployed. This finding is not unique: Indonesian data from the 1990 Census and the 1991 National Labour Force Survey show that unemployment rates are highest for women who have attained a secondary education.

Measurement of women's participation

One reason why women have been overlooked is the manner in which their labour force participation is measured. A key dichotomy in the labour force approach is between the economically active, who comprise the labour force, and the inactive, who are not in the labour force. A great deal has been written on why men are more likely to be reported as active than women. In any census almost all men (generally over 90 per cent) in 'the prime ages', between 25 and 54, will be in the labour force. The participation of women depends much more on the definition used: for example, if a woman is a farmer and a housewife, some census definitions will show her as inactive while others will include her in the labour force (Ware 1981:213).

Within the economically active a further distinction is made between the employed and the unemployed. The unemployment rate is a key indicator calculated by dividing the number unemployed by the number economically active. If a restricted definition of economic activity is used, then some working women may be excluded from the labour force. Thus, the number of women who are recorded as unemployed may be quite small, and this may hide the problem of women's unemployment.

'Unemployed' can be defined in various ways, but when the definition implies seeking work in the last week or month, women who do not seek work because they believe it is unavailable will not be defined as unemployed. The Tanzanian data is useful because it used the widest internationally recommended definition of economic activity. In the 1990/1 survey the unemployed included not only those who had looked for work, but those who had not looked for work (Tanzania 1993a:7-8).

In many African countries women do most of the farm work, which is reflected in high levels of female labour force participation in rural areas. The 1990/1 survey indicates that the female labour force participation rate for rural Tanzanian females aged ten years and over was 74 per cent, equal to that of men. Rural women were dominant in agriculture and their unemployment rate was low at around two per cent. However, rural women with a secondary education had a higher unemployment rate (eight per cent).

Nationally females were less likely to have two jobs (that is, a main and secondary activity) than males. This is attributed to men leaving agricultural activities to their wives while they looked for supplementary income. A large proportion of economically active urban women are also engaged in own-account agriculture, which pushes up their participation in the labour force.

Tables 1 and 2 show the labour force participation of Tanzanian men and women in the urban areas. Economic activity is divided into three components: the fully employed, the underemployed (part-time workers) and the unemployed. Urban men have a labour force participation rate of 74.2 per cent compared with 58.7 per cent for urban women. Virtually all males aged 25-54 (about 98 per cent) are economically active. Unemployment is much more apparent in the urban areas than in the rural areas. Overall, nine per cent of urban women were unemployed compared to five per cent of urban men. These percentages are based on the number of unemployed urban women or men divided by the number of urban women or men. More conventionally, by relating the number of unemployed women or men to the number of women or men in the labour force, unemployment rates of 15 per cent for urban women and seven per cent for urban men are seen.

Urban women were more likely to be underemployed (working less than 40 hours a week) than men, or to be unemployed. Furthermore, even the urban employed women were more likely to have experienced unemployment during...
the preceding 12 months. In the 20-24 age group 18 per cent of urban women were unemployed, compared with 12 per cent of men. If we calculate the unemployment rates, then 26 per cent of the economically active urban women aged 20-24 were unemployed compared with 13 per cent of the males. Urban women with secondary education had an unemployment rate of 15 per cent but for those with completed primary schooling the rate was 21 per cent, compared with eight per cent for males with the same educational attainment.

Over one-third of the women in urban Tanzania were migrants. At the younger ages they had extremely high unemployment rates: 45 per cent and 29 per cent for the age groups 15-19 and 20-24 respectively. This suggests that rural-urban migration has aggravated an already difficult employment situation for the younger women.

Apart from measurement, women's rates are often depressed because they leave the labour force for marriage, child bearing and child rearing. Table 1 shows that about one in eight (12.6 per cent) of urban women are classed as 'inactive' because they are involved in household work.

**Education and participation**

Better educated men and women stay at school longer which lowers labour force participation rates at the younger ages, notably in the 15-19 age groups. However, education also has an impact on the age at marriage. If educated women marry later, or do not marry, then the pool of younger women, 20-24 years, seeking work will increase.

When young adults are at school, they are not usually classified as economically active, and so they cannot be unemployed. If girls are less likely to continue at school, they may be more likely to be employed than boys, but they may also experience higher unemployment rates. In urban Tanzania women are less likely to be at school than men in the age groups 15-19, 20-24 and 25-29. This implies that women are leaving school earlier, thus making them less qualified for some jobs, and that there are more of them seeking work.

Between 1965 and 1985 the gender gap in the ratio of male to female primary enrolments diminished in a number of African countries, including Tanzania, but large gender differences were preserved in the ratio of male to female secondary enrolments (King and Hill 1991:14-15). Education is assumed to yield returns to the family in the form of higher earnings for the children, some share of which is returned to the parents, although such benefits are difficult to measure. If women school leavers are unable to find work, then parents may be less inclined to give education to the next generation of girls. In the Tanzanian study one in three unemployed females in the 15-19 age group believed that no work was available.

**Participation in the formal and informal sectors**

Women comprised only 21 per cent of administrative and management occupations, 10 per cent of professionals and 30 per cent of associate professional positions. If employment is considered by sector, women held 30 per cent

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**Table 1: The percentage of Tanzanian urban women by economic activity and age group**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Age Group</th>
<th>10-14</th>
<th>15-19</th>
<th>20-24</th>
<th>25-34</th>
<th>35-54</th>
<th>55+</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economically active:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fully employed</td>
<td></td>
<td>0.5</td>
<td>19.2</td>
<td>30.2</td>
<td>46.4</td>
<td>42.9</td>
<td>22.2</td>
<td>29.1</td>
</tr>
<tr>
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<td></td>
<td>4.4</td>
<td>13.4</td>
<td>21.7</td>
<td>26.3</td>
<td>30.2</td>
<td>28.1</td>
<td>20.5</td>
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<td>Unemployed</td>
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<td>2.2</td>
<td>16.7</td>
<td>18.0</td>
<td>9.2</td>
<td>4.5</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attending school</td>
<td></td>
<td>83.8</td>
<td>37.6</td>
<td>5.2</td>
<td>0.4</td>
<td>0.1</td>
<td>0.0</td>
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<tr>
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<td>6.8</td>
<td>10.7</td>
<td>19.2</td>
<td>14.4</td>
<td>13.9</td>
<td>6.4</td>
<td>12.6</td>
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<tr>
<td>Too old/sick/disabled</td>
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<td>2.3</td>
<td>2.5</td>
<td>5.7</td>
<td>3.2</td>
<td>8.5</td>
<td>42.7</td>
<td>7.1</td>
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<tr>
<td>Total (%)</td>
<td></td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
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<td>100.0</td>
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<tr>
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<td>236039</td>
<td>218760</td>
<td>354026</td>
<td>267223</td>
<td>101254</td>
<td>1421854</td>
</tr>
</tbody>
</table>

Source: The 1990/91 Tanzanian Labour Force Survey Data Set

Note: * Underemployed was defined as: the employed persons worked for less than 40 hours per week in the reference period.
Table 2: The percentage of Tanzanian urban men by economic activity and age group

<table>
<thead>
<tr>
<th>Activity</th>
<th>10-14</th>
<th>15-19</th>
<th>20-24</th>
<th>25-34</th>
<th>35-54</th>
<th>55+</th>
<th>Total</th>
</tr>
</thead>
<tbody>
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<td>Economically active:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fully employed</td>
<td>2.6</td>
<td>25.7</td>
<td>62.5</td>
<td>81.0</td>
<td>84.5</td>
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<td>11.2</td>
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<td>330099</td>
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Source: The 1990/91 Tanzanian Labour Force Survey Data Set

Note: * Underemployed was defined as: the employed persons worked for less than 40 hours per week in the reference period

of government jobs, but only 19 per cent of the jobs in the formal private sector. Women will find it difficult to make gains in government since structural adjustment programmes may have a negative effect on female opportunities for paid employment in occupations such as nursing and primary school teaching.

The informal sector covered small-scale activities in the private sector, excluding traditional agriculture. Primary school graduates constitute a big proportion of the labour force in the informal sector. The informal sector needs to be encouraged by the government so that more of the primary school graduates can find gainful employment (Tanzania 1993a:1-9).

However, almost two-thirds of those employed in the informal sector were men, and on average were better educated than their female counterparts, which suggests that men may gain more from an expansion of the informal sector.

Women were less likely to have received on-the-job or other formal training than men. At the same time there were more unemployed women with training than unemployed men. These women mostly reported training in typing/secretarial and textile/tailoring skills, and it is not clear whether their unemployment is related to a low level of training or a lack of demand.

Conclusion

Female underemployment in developing countries might be taken more seriously if more data sets similar in quality and depth to the 1990/1 Tanzanian survey were available. The analysis of Tanzanian data has implications for much of Africa and for many other developing countries, suggesting that the rapid expansion of female education in Africa and a rising age at marriage has created a generation of urban women who want paid work but cannot find it. Factors contributing to this are the lower levels of education and training attained by women, as well as attitudes which favour the employment and training of men. If parents find women are not doing as well as men in the labour force, and the families are not benefiting from the education of girls, then they will give girls even less education than boys.

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Subtle strategies lead to radical change for women

Regina Scheyvens, Institute of Development Studies, Massey University, New Zealand

The concept of strategic and practical gender needs

Writers such as Molyneux (1985), Moser (1989) and Kabeer (1992) have stressed that agencies concerned with promoting women's development must go beyond meeting the needs related to women's everyday survival, or meeting practical gender needs, because alleviating burdens related to the provision of food, clothing and shelter, while commendable, does not challenge gender subordination. They feel that if women's long-term development is of concern, greater attention needs to be paid to strategic gender needs which arise out of women's desire to emerge from their subordinate position to men (Molyneux 1985:232-3). Strategic gender needs can include attaining political equality, abolishing the gendered division of labour, securing women's rights to traditionally-held land or protection against male violence. Meeting these needs enhances women's control over their lives.

An issue which has arisen with both Moser's and Kabeer's work is how to accord priority to practical versus strategic gender needs and interests. While some argue that '... women, by having a number of practical problems solved, may then proceed to think about more radical and strategic needs' (Baud et al. 1992:89), others say that the unjust organisation of society must be challenged before practical gender needs are addressed (Antrobus 1991:312).

An aversion to disturbing the status quo in practice

In practice, development planners and practitioners seem wary of addressing strategic gender needs lest this causes conflict within the communities they are working with. Instead they concentrate on meeting practical gender needs, especially those which refer to the domestic arena. Some even argue that women are content with the status quo and criticise development initiatives which incite women to question the way they live and challenge them to make changes. As Cleves-Mosse points out, however;

... given the opportunity and support, and ways of working which respect culture and women's pace, women readily question the reasons that their lives are as they are and, far from being content, seek out ways of challenging and changing this situation (1993:170).

It is, therefore, important to challenge the status quo but this need not be done directly and without tact. There are many ways in which change can come about: overtly confrontational strategies will not be appropriate in every circumstance.

Advantages of subtle strategies

There are advantages in supporting subtle strategies for change for women. In circumstances where sensitive issues involving tradition and men's control over women are being addressed, overt strategies which are insensitive to local cultures may be inappropriate. They are likely to provoke widespread opposition which could eventually undermine the success of an initiative. Subtle strategies can result in strong undercurrents of change without being confrontational and therefore, without attracting unnecessary attention, and opposition, to the change which is taking place.

When subtle strategies involve starting out small and at grassroots level, women are given the opportunity to learn to deal with local power structures and to counter gender biases inside their homes and communities before moving on to initiate wider action. By the time women are ready to challenge broader power structures they have had the opportunity to build up strength, confidence and internal cohesion to resist attempts to stop their work. Subtle strategies are particularly appropriate, therefore, when dealing with women who are disempowered and who initially lack the skills to tackle powerful individuals and institutions.

As case studies from the Solomon Islands show, subtle strategies can be used to address strategic gender needs and they can encourage dramatic changes in women's lives.

The Munda YWCA

The Munda YWCA used a subtle strategy with regard to the self-defence classes they ran. The classes were held in response to women's concerns after a series of serious incidents of domestic violence in their communities. Outwardly, however, it was stated that the classes were arranged to teach women how they could protect themselves when they had to walk alone to their gardens. Neither the instructor, a man, nor his students, wanted to raise opposition from the women's husbands or other men in the community. Thus the Munda YWCA allayed potential opposition without compromising their overall objective: to teach women skills to protect themselves in their own homes. The self-defence classes were very popular, with some women walking over one hour each way to attend.

The Munda YWCA also enhanced women's knowledge as a subtle strategy to empower them. In April 1992, the YWCA organised a Labour Laws workshop primarily because of the concern that several hundred rural-based women who worked on the production line at a nearby tuna cannery were unaware of their rights regarding working conditions. Representatives
of these women were informed about the terms and conditions of their employment including safety, maternity leave and holidays. As one woman said after the workshop, 'Before I was working in the dark. Now I am in the light' (YWCA Munda Centre 1992:2).

The Auki Diocesan Team

Malaita province, renowned for its strong patrilineal traditions, has been the base for a small group of development workers affiliated to the Catholic Church, the Auki Diocesan Team. They have travelled all over the province holding workshops and encouraging women's groups to be established. The Team's subtle strategies for change have evolved around increasing rural women's sense of confidence and dignity to encourage them to take control over the forms of development they would like to see occurring in their villages.

The Team held workshops on topics such as agriculture, health education and leadership skills. These workshops often took women away from their families for a week at a time. In some cases this meant that for the first time ever, women were allowed to leave the village without a man accompanying them. With women absent, husbands were left with duties such as child care, meal preparation and gardening. Because of backing from the Church, women did not feel so afraid to challenge their husbands, and tradition, in this way.

Workshops also drew women into discussions about their role in society, an important issue as rapid changes have led many women, whose lives still revolve around subsistence agriculture and care of their families, to feel that they have little of significance to offer society. Discussions have, '... for the first time given to the women a sense of their worth ... this has stressed their dignity and value to the family and the community' (Auki Diocesan Team 1992). Comments from those attending the Team's workshops reflect the joy women feel at this new opportunity to come together and learn, and the increased confidence they have gained:

This is the first time that women in our parish came together to learn from each other and share their feelings.

Speaking out and standing up was tambs [forbidden] before ... now we have taken the yokes from our necks and we do speak out.

Through subtle strategies which have increased women's sense of confidence the Team has led many women to make changes in their lives. In the village of Bubuitolo a woman with standard seven education started teaching literacy skills three mornings a week to thirty women: 'Without doubt there is a hunger from the women to learn to read and write' (Auki Diocesan Team 1992). In two other villages women stood for the school committee and parish council. A woman from Small Malaita was asked to join the local Council of Chiefs because the men in the area were so impressed with the work which women, inspired by the workshops they had attended, were doing for their communities (MacBride-Stewart 1993: personal communication). Thus women in the villages have gained unprecedented influence over community affairs and increased access to power.

The Solomon Islands Development Trust

The subtle strategy for change which has been used by the Solomon Islands Development Trust (SIDT) is development education. SIDT is a non governmental organisation which bases its work on a model that stresses '... information sharing, deepening awareness and empowering villagers ... as a means of engaging local people in the long-term development of their resources' (Roughan, 1992:8). SIDT's several hundred outreach workers have said that villagers, who have been starved for information for so long, '... show great interest in grasping and wrestling with the deeper issues' (Roughan 1990:104). These deeper issues include the long term effects of deforestation versus the short-term benefits that logging royalties can bring, and problems of overpopulation.

Women, who are largely responsible for meeting the sustenance needs of their families, have responded strongly to SIDT's messages. SIDT's awareness raising work gave women the knowledge to question much of the so-called 'development' going on around them, and to distinguish between 'development' and exploitation of their resources. This led some women to challenge men who wanted to sign land away to logging or mining companies. A number of women's groups also launched public protests against logging companies due to inspiration from SIDT.

Conclusion

Addressing strategic gender interests does not necessarily mean stirring up wide-scale dissent. It can involve adopting more subtle, but nonetheless effective, strategies for change. While the initiatives discussed may not seem particularly innovative or revolutionary they have considerable implications for development in rural communities. These initiatives have inspired women to enrol for literacy or self-defence classes, to stand up for their rights in the workplace, to challenge foreign logging companies, to gain more control over community affairs and to challenge men and tradition by leaving their families for a week so they can attend a workshop. Women have gained a clearer perception of their life options and of their worth, enhancing the likelihood that they will attempt to influence the direction of future change. Concurrently, many men have been forced to reconsider their relations with women and their expectations of them. Subtle strategies, therefore, can be just as radical as more overt strategies and can also make a powerful contribution to transformation towards more equitable societies.
References


Mainstreaming: The Pacific experience

Lorraine Corner, Regional Programme Adviser, UNIFEM, Bangkok

January 1996

The term 'mainstreaming' has been widely used in the development literature to describe a key strategy for overcoming the problem of women's exclusion from decision making. The simple image suggests that the problem of 'women in development' (more accurately described as 'women out of development') is largely due to the monopolisation of development decision making by men. The proposed solution is for similar numbers of women to join the decision making 'mainstream' with men. The term 'mainstreaming' has been widely used in the development literature to describe a key strategy for overcoming the problem of women's exclusion from decision making. The simple image suggests that the problem of 'women in development' (more accurately described as 'women out of development') is largely due to the monopolisation of development decision making by men. The proposed solution is for similar numbers of women to join the decision making 'mainstream' with men. The simple image suggests that the problem of 'women in development' (more accurately described as 'women out of development') is largely due to the monopolisation of development decision making by men. The proposed solution is for similar numbers of women to join the decision making 'mainstream' with men. The image underlines the potentially transformative role of women's participation in decision making: when the waters of two streams of equal size but different compositions join together, the new stream resembles neither of its tributaries. However, the image provides few answers to the question of how the mainstreaming of women in development decision making might be accomplished. This paper records the experience of two successive UNIFEM mainstreaming projects in four Pacific Island countries.

The pioneering initiative for mainstreaming in the Pacific was the UNIFEM Pacific Mainstreaming Project (PMI), which started in 1990. Its principle objective was to integrate a gender approach and women's concerns in national development in four Pacific Island countries: Cook Islands, Marshall Islands, Papua New Guinea and Tuvalu. The first phase of the Project was for two and a half years, the second for two years.

The concept of mainstreaming

The development of the mainstreaming concept coincided with and reflects the transition in the broader women and development literature from a Women in Development (WID) to a Gender and Development (GAD) approach. The mainstreaming image of moving women into decision making with men seems to call for a political strategy focusing directly on women. However, the main activities of the PMI project adopted a technical rather than a political approach and targeted existing decision makers, most of whom were men. The main targets were development planners, especially those in central planning offices, who were considered to be the key decision makers in national development. The project sought to mainstream women's concerns and interests, rather than women themselves, by training male planners to adopt a gender-sensitive approach to planning. Such an approach would make planners aware of the difference between women's and men's gender roles and development needs and recognise the importance for the achievement of national development goals of meeting women's needs and involving them in development programmes. The project would also provide planners with the technical skills required to implement gender-sensitive plans and programmes. In this, the project reflects the newer GAD rather than the WID approach.

Phase 1 of PMI

The project proposal for Phase 1 of PMI viewed mainstreaming as primarily requiring specific technical skills of planners. The major activities of the first phase included the preparation of a statistical profile on women and men, and training on gender awareness and gender-responsive planning for government planners in the four pilot countries. This phase thus provided planners with a sex-disaggregated data base and technical expertise in gender analysis. Although Phase 1 emphasised a technical and GAD approach to mainstreaming, the WID approach was not entirely neglected. A WID component provided support to the national women's offices and sought to link them into the gender-responsive planning and gender statistics activities. However, this attempt to combine the GAD focus on planners with WID-oriented support for women's groups led to confusion and conflict between the planning agencies and women's agencies over the 'ownership' of the project in some of the participating countries.

An evaluation of the first phase revealed several gaps in the mainstreaming framework used at the time. The first and main deficiency was the project's failure to address the institutionalisation of mainstreaming in the pilot countries. Training of the current generation of development planners in gender analysis was not sufficient to ensure that gender-sensitive planning processes would be followed. Official planning documents and procedures remained gender blind. The project had also not made provision for the maintenance of gender training skills in planning agencies, particularly among new staff. Both the project countries and regional development agencies lacked gender training capacity to maintain and replace the gender skills created by the project. Finally, although the project had succeeded in producing sex-disaggregated statistical profiles for each of the pilot countries, gender statistics remained poorly understood and little developed in the Pacific at both the national and regional levels.

Phase 2 of PMI

Phase 2 of PMI thus focused on institutionalising the integration of gender in development planning in the four countries so that gender-responsive planning could be sustained beyond the life of the project. At the national
level, this was to be achieved by incorporating a gender-responsive approach into official planning documents, procedures and processes. At the regional level, Phase 2 sought to strengthen the institutional capacity of the South Pacific Commission to provide technical services in gender-responsive development planning in countries throughout the Pacific. It is also planned to train planners in the Forum Secretariat in order to create the technical capacity to support mainstreaming of gender in macro-economic planning.

In Phase 2, two different approaches to institutionalising mainstreaming were adopted at the country level. In Papua New Guinea, for funding reasons, the primary responsibility for mainstreaming was handed over to the planning agency. Mainstreaming was funded through the bilateral aid programme with technical support provided at the regional level through the PMI office. In the other three pilot countries, the mainstreaming initiative continued to be managed from the PMI regional office, which also provided technical support.

Pacific mainstreaming experience

The experience of Phase 2 has clearly shown the country-based model in Papua New Guinea to be the most appropriate and sustainable model for mainstreaming. It is clear that mainstreaming that is initiated and managed from the regional level is unlikely to be successful. In those countries where the PMI regional office continued to manage the project, national institutions did not develop a sense of ownership or responsibility for mainstreaming activities within the country. Although the countries under regional implementation participated actively in project initiatives, there was a lack of follow-up. For example, further gender training for development planners failed to institutionalise mainstreaming processes or to promote the development of a national gender training capacity. By contrast, the planning agency in Papua New Guinea made considerable progress in modifying planning documents, procedures and processes to incorporate a gender approach. Regional gender training resources were used to train a corps of national gender trainers in Papua New Guinea who were then able to extend gender training to planners at the sectoral and provincial levels.

In the other countries, as the limitations of regional implementation for institutionalising a GAD approach became increasingly apparent, Phase 2 of the project began to place greater emphasis on the WID component through support for women's groups. In order to strengthen the national women's offices, the regional project supported advocacy by women's groups to promote the formulation of a national women’s policy. Technical assistance was provided to the national women's offices to draft and lobby for the policy, which provides a framework within which national institutions can focus their efforts toward mainstreaming.

Impact of global conferences

At the same time, opportunities created by regional preparations for the Barbados, Cairo, Copenhagen and Beijing global conferences were also utilised to create a supportive political environment for future mainstreaming initiatives. Activities in support of regional participation in the global conferences created greater awareness of the importance of political support for mainstreaming at two levels. Political commitment to an enhanced role for women in development is needed at the highest levels of government to ensure that mainstreaming skills and approaches are effectively utilised by planners and programmers. This is especially important in the current context, as Pacific governments face new pressures to reduce costs and increase their market orientation. Grassroots support for women's interests is needed at the community level in order to generate the political commitment for mainstreaming that is required at the highest levels. Thus, both broad community support and high level political commitment are essential for the institutionalisation of mainstreaming.

Preparations for the global conferences also heightened recognition that this support had to be largely provided by women themselves. Women's active participation in decision making in the administrative and political arms of government, as well as in communities, is also necessary for mainstreaming. Differences between women's and

<table>
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<tr>
<th>Table 1: Lessons learned from PMI in the four pilot countries</th>
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<tbody>
<tr>
<td>1. Leadership and coordination on gender mainstreaming is needed at the national level.</td>
</tr>
<tr>
<td>2. Political commitment from the highest levels is required if mainstreaming is to be sustained.</td>
</tr>
<tr>
<td>3. Community support for and monitoring of mainstreaming is necessary to generate and maintain political commitment.</td>
</tr>
<tr>
<td>4. Direct participation of women is needed to ensure that women's concerns are adequately represented in mainstreaming and that mainstreaming will be sustained.</td>
</tr>
<tr>
<td>5. A flexible approach that enables opportunities to be exploited as they emerge is required.</td>
</tr>
<tr>
<td>6. Existing gender analysis frameworks are limited and there is a need for gender analysis materials and models for use in specific sectors.</td>
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### Table 2: Framework for mainstreaming gender in development

#### Mainstreaming Goal 1
Implementation of gender-responsive policy, planning and programming

**Objectives**

1. To create technical capacity for gender-responsive policies, planning and programming through:
   a. advocacy;
   b. gender awareness training;
   c. gender analysis training;
   d. use of gender statistics.

2. To institutionalise gender-responsive approaches to policies, planning and programming through:
   a. incorporating a gender approach in existing policy, planning and programming procedures and protocols such as Project Programme and Policy identification, design, appraisal, implementation and monitoring, Environmental Impact Assessment;
   b. developing gender training capacity in national and regional training institutions;
   c. incorporating gender training in the routine programmes of national and regional training institutions;
   d. incorporating training on gender statistics in national and regional statistical training programmes;
   e. incorporating gender statistics into ongoing data collection programmes.

3. To promote political commitment to gender-responsive policies, planning and programming through:
   a. gender awareness training for decision makers;
   b. training in the preparation of gender-sensitive bills for parliamentary drafting staff;
   c. gender awareness training for voters on how to lobby political representatives and shape a gender-responsive political agenda.

#### Mainstreaming Goal 2
Participation of a critical mass of competent and committed women at all levels of decision making to ensure that women’s issues and concerns are effectively incorporated in development policies, planning and programming.

**Objectives**

1. To increase the number of women in decision making at all levels through:
   a. monitoring sex-disaggregated personnel data in the public and private sectors;
   b. gender-sensitive recruitment, training and promotion;
   c. skills training to increase women’s access to elective and appointed positions.

2. To increase the capacity of women decision makers to support gender-responsive policies, planning and programming through:
   a. gender and skills training for women in decision making;
   b. strengthening networks/organisations of women leaders;
   c. strengthening linkages between grassroots women and women leaders.

3. To promote political commitment to women’s equal participation in decision making at all levels through:
   a. advocacy;
   b. monitor national and regional commitments to gender equality;
   c. promoting understanding of gender equality and equity at community level.
men's gender roles give rise to needs, interests and priorities that are specific to women. Since these will not be well understood by men, the direct participation of women in decision making is needed to ensure that women's needs, interests and priorities will be effectively incorporated in development policies and programmes. Both in the Pacific and globally, the critical importance of political empowerment for women has been one of the main lessons to emerge from the United Nations Fourth World Conference on Women.

Regional influences

While it was increasingly realised that mainstreaming could only be successfully managed from a national base, many of the most influential activities in Phase 2 of the Pacific Mainstreaming Project took place at the regional level. This apparent contradiction was largely due to the impact of the global conferences on project activities. Through technical support activities, the Chief Technical Adviser (CTA) responded to emerging opportunities to strengthen women's and NGO groups working on gender issues and to promote women's participation in decision making. The CTA also played an active role in assisting national and regional preparations by Pacific Governments and NGOs for the Fourth World Conference for Women. This regional focus was partly a result of the project coinciding with a period of intense regional activity associated with preparations for the global conferences. However, it also reflects an important reality in the Pacific, where technical support is most effectively provided at a regional level due to the small size and limited resources of individual countries.

Lessons learned from the Pacific

Not surprisingly for a pioneering project, PMI produced mixed results. Table 1 summarises the lessons learned from PMI. At the regional level, the project's role in facilitating and coordinating regional preparations for global activities was decisive. At the national level, it provided critical technical support for successful nationally based mainstreaming activities in Papua New Guinea. Although it was much less successful in managing mainstreaming activities in the other three project countries, it has succeeded in laying the foundations for later mainstreaming activities which, it is now recognised, need to be nationally based.

The project has also gained a considerable amount of experience in training planners in gender analysis and the incorporation of a gender approach in planning documents, procedures and processes. It has produced valuable technical materials for use in training and advocacy throughout the region: a set of general gender training and gender analysis manuals and a video produced by the project has been sold as far afield as Pakistan. Although most of the gender training activities of the project focused on general planners in the national planning offices, the project found that the special needs of sectoral planners are not well served by existing gender training and gender analysis materials. In order to address this need, the project collaborated with a project in the Fiji Ministry for Agriculture, Forestry and Fisheries to produce a set of training materials specifically for the agricultural department. Further work is now needed to disseminate this material to other countries and to develop similar materials for other sectors.
Defining gender and development competence

*Juliet Hunt, Independent consultant*

**Background: Gender analysis training for AusAID contractors**

The following list of gender and development competencies was developed in 1993 for a pilot gender analysis training programme with AusAID contractors. Participants in this course had considerable experience in the design and implementation of bilateral development projects and 71 per cent had more than ten years experience in development work. All had little experience or confidence in mainstreaming gender issues into such projects.

The headings used in the list reflect the content and modular approach of the course, and the course objectives and terms of reference set by AusAID (then AIDAB) in early 1993. For example, the course was heavily focused on applying gender analysis skills to the project cycle, although there was an intensive gender sensitisation and gender awareness module right at the beginning.

The language used in the list reflects the fact that the target audience for the course was Australian contractors who work in private contracting companies. Developing country governments are therefore referred to as recipient governments or counterpart agencies, which is the language used by AusAID and contractors in project design and implementation documents.

The list is certainly not comprehensive. For example, it does not address ways to measure gender sensitivity, a most important factor in behavioural change.

**Definitions**

**Gender sensitivity**

Gender sensitivity means taking women seriously:

- seeing women (what they actually do, rather than relying on assumptions)
- hearing women (their needs, priorities, perspectives)
- counting the value of women’s work
- respecting women (their views, and their human rights)
- caring about women (what happens to them through development programmes)

**Gender awareness**

Gender awareness in development planning and programming requires:

- gender sensitive attitudes
- a commitment to placing women’s needs and priorities at the centre of development planning and programming, to analysing programmes and projects for the impact that they may have on women and men, and to designing programmes which will involve women
- knowledge about the impact that development activities have had on women, and about the fundamental features of women’s social and economic roles and experiences
- a commitment to promoting participatory development and meaningful consultation with local women affected by development plans and programmes
- the flexibility to respond to priorities and needs identified by local women through consultation and participation
- analytical and programming skills
- accountability

AusAID contracted ACIL Australia and the International Women’s Development Agency (IWDA) to design, implement and evaluate a one day gender analysis course. The pilot course was one-and-a-half days long but is now run over two days. The course has been undertaken three times on a commercial basis by ACIL/IWDA since the pilot in June 1993, including a special tailoring of the course for the Victorian Department of Education.

**How the GAD competence list can be used**

- **Learning outcomes**
  The primary use of the list is to identify specific learning outcomes that may be covered in any particular module of a gender analysis training course. For example, the list has been useful in targeting specific areas of skill and knowledge for practical small group gender analysis sessions. Gender trainers wanting to use the list for this purpose will certainly need to adapt it to fit their training objectives and target group. Other ways to use the list are outlined below.

- **Demystifying GAD in the project cycle**
  Gender analysis and planning frameworks are still rather weak when it comes to applying gender perspectives through the project cycle. The list can be useful in assisting to demystify what is meant by gender-sensitive and gender-aware approaches to development planning and programming. It can be used to highlight the responsibility donor development workers have, and to reinforce the fact that gender awareness is good professional practice.

- **Training needs assessment**
  The list can be used as a self-assessment tool by course participants, integrated with a Training Needs Analysis. Here, course participants are asked to rate their
meant to rate their competence on each of the 40 items on the list. Responses assist with tailoring specific exercises using case studies. A five-point rating scale is used:

1. not at all competent
2. needs improving
3. satisfactory
4. good
5. excellent

- Evaluation of training outcomes
The same five-point rating scale can be used again in a follow-up assessment of the course, six months or so after training, after participants have had an opportunity to apply what they have learned to their daily work. This gives one perspective of behavioural change outcomes of gender training. Research results for two groups of course participants are summarised below.

Measuring the impact of gender analysis training:
Research results

The Gender and Development Competence List has been used as a training needs analysis instrument and for a six months post-course impact assessment with participants from two Gender Analysis Training for AIDAB Contractors courses: June 1993 in Melbourne, and March 1994 in Sydney.

In both the pre-course and six months post-course questionnaires, participants were asked to rate their competence on a rating scale of 1 to 5 (see above) on each of the 40 items on the Gender and Development Competence List. Eleven participants from each course completed both the pre-course and post-course questionnaires. This is a reasonably good response rate of 58 per cent and 65 per cent (overall, 50 per cent women).

Data from these two sets of questionnaires shows that course participants report a significant improvement in their overall competence in Gender and Development six months after the course. Statistical analysis using a paired T test shows that these results cannot be accounted for by chance.

In the Melbourne pilot course, most participants recorded little or no competence for all of the knowledge and skill areas identified on the list. Areas where most participants indicated they had no competence included:

- ability to explain what is meant by women's triple role (82 per cent)
- ability to explain what mainstreaming means (65 per cent)
- ability to explain the differences between a welfare, anti-poverty and empowerment approach to development programming for women (65 per cent)
- ability to devise gender-sensitive monitoring mechanisms (65 per cent)
- ability to identify gender-sensitive performance indicators for monitoring project impact (53 per cent)
- ability to brief project implementation teams on practical approaches for addressing gender issues (59 per cent)
- ability to assess whether a separate women's component or activity promotes marginalisation or mainstreaming (53 per cent)
- ability to assist counterpart institutions to devise goals and strategies to improve their WID capacity (53 per cent).

Results from both sets of questionnaires show that participants indicate that their competence has improved, on average, by between one and two ratings points per question on the list. That is, on average, those contractors who rated themselves before the course as having no competence at all would be expected to rate themselves after training as 'needs improving' or 'satisfactory'. Those who rated themselves before the course as 'needs improving' have tended to rate themselves after the course as 'satisfactory' or better.

Drawing conclusions from this data
Caution about this method of data collection is required. First, the competence ratings are self-ratings: they are the trainees' own subjective perceptions about their pre-course and post-course competence. Second, training is only one of many factors that could contribute to a change in contractors' attitudes and competence over a six-month period. Other important factors include:

- the way AusAID policy is implemented (and the consistency of commitment to policy that contractors perceive within AusAID)
- organisational culture (in both AusAID and contracting companies)
- the level of support and encouragement from colleagues on the job and AusAID staff
- opportunities to apply what has been learned, and
- whether contractors have some initial success and acceptance in applying what has been learned.

Participants from the second course themselves indicated that the course was the major reason for their improvement in competence.

Impact at field level
Although the course was designed for contractors with field experience and responsibilities, many participants had Australian-based responsibilities and roles, such as marketing or proposal writing, even though a high proportion had worked overseas for extensive periods in the past. Overall, only 27 per cent of participants who responded to the questionnaires had been able to apply what they learned directly in the field on projects, mainly due to lack of opportunity or because of the nature of their roles or positions in contracting companies.
AusAID’s Gender/Women in Development Policy

- knowledge of AusAID’s Gender/WID policy
- ability to explain the rationale behind AusAID’s Gender/WID policy to colleagues in your company
- ability to explain the rationale behind AusAID’s Gender/WID policy to recipient counterparts overseas
- ability to advocate AusAID’s Gender/WID policy to colleagues in your company
- ability to advocate AusAID’s Gender/WID policy to recipient counterparts

Gender awareness: Knowledge base

- knowledge of the types of impacts that development projects have had on women
- knowledge of the types of impacts that development projects have had on the social and economic relations between men and women
- knowledge of development practices which tend to overlook and disadvantage women
- ability to explain what is meant by women’s triple role
- ability to explain what is meant by the gender division of labour
- ability to explain what mainstreaming means
- ability to explain what is meant by integrating gender considerations into development activities
- ability to explain the difference between practical gender needs and strategic gender interests
- ability to explain the differences between a welfare, anti-poverty and empowerment approach to development programming for women

Gender analysis techniques/skills

- ability to gather field data about the gender division of roles and responsibilities
- ability to gather field data about women’s and men’s access to productive resources
- ability to gather field data about women’s and men’s control over productive resources
- ability to gather field data about women’s and men’s access to the benefits of development activities
- ability to analyse the societal factors and trends which influence gender relations: sociocultural, religious, economic, political, environmental, demographic, legal and institutional
- ability to identify how women’s roles, needs and priorities may affect development projects
- ability to assess the potential negative impacts of projects on the social and economic relations between men and women

Applying gender analysis to the project cycle

- ability to review a project design in the light of gender analysis
- ability to review a logical framework matrix in the light of gender analysis
- ability to identify gender as a variable in project planning assumptions
- ability to identify gender-sensitive performance indicators for monitoring project impact
- ability to devise gender-sensitive project monitoring mechanisms
- ability to identify barriers to women’s participation in projects
- ability to devise gender-sensitive operational strategies for community consultation, participation and decision making
- ability to devise gender-sensitive operational strategies for project management, administration and training
- ability to devise project-specific goals and strategies for incorporating gender considerations into mainstream project components
- ability to assess whether a separate women’s component or activity promotes marginalisation or mainstreaming
- ability to design projects which channel resources equally towards women and men
- ability to design projects which enhance women’s status
- ability to devise project-specific goals and strategies to improve the capacity of Australian project teams to address gender issues in the project cycle
- ability to brief project implementation teams on different practical approaches for addressing gender issues

Relations with counterparts

- ability to identify and utilise local in-country mandates and advocates for Women in Development initiatives
- ability to assess gender considerations in recipient government policies and programmes
- ability to assess the capacity of key counterpart institutions (government and non government) to implement gender-sensitive projects
- ability to negotiate with recipient counterparts on the incorporation of gender considerations into project cycle
- ability to assist counterpart institutions to devise goals and strategies to improve their WID capacity

January 1996
These results highlight the urgent need for high quality gender awareness and gender analysis courses designed specifically for field personnel in-country.

**Gender training in context**

Although the research shows that these gender training courses have had a significant impact on trainees, it must also be said that much of the two day contractors course is introductory. Far more could be achieved with longer advanced courses and more assertive follow-up, but this is difficult to achieve in the current marketplace, and without AusAID sponsorship.

Gender training in Australia is still very much a one-off event for participants. To date, most gender training has been focused on gender analysis skills. Due to limited training time it has not been integrated with training on community development methods or the implications of undertaking a genuine participatory approach to development planning and programming. These factors are very important to avoid tokenism. Anecdotal reports from the field indicate a trend towards 'donor desk mainstreaming'. This is characterised by activities for women which are either peripheral to mainstream project activities, or inappropriate to the local situation, and generally planned without genuine consultation or participation with local women affected by project activities.

By itself, gender training cannot be expected to have much overall impact unless the political, sociocultural and organisational context of development planning and programming also becomes gender-sensitive. There is also a need for a much wider debate on the types of gender training appropriate for different participants and organisations, and on standards for gender trainers, course length and course content. Gender training for one or two days cannot be a 'quick fix' for the subordination, discrimination, harassment and violence experienced by women throughout major social and economic institutions. What such gender training can do is to provide an opportunity for participants to reflect on some of the attitudes, values, professional and ethical issues which face development practitioners, and to gain some of the knowledge and skills necessary for gender-sensitive development planning and programming.

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Research results are reported in full in two project reports to ACIL Australia Pty Ltd and IWDA: Juliet Hunt ‘Gender Analysis Training for AIDAB Contractors: Report on 6 months follow-up questionnaire’ June 1994; and Juliet Hunt ‘Gender Analysis Training for AIDAB Contractors: Report on 6 months follow-up questionnaire for March 1994 trainees’ November 1994.
The Development Studies Electronic Forum

This Forum was established by the Australian National University (ANU) to provide a world-wide communications vehicle and a central electronic archive for anyone working on, or interested in, the study of social and economic development, with a particular focus on Third World countries. It was established on the 7 July 1994 on the joint initiative of the Coombs Computing Unit, Research Schools of Social Sciences & Pacific and Asian Studies, Australian National University, and The Australian Development Studies Network, National Centre for Development Studies, RSPAS, ANU.

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Gender and development policy: Some options for the future

Outcomes from the Gender and Development Think Tank
4 August 1995, New Parliament House, Canberra

Underlying issues

Think Tank participants highlighted the need for greater understanding of the word 'gender'. It does not mean women. The Think Tank was held to explore more effective ways of gendering development and ensuring that both women's and men's needs are taken into account in the development process; and that women and men have equal access to decision making and the benefits of social and economic development.

Recognition was given to the fact that gender and development policy needed to be consistent within Australian government and non government organisations, and within Australian companies conducting business in 'Third World' countries.

Recognition was also given to the need for gender and development policy which would challenge the prevailing development ideology which is largely still based on modernisation theory and economic rationalism. As long as this ideology underlies Australia's foreign affairs policy it will be difficult to address gender equity.

While pragmatism was called for and incremental improvements are probably the way forward, there was a strong feeling among Think Tank participants that this process is ineffectual and gains do no more than maintain the unequal status quo.

Policy recommendations

The major policy options discussed were:

Decision making - starting at home

1 As a prerequisite for adequate gender and development policy, Australian government and non government organisations need to reconsider their own staffing policies. More women must be incorporated into top-level decision making in these organisations. If necessary, adequate facilities may need to be put in place to allow them to do so.

2 Policies for women's empowerment must include any necessary training that will allow equal access to decision making positions and to project planning.

3 Gender training should become a prerequisite for all Australian personnel involved in planning, evaluating, implementing and monitoring development assistance programmes.

4 Gender training and training in gender analysis should be a prerequisite for national staff overseeing the implementation of Australian aid programmes.

5 For both non government and government organisations an adequate assessment of the gender balance and gender impact of any development project must be included in the feasibility stage.

Decision making - supporting others

6 Australian development assistance policy should have a much stronger focus on providing necessary training and support that would ensure greater equity in decision making.

Education

7 Australian aid policy must continue to promote and support equal access to education, and where necessary provide additional support for educating girls.

8 Australian aid policy must continue to promote and support information and access to fertility control to men and women.

Gender awareness

9 Australian policy should require that all research, project appraisal, monitoring and evaluation is disaggregated by gender.

10 Greater consideration must be given to country-specific perceptions of gender equity.

11 A gender policy team, with the power of veto, should be established within AusAID with the responsibility of assessing gender concerns and possible gender impact of all project plans. Projects that do not include gender concerns, including DIFF projects, should not be funded.

Proceedings of the Think Tank are available from:
The Australian Development Studies Network, National Centre for Development Studies, Australian National University, Canberra ACT 0200, Tel (06) 2402466, Fax (06) 257 2886, email: devnetwork@ncds.anu.edu.au

January 1996
20th century milestones

History of women in the twentieth century

1911 International Women’s Day marked for the first time. In 1910 Clara Zetkin proposed that 8 March be celebrated as International Women’s Day each year to commemorate the struggle of the New York women garment workers who had protested in the street on 8 March 1857 against their exploitation.

1945 Women delegates to the first UN General Assembly in San Francisco demanded that women’s concerns be given special attention. The Economic and Social Council (ECOSOC) established a Sub-Commission (to the Commission on Human Rights) on the Status of Women. The first and only meeting of the Sub-Commission voted unanimously that a full Commission on the Status of Women was needed, and ECOSOC agreed.

1946 UN Commission on the Status of Women established. The first meeting of the Commission on the Status of Women was held in February 1946, one month after the first meeting of the Commission on Human Rights.

1948 UN Declaration on Human Rights adopted and proclaimed by General Assembly resolution 217A(III) on 10 December 1948. Conceived as a common standard of achievement for all peoples and nations, it provided the basis for the development of the International Covenants on Human Rights.


1951 International Labour Organisation (ILO) adopted the Convention on Equal Remuneration for Men and Women Workers for work of equal value on 19 June. This agreement states that the rates of remuneration must be determined without discrimination based on sex.

1952 UN adopted Convention on Political Rights of Women, 20 December. It entered into force on 7 July 1954 and it ensures that women are entitled to vote in all elections, eligible for election to all publicly elected bodies and entitled to hold public office on equal terms with men.

1954 UN General Assembly recognised that women are ‘subject to ancient laws, customs and practices’ inconsistent with the Universal Declaration on Human Rights, and called on governments to abolish them.


1957 UN adopted Convention on the Nationality of Married Women on 29 January 1957. It came into force on 11 August 1958 and states that marriage will not automatically affect a wife’s nationality. An alien wife, at her request, may be granted a husband’s nationality.

1960 The Miraval sisters, political activists, were assassinated by Dominican Republic dictator Trujillo’s forces on 25 November 1960. Women attending the 1981 First Feminist Ecuentro for Latin America and the Caribbean in Colombia designated this day as International Day to End Violence Against Women.

1962 UN adopted the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages on 7 November. It entered into force on 9 December 1964.

1963 UN General Assembly recognised the dimensions of violations of women’s rights and called for a Declaration on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1966 UN Commission on the Status of Women submitted the first draft of the anti-discrimination (and the Protocol on the Abolition of Capital Punishment) and the Convention on Economic, Social and Cultural Rights, which calls for increased participation of women in public life, equal pay for equal work and the right to promotion.

1967 Iran adopted the ‘Family Protection Law’ which allows women to work without their husbands’ authorisation.
UN General Assembly adopted the Declaration on the Elimination of All Forms of Discrimination Against Women ‘to ensure the universal recognition, in law and in fact, of the principle of equality of men and women’.

1968 International Conference on Human Rights adopted ‘Proclamation of Tehran’, which calls for the maximum freedom and dignity of each individual and an end to discrimination against women worldwide.

Economic and Social Council of the UN initiated a reporting system on implementation of the provisions for the Declaration by governments.

Early 1970s ‘Take Back the Night’ marches organised by women for the first time. The practice continues each year, globally. ‘Take Back the Night’ campaigns focus on measures for improved security for women. In recent years, all violations of women’s human rights have been highlighted.

General Assembly adopted its first resolution urging equal employment opportunities for women in the UN Secretariat.

1974 Declaration on the Protection of Women and Children in Emergency and Armed Conflict (14 December) aims to ensure that all necessary steps will be taken by states involved in armed conflicts to ensure the prohibition of persecution, torture, punitive measures, degrading treatment and violence, particularly against women and children.

1975 UN designated International Women’s Year. The First World Conference on Women was held in Mexico City from 16 June - 2 July 1975. The final Plan of Action calls for the preparation and adoption of an international convention against all forms of sexual discrimination and recommends procedures for its implementation.

International Women's Year Tribune - 6,000 women participated in the non-governmental meeting parallel to the inter-governmental world conference in Mexico City.


UN Voluntary Fund for Women established to make financial resources available to further development projects aimed at women in developing countries. UN International Research and Training Institute for the Advancement of Women (INSTRAW), based in Santo Domingo in the Dominican Republic, was also established by the General Assembly with a mandate to support the fuller participation of women in the economic, social and political spheres.

IWY Tribute Project started in February to cope with requests for information and technical assistance from women who participated in IWY Tribune. Name changed in 1978 to International Women’s Tribune Centre (IWTC).

First International Tribunal on Crimes Against Women is held in Belgium in March.


1980 Second World Conference on Women was held 14-29 July, Copenhagen, Denmark, to review progress made in the first half of the Decade on Women. It adopted a Programme of Action.

More than 10,000 women and men participated in more than 2,000 workshops, panels, exhibitions and plenaries at parallel NGO Forum in Copenhagen.

1981 CEDAW entered into force with the required ratification by 20 countries.

1983 International Network against Female Sexual Slavery (FSS) to fight against forced prostitution and other forms of female sexual slavery was established after the Global Feminist Workshop to Organise Against Traffic in Women in the Netherlands (6-15 April).

1985 UN adopted Convention Against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment. It entered into force in 1987.

The Third World Conference on Women was held in Nairobi, Kenya, from 15-26 July 1985 at the end of the UN Decade for Women. The Nairobi Forward-Looking Strategies call for increased participation of women as equal partners with men in all political, social and economic fields, including their full access to education and training.

An estimated 15,000 people participated in the parallel NGO Forum ‘85.

UN Voluntary Fund for the UN Decade for Women became a permanent and autonomous organisation in association with the UN Development Programme (UNDP) and was renamed the UN Development Fund for Women (UNIFEM). It funds innovative development activities to benefit
women, especially in rural areas of developing countries.

1986 First World Survey on the Role of Women in Development was published by the UN.

1988 UN Branch for the Advancement of Women was raised to the status of a Division, becoming the central UN unit on women’s issues.

WISTAT, the UN Women’s Indicators and Statistics database, became operational as the focal point for the compilation of worldwide statistics on women.

1990 The Commission on the Status of Women reviewed implementation of the Nairobi Forward-Looking Strategies and recommended convening the Fourth World Conference on Women.


1990-1995 The System-wide Medium-term Plan for Women and Development adopted by the Economic and Social Council in 1988. It identified ways for promoting the advancement of women both within the UN system and through the work of the various agencies and offices of the UN system.

1991 The World’s Women: Trends and Statistics, a compilation of data on the situation of women throughout the world, was published.

1993 Declaration on the Elimination of Violence Against Women was adopted by the General Assembly. It defines ‘violence against women’ as any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

15-25 June, World Conference on Human Rights was held in Vienna, Austria. UN General Assembly adopted the Declaration on Violence Against Women in December.

UN General Assembly adopted a resolution to appoint a Commissioner on Human Rights on 20 December.

1994 More than 5,000 African women and men from 52 African countries converged in Dakar, Senegal, to attend the Fifth African Regional Conference on Women (12-23 November) in preparation for the Fourth World Conference on Women.

In follow-up to the 1985 Nairobi World Conference on Women, the UN convened the Fourth World Conference on Women (WCW) in Beijing, China, to review and appraise progress in the advancement on women to the year 2000 between 4-15 September.

1995 NGO Forum on Women ’95, the parallel NGO meeting to the Fourth World Conference on Women, was held outside Beijing, 30 August-8 September, and was attended by more than 30,000 delegates.

Reprinted from Prodder Newsletter Volume 7 Number 3.
Women in Development (WID) landmarks in Australian Government aid

1975 First public acknowledgment by the Australian Development Assistance Agency (now AusAID) of the role of women in development.

1976 First ministerial commitment to equality of opportunity for women in the Australian aid programme.

1980 Appointment of first WID Adviser, in AIDAB who is responsible for internal lobbying and the promotion of women's interests.

1984 WID policy articulated and circulated to staff and recipient governments.

Jackson Committee makes recommendations on special efforts needed to assist women.

Establishment of the WID Fund with an allocation of A$500,000.

First guidelines and procedures for integrating WID put in place in AIDAB.

1985 First staff training programme developed.


1986-1988 A series of reviews on the progress of integrating women, particularly in training awards and bilateral projects.

Further incorporation of women's concerns into AIDAB manuals and procedures.

WID Training policy aims to achieve a 50:50 ratio of training awards offered to men and women across all AIDAB training programmes by 1997.

1988 First gender analysis training for AIDAB staff.

1989-1990 Gender analysis team focuses on reviewing procedures, training and advice to the bilateral country programmes area.

1990 Regular informal consultations begun with non-government organisations.

Review of the WID Fund.


1992 Increase in staff allocated to WID, including WID outpost officers located in programme branches; establishment of WID Unit; increase in WID Fund allocation from A$0.7 million to A$1.5 million.

Ministerial endorsement of AIDAB's new policy on Women in Development, which identifies strategies for the achievement of WID policy objectives and emphasises the importance of internal accountability.

WID markers introduced to assess the extent of integration of WID concerns into all phases of AIDAB's activities.

1993 First gender analysis training course for AIDAB contractors.

1994 Restructuring of WID Unit to the Gender, Education and Social Development Section, including abolition of WID outpost officer positions.

Purchasing and Consultancy Contracting Procedures explicitly require Technical Appraisal Panels to take into account contractors' ability to satisfy WID policy and to undertake gender analysis.

Contractors advised that resumes should include details of professional development activities, particularly gender analysis training.

1995 Australia proposes that the 4th UN World Conference on Women in Beijing be a Conference of Commitments.

AusAID adopts the term Gender and Development.

Extract from Juliet Hunt 'Gender awareness and equity in the Australian aid programme: The snail inches forward', ACFOA Research and Information Series, forthcoming.

January 1996
Women in the Papua New Guinea health system

Terence Murphy, Management Consultant, Fremantle

Having recently returned to Australia after two years in Papua New Guinea (PNG), I know the news from this part of the world is vexatious. Although the recent stock market float of the Lihir Gold Mine in New Ireland was rapturously received by the investing public, little else seems to be going well. BHP has been in the headlines for weeks as a result of pollution from the Ok Tedi Mine; the budget crisis has featured prominently in the business and economic sections for over a year; and the realities of urban crime periodically hit the headlines, particularly when expatriate Australians in Port Moresby or Lae become victims.

There are, however, reasons to be sanguine about the future. PNG has a powerful force for positive change that will ensure its stability and productivity for some time to come: it is the women of Papua New Guinea. Having spent my two years on a national health/family planning project (and three years as a non government organisation director there in the 1970s), I have come to appreciate the enormous contribution they make not only to maintaining the delivery end of the health system in the face of serious difficulties, but in all other aspects of economic and social life.

Difficulties in the health system

To understand the magnitude of their contribution, one must look at the problems they face. For two years my colleagues and I looked on with a mixture of fascination and despair as the national/provincial health system appeared to contract inward toward the provincial capitals, slowly, accidentally withdrawing from the national commitment to rural health. The cause of this contraction was a mixture of budget cuts in health and other areas, and increasing rural crime and violence. Of the latter, a personal experience is illustrative. One morning, as I sat reviewing the project with the Assistant Secretary for Health in Goroka, a radio call came in from a mobile health team who had been inoculating against an outbreak of typhoid. They had been held up by armed bandits who had taken all their personal belongings, including most of their clothing. Fortunately, they did not take the vehicle. Health workers who face such possibilities are understandably reluctant to travel outside the towns.

Most thefts are less confrontational, but in the long run may be more damaging. In our visits to rural health centres we were often informed that thieves had stolen equipment such as taps and piping from water tanks, thereby depriving staff and patients of that most essential health commodity: water.

Crime is a persistent worry but the effects of the budget cuts are more immediate. At the clinic level, drugs, medical supplies and equipment are almost always in very short supply. Existing equipment is not repaired when it breaks.
down. Clinic buildings deteriorate for lack of repairs. There is little fuel for electrical generators and vehicles, and vehicles are not serviced regularly and not repaired when they break down. Thus electrical equipment in clinics cannot be used. Radios are inoperable. Without transport patients cannot be transferred to provincial hospitals when necessary. Supervisors cannot visit clinics to provide needed in-service support and training, mobile clinics are cancelled, and supplies, when available, cannot be delivered.

Cuts elsewhere in the budget have led to a deterioration in the feeder road system, as well as the main roads, which are crucial for the movement of supplies, staff and patients. Communications, essential for maintenance of services, have deteriorated because provincial radio systems are not maintained, and in some cases telephone services to provincial departments have been cut off for non-payment of bills. Cuts in the police budget mean that violence in the rural areas is less controlled. Villagers are less willing to take the risk of travel to health centres even when they are seriously ill.

In spite of shortages of essential drugs and medical supplies, broken or missing equipment, often dilapidated clinic buildings, and occasional threats of violence against staff, however, thousands of women, children and men receive a reasonable standard of care at rural health centres every day. Why is this so? Because clinic staff continue to extend themselves, regardless of the obstacles, in caring for their patients. If my observations are correct, most of the active clinic service providers are women. Thus in health, as in so much of PNG life, women carry the burden.

Men in the health service

I have included the caveat ‘if my observations are correct’ because statistically, men have a significant presence in rural health. In the late 1960s and early 1970s, when the system was being put in place, only men were recruited to staff the network of village aid posts which were to provide basic health services. However, many of the Aid Post Orderlies, as they were known, have retired from the job, or have simply ceased to provide useful service due to lack of supplies or contact with the provincial health office. It has been estimated that between 25 and 40 per cent of rural aid posts are no longer functioning, although discussions with provincial health officers suggest that no one is certain this is the case.

There are many fine and dedicated men in the health service. It is female nurses and community health workers, however, who provide much of the initial patient contact and service. Without their continuing commitment in the face of great difficulties, there would be little effective health service in the provinces. I found it almost embarrassing to visit a rural health centre which was short on virtually everything, to be greeted warmly and to be shown around by women who, while fully aware of the problems they faced, persisted nevertheless. In one clinic in the Southern Highlands for example, when the provincial ambulance was not available because there was no money for petrol, clinic patients who had been referred to Mendi Hospital were sent by PMV (Passenger Motor Vehicle, a vehicle licenced to carry passengers). Clinic nurses would walk the often quite seriously ill patient to the nearest PMV stop and wait there until the bus arrived, usually assisting with the fare from their personal, very limited, funds. Such dedication is typical.

Women in PNG society

The role of women in the health service is a reflection of their role in PNG society generally. They carry the combined burden of child bearing/rearing and agricultural production. In an overwhelmingly rural society sustained by subsistence agriculture, their work is essential to individual and social survival, and yet they have little status or obvious power in the greater community. But the need to work ceaselessly for survival, and to cope with the exigencies of male power, gives rise to a pragmatic spirit in PNG women which is both tough and resilient. In my view, it is this spirit which sustains the rural health system in the face of crisis. In spite of the often depressing state of some of the clinics I visited, I always left feeling hopeful and buoyed up by the encounter, having imbibed a measure of the strength and spirit of the women who provide the core of this vital community service.

Table 1: Percentage of male and female participation in education and employment in PNG

<table>
<thead>
<tr>
<th>Sector</th>
<th>Male (%)</th>
<th>Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary School (yr 1)</td>
<td>58</td>
<td>42</td>
</tr>
<tr>
<td>High School (yr 12)</td>
<td>75</td>
<td>25</td>
</tr>
<tr>
<td>University Enrolment</td>
<td>85</td>
<td>15</td>
</tr>
<tr>
<td>Non Univ. Tertiary (avg)</td>
<td>79</td>
<td>21</td>
</tr>
<tr>
<td>General Nursing</td>
<td>28</td>
<td>72</td>
</tr>
<tr>
<td>Secretarial Studies</td>
<td>0</td>
<td>100</td>
</tr>
<tr>
<td><strong>Employment</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Urban wage*</td>
<td>84</td>
<td>16</td>
</tr>
<tr>
<td>Rural subsistence †</td>
<td>44</td>
<td>56</td>
</tr>
</tbody>
</table>

*citizen population 10yrs+ and earning money
†economically active population 10yrs+

Source: Booth (1991)

Women throughout PNG society persist in the face of limited rewards and very little obvious appreciation. They have fewer opportunities for participation in the wage sector and fall far behind men in formal education. In spite of official equality before the law, in domestic relationships they sometimes receive rough justice. It is not uncommon, for
example, for rural magistrates to send women to jail for adultery, usually on complaint from an aggrieved husband, but there are very few cases reported of men being similarly punished for their infidelities. Although girls begin primary school only moderately behind boys in number, by the time they reach high school and university, they are greatly outnumbered. In the job market, they hold mostly clerical positions in the public service, as in the private sector. In Parliament they have no representation in the sense that there are no women parliamentarians.

Table 1 provides a few key indicators on women in education and employment. Clearly the entry of women into the professions is limited by their very low participation in secondary and tertiary education. Only the traditional areas of female employment, nursing and secretarial work, allow reasonable access to the wage sector.

Where women in PNG suffer most is, literally, at the hands of men. Wife-beating is seen by many men as an acceptable method of individual and social control of women. A survey by the PNG Law Reform Commission revealed that 67 per cent of rural adult males said it was acceptable to hit your wife; 42 per cent of urban low income males and 41 per cent of urban elite males agreed (Booth 1991). Although widespread in rural areas, wife-beating seems to reach particular levels of intensity in cities and towns, where the social controls of clan alliances are attenuated or missing altogether, and where alcohol is readily available to aggravate tensions (Gillette 1990).

Clearly, women are not sharing equally in the rewards of development. Yet without women's labour, I believe, many of the modern as well as traditional institutions which support and sustain PNG society would not be viable. This is almost certainly the case with the delivery of health services in the rural areas.

Changing the status of women will not be easy. The fact that men hold all the official power, including the power to make laws and regulations, and in most cases to implement the law, means that, legal equality notwithstanding, there is little real support for changing the balance of power between men and women. Also, the fact that so much of PNG is still rural and traditional means that change, in any event, evolves slowly.

Women and change

Since self-generated radical change in PNG's rural society is unlikely, the impetus for change in the status of rural women can only come from outside the village. The provincial centres, of course, have been a focus for new ideas and a force for change for several decades. But much of this has favoured men to the disadvantage of women. The Women's Division in the PNG Department of Religion, Home Affairs and Youth is officially responsible nationally for advice and support for improving the status of women, but the division is chronically under-funded and therefore has difficulty fulfilling its mandate. This being the case, it is imperative that international assistance agencies maintain and fulfil their policies on gender and development. In the face of massive indifference from overwhelmingly male bureaucracies, this is not an easy task, particularly since there are so many other development issues that are less contentious.

There are, however, two areas for support that offer great promise: women's education and family planning. Numerous studies have shown a strong and positive correlation between levels of female education and family size. It is well documented that educated women have smaller, healthier families, and consequently more time for involvement in the community. The conventional view of the correlation between education and family size is that better education allows women to make better informed decisions about childbearing and child health. No doubt this is true, but more importantly, in my view, women's education alters the power balance between men and women, giving women greater freedom and capacity to make informed decisions, and greater confidence to assert themselves.

The role of family planning is similarly crucial since it gives women control over fertility. Without the extra time and energy that are available with smaller, healthier families, women will not be able to take advantage of available educational programmes.

Neither the support for women's education nor family planning are radical proposals. Women's education programmes, from basic literacy through university scholarships, are a staple of international development programmes, and family planning projects have been a part of the development scene since the 1950s. These projects have not had a greater impact because they have not had the high level, long-term support that is necessary for engendering change in complex social relationships. Most externally funded social development programmes have a short funding horizon, typically two to five years. Theoretically, after five years, all the technical skills will have been transferred, at which point the recipient government will take over both the management and the funding of the programme. But attitudes can take a long time to change, and with social programmes, particularly those whose primary beneficiaries are women, there may be a tendency to find reasons why local money is not available for continuing a programme.

Conclusion

If international donors are serious about supporting greater power and participation for the women in PNG, then support for family planning must continue long beyond the current five year World Bank/Asian Development Bank/AusAID project (which ends in 1998), and arrangements - including adequate funding - must be made to ensure that women have equitable access to education at all levels.
The strong, committed women who keep service alive at the delivery end of the national health system deserve recognition for the work they do. Ensuring that their communities have access to family planning, and that all the young women of PNG have access to education, would be the most meaningful recognition of their work.

In the meantime, they will continue to bear and rear the children, raise and harvest the essential food crops, provide the core of service in hospitals and clinics, bear the brunt of male aggression and intransigence, and ensure that PNG remains stable and productive. For their labours, their patience and persistence, and their enduring goodwill and spirit, they deserve greater international support and recognition.

References


'Tell me another story': Reflections on storytelling as a means of development education

Jill Finnane, *Action for World Development*

For the truth is that much of story comes from travail; theirs, ours, mine, yours, someone's we know, someone's we do not know far away in time and place. And yet, paradoxically, these very stories that rise from deep suffering can provide the most potent remedies for past, present and even future ills (Estés 1993).

As human beings we are inclined to carry with us images of the world - images provided by our parents, the media, aid campaigns, the advertising industry and news reports. The perceptions we develop from those images tend to define reality for us and, consequently, motivate our actions. Development educators regularly engage with simplistic images: images like 'they' are poor and violent in Rwanda, 'they' are starving and helpless in Ethiopia, 'they' are either passive victims or revolutionaries in the Philippines. Because images like these exert such power in people's lives, development educators need to 'get behind' the images which are presented to us (Bobbett 1992).

Similarly, words and phrases like First World/Third World, North/South, development, and other common aid words simplify our view of the world. Development educators are aware of the difficulty posed by such words and usually explain that they are terminologies used to help in communication. However, countering the influence of simplistic images poses greater difficulties.

Action for World Development (AWD) has found, when trying to empower people to move beyond this tendency to 'black and white' thinking, that it is not enough to supply them with information, or even to ask people to apply logic or analysis to that information. AWD uses a range of approaches that encourage people to think critically and to try to come to terms with complexity. One such approach is the use of story. It is an approach which I believe has much potential for development education as it helps people create new images to counter or complement the old ones so that they have a more complex kaleidoscope of images and perceptions to call on.

What is the attraction of story?

Whenever I am considering matters relating to the second world war, I unconsciously put them beside the stories I have heard from my father about what it was like for him fighting in Papua New Guinea, and from my mother about the changes the war meant for the lives of young women like herself. Similarly, anything I have learnt about the history of the difficult years of the depression comes to me enhanced by the stories my parents told me about their experiences of growing up in poverty. The numerous patterns and interconnections of my parents' stories make the abstract information come alive to me.

Similarly, I have seen my children listen with rapt attention as they have heard stories related to them. 'Tell us about the time ... ', they will begin, as they settle down to hear a story retold for the seventh or eighth time. The broader the range of stories, the more stories they have heard from our friends and connections with other places, the more have they developed a sense of their connection to the broader world.

In 1990, I first heard of the ideas of Gregory Bateson, the biologist/philosopher and author of *Steps to an Ecology of Mind*. Fritjof Capra, himself a philosopher of physics, and highly regarded as the author of *The Tao of Physics*, found himself challenged by Bateson to change his way of thinking from 'physics thinking' to 'the systems view of life' and to see the value of stories. Stories, according to Bateson, are the 'royal road to relationships'. Rather than looking for logic, Bateson declared that deeper understanding could be gained by 'looking for patterns behind patterns and for processes beneath structures' (Capra 1988).

Capra wrote with such enthusiasm of his meetings and discussions with Bateson, and of Bateson's way of presenting complex ideas in the form of story, that I wondered about the role story played in my own life, and its possibilities in development education. When I looked back I could see that my empathy with development issues, and my passion to respond to them, had come from my personal links with people whose friendship and stories had inspired me. So I was pleased to have the opportunity in late 1994 to help facilitate an AWD course entitled 'Tell me another story'. This course was an attempt at a fuller use of story as a means of development education.

January 1996
Aims of the course

The course centred around the stories of seven women, five of them from the Third World. In the course I hoped to encourage the participants to move beyond feelings of sympathy and concern for the poor of the Third World and become more:

- able to evaluate what and how we know about others;
- aware of the role images play in our attitudes;
- open to developing a complexity of images;
- empathetic - more able to put ourselves in the place of women from other places;
- able to see some relationships between our own lives as women and the lives of other women from different cultures and different situations;
- aware of the political/historical context in which women’s lives are played out; and
- motivated to consider personal responses to issues raised.

The storytellers were keen to share their stories in order to increase understanding of the struggles their communities were facing. They encouraged us to reflect on our own social, political, economic and gender positioning experiences and to use what they told us about their societies to reflect on our own. To include excerpts from the women’s stories, however, is to risk doing the very thing the course set out to prevent. It is tempting to provide some of the more sensational incidents related, but that may be at the expense of the broader importance of the women's sharing. Nevertheless I will refer to parts of the women’s stories in order to exemplify aspects of the methodology and to reflect on the successes and problems of the course.

The storytellers (real names not used)

Much thought went into choosing the women who told their stories. They came from Aboriginal Australia, Sri Lanka, the Philippines and Papua New Guinea. All are women who are striving for social justice and sustainable development for their own communities. They all speak fluent English, are well educated (both in their own communities and in western terms), are politically aware and in differing ways have links with the poor of their own communities. Thus with their knowledge of, and ability to move in, at least two cultures, they were well placed as intermediaries or ‘brokers’ between those cultures. On the last day of the course two women, who are members of AWD, told their stories of being part of a movement for justice and peace here in Australia.

Judy, an Aboriginal woman from Western Australia, grew up during the second world war in a dormitory on an Anglican Mission. She received some schooling at Alice Springs and then further education within the Anglican Church for whom she worked as a kindergarten teacher and social worker before retiring due to ill health. Elizabeth, a community health worker in the Philippines, has three children and is doing postgraduate studies in Australia. Anna, also a Filipina and the youngest of the presenters, is in Australia doing postgraduate studies on the environment. Both women have a range of community involvements in the Philippines.

Mary grew up in a small village in Papua New Guinea (PNG) during the time of Australia’s administration and attended weekly boarding school at the nearest Catholic Mission. She received her university education in PNG, starting her career during the time PNG was gaining independence. She has contributed to efforts to improve the position of women and young people in her country and works now to build up relations between Australia and PNG. She has two children.

Emily, who was visiting from Sri Lanka, grew up during the time Sri Lanka was a British colony. She received her university education in Sri Lanka and works in church organisations and with women’s groups amongst the very poorest in the country. She has two children. Because she spent three sessions with the group she was able to share several stories of other women from her country.

The course participants

The course brought together a wide variety of women, including grandmothers, mothers of young children, single women, religious sisters, active church lay-women, women with a long involvement in social justice and development issues, women with extensive postgraduate education, and women with a minimum of formal education. Such a mix of participants is typical of a community or adult education course.

The mix of participants meant that the course had to meet many different needs and provide quite different opportunities for growth. For some it was their first opportunity to explore their images and to even meet women from different communities. For others, it was an opportunity to take time to look more empathically at issues they had already begun to think about. For a few, it was an opportunity to build on many years of involvement in social justice issues and to nurture their participation in people’s struggles.

The methodology - more than just entertainment!

Listening to stories is not enough. AWD does not provide storytelling sessions just to engage and entertain nor even to simply teach. From the beginning of the course, the learners took part in a variety of activities designed to enable them to prepare for, and reflect on, the women’s stories.

We began the course by exploring the images that the media, and indeed some fundraising campaigns for aid organisations, use to portray Third World people - images that range from the exotic to the helpless. Some activities encouraged the group to reflect on the way we know others and how our knowledge is constructed. Other exercises allowed for a questioning of terms and ideas such as 'progress', 'development' and 'implied Western cultural superiority'.

Development Bulletin 36
Some very simple activities raised the issue of how the simple images we have of 'poverty' and 'oppression' tend to lead us to erase any consciousness of 'otherness' and cultural richness.

Exercises which involved participants sharing their own stories helped to create an atmosphere more conducive to making connections with the storytellers. The activities were designed to allow the learning group to discover relationships between different stories, between themselves and the storytellers, between themselves and the other participants and between the stories and the wider issues of development and the Third World. An awareness developed of the gift of trust we received from each of the presenters and an understanding of the need to respect the private nature of much of what we were told.

As the course progressed we 'charted the shedding of our agendas'. First the learners brainstormed and then analysed their expectations of what issues would be raised. These were then grouped and over the weeks we built up a 'spider' diagram of the issues as they emerged from the women's stories. Even so, some of the participants expressed their difficulty in letting go of their original expectation that the storytellers would be Third World and thus disempowered.

The stories

The actual telling of the stories was the main feature of the course and certainly appeared to be the part most appreciated by the participants. It was important for the women to tell us what they thought we should hear rather than what we wanted to hear.

The storytellers merged the personal and the political as they told what it was like for them growing up as girls and moving into womanhood in the midst of decolonisation, missionary activity, dictatorship, families supported by migrant workers, and civil war. The childhood stories provided a basis for moving on to the political/historical context.

The articulateness of all the guest speakers and the compassion with which they shared their stories challenged the stereotypes that every one of us, even those who had been studying development issues for many years, brought to the course. One of the most frequent comments I heard from the participants, especially at the beginning, was surprise that there were such well-educated and aware women in these communities.

The reflection activities

Moving from listening to stories to taking part in activities meant that each participant stepped out from the relatively passive role of listening and absorbing to the more active one of sharing and contributing.

Perhaps the most significant shift occurred as the issues we charted changed from portraying the communities as being full of problems to showing the range of strengths that existed amongst women. Thus one strand of the final spider diagram included such issues for women as:

- the need to recognise women's knowledge;
- the significance of voluntary work;
- courage to speak out to bring injustices to public knowledge;
- liberation theology;
- women acting as catalysts;
- women working together;
- women's endurance; and
- the importance of networks and connections between women.

Evaluation

The course succeeded in challenging stereotypes, creating empathy, broadening horizons, establishing points of connection and shared experiences, presenting the links between the personal and the political, as well as being a gentle and memorable experience of the complexity of 'development'. For some of the women participating, the course was a catalyst to become involved in development issues. For others it contributed to changes in the direction of their involvement.

The learning achievements differed from woman to woman. One woman, who read to the group from her journal, showed how conclusions she came to earlier in the course were changed as the course went on. Her experience exemplifies the way a course like this can have value in helping people question what they think they know about the Third World and the benefit that comes when people realise how much they have to learn.

Evaluations by the participants suggested some structural changes but were enthusiastic about the use of story as a learning tool. One of the participants, reflecting particularly on the stories themselves, said, 'This course has made a profound impression on me. Hearing the women speak brought the situation in their countries very close and made me more aware of the difficulties they had to overcome in order to become the women they are today. They were an inspiration.' Another, reflecting more on the processes, said, 'I particularly enjoyed and was interested in the processes used to facilitate reflection and sharing after the stories ...' Several said they would have liked to have continued on and studied each of the communities in more depth. Each participant gained new powerful images of five strong, courageous women who have done much for their countries. The mimes on the final day showed the participants were thinking about or planning some new directions in their own lives.

Questions, however, remain. This course was open to men but none came. Would the processes have been as open and
effective if ‘women talking to women’ had not been an aspect of the course? How can the women telling the stories feel that they really belong to the course when they only come in as guests? How can a simple community education course like this deal with the problems of equating women’s experiences from different cultural, political, economic, social, national, and ethnic backgrounds? Is it really possible to balance the relationships that emerge in a personal story with a broader analysis of the society?

Despite these questions and the difficulties that emerged I think the course showed that story has potential as a means of raising awareness of the role of women in development. In a preoccupied world, story almost compels the listener to explore and build relationships across cultural and historical barriers. Provided it is backed up by a range of processes, story can help people to ‘get behind’ their images and perceptions of the ‘other’. No matter what the educational or other background of the learners, story can encourage them to grapple with the complexity of global issues without becoming overwhelmed by it. Again, backed up with appropriate activities, story evokes a response that goes beyond the intellect and the emotions to develop an empathy that can stimulate a motivation to investigate the issues further and to respond to them.

References

Decolonising Feminism

**Susanna Ounei-Small, New Caledonia**

For centuries, Third World women, other black women and working class women have struggled against double or triple exploitation. As a Kanak, I disagree strongly with the liberal feminist view that ‘we are all women facing the same problem against male supremacy’.

It is true that problems such as rape and domestic violence are similar for women whatever their class or colour. But this assumption of ‘sisterhood’ is unacceptable to women who must struggle side by side with men to get back land stolen by colonialism, while at the same time we fight within our society against a patriarchal system which orders obedience towards men.

Liberal feminist ideas emanated from the 18th century through the liberal ideology of liberty, equality and freedom of choice. The idea that ‘women’s capacity to reason was equal with that of men’ first appeared through Mary Wollstonecraft’s writing in 1792. She argued that ‘the apparent inferiority of women’s intellects was due to inferior education’ and that this was ‘the result of women’s unequal opportunities rather than a justification for them.’

Liberal feminists argued that women should be free to sell their labour outside their houses and therefore argued for state support for mothers. They also demanded the right to vote and participate in parliament.

Angela Davis, a black socialist feminist, emphasises the historical differences between black and white women. She argues that at the time that liberal women were claiming individual freedoms and equal rights, black slave women with no rights at all had to endure being flogged, mutilated and raped by their white owners. Black women did not have the freedom to sell their own labour nor even to care for their children after they gave birth. In the eyes of the slave holders, slave women were not mothers at all; they were simply breeders guaranteeing the growth of the slave labour force.

In slavery, black women and men were equal. They were forced to work together and were mistreated together. In the slave environment, there was no ‘family head’ as all blacks belonged to masters. When men were humiliated by the slave owners, black women felt humiliated too.

American liberal feminists have focused more on individualistic equal rights, which they consider to be the essence of feminism. Their aim has been to stop the marginalisation of women from areas such as industry, commerce, education and political office. Equal opportunities represent to them the annulment of sexism. The rights to free contraception, abortion and childcare, and for refuges for battered women, are part of liberal feminist demands. They even apply this to military service. But if women from Indonesia, France and Papua New Guinea are compelled to do military service, they might have to go to West Papua, Kanaky and Bougainville to kill people who are struggling for independence.

Liberal feminists have taken their commitment to individual freedoms as far as arguing that women should have the freedom to engage in prostitution. They don’t question the effect of capitalism, colonialism, exploitation and poverty and why women are compelled to use their bodies as a means to survive.

I do not deny the importance of issues such as rape and violence against women raised by liberal feminists. However, I cannot accept that all women share a common oppression. Last century when liberal women and their white sisters in parts of Europe and the US were behind their banner of ‘liberty and equality’, Kanak women had to hide their children in the bush while their men were fighting against the French military takeover of our country.

Since 1853, when France annexed New Caledonia, the life of Kanak women has totally changed. They lost their land
and their dignity. French middle class liberal feminists love to talk about peace and equal rights. They love to highlight the exploitation of women in Kanak society. They still sing: ‘We are all women. All women unite.’ How utopian! How can we be united with French women when they participate in the colonisation of our country? Their slogans are simply designed to blind Kanak women from our real struggle. The priority for Kanak women must be to struggle together with Kanak men, while trying to change their violence and sexist behaviour, against the imperialist interest represented by these French liberal feminists.

Most liberal feminists are ‘petite bourgeoisie’ or middle-class women who know little about oppression. They have achieved changes in laws, employment policies and many other areas which enable them to compete with middle-class men for the privilege of being part of the elite in a racist, capitalist society. Poor women from the colonies, Third World countries and the working class are more oppressed than middle-class women, whatever their colour.

This article was adapted from a presentation to a 1994 Conference on Women and Law in Fiji.

Problems associated with the system for court hearings of marital problem cases in Simbu Province, Papua New Guinea

Sarah Garap, Save the Children Fund, and Catherine Sparks, National Research Institute, Papua New Guinea

This paper outlines the major problems associated with the system for court hearings of marital problem cases, at both the village and town levels, in Simbu Province, Papua New Guinea. In this paper 'marital problem case' refers to any case that deals with a problem between a man and a woman related to a marital or sexual relationship: this includes cases of domestic violence and rape. The paper also provides recommendations which would lead to the development of a more just system than the one presently in place.

The problems outlined below are, not coincidentally, all related to the fact that within the current system it is impossible for a woman to have an adequate and just hearing in a court of law. The system is male-dominated, both in structure and in the traditional patterns of thought which underpin it.

In Simbu Province there are two 'levels' of courts: the village courts, and the town court (that is, in Kundiawa). Town courts are village court hearings held in four venues in Kundiawa town, the capital of Simbu Province. At both levels the same major problems prevail.

The court venue

One major problem is the venue used for the hearing of marital problem cases. At present, hearings are conducted in outdoor, open, public venues, which provide no privacy for those being heard.

To make a case heard, a person is forced to stand up and speak in public - an intimidating prospect for anyone who does not enjoy public speaking and even more so for someone attempting to talk about issues of a personal and emotional nature. This problem of a public, and hence, intimidating venue is heightened further for women by their lesser status vis a vis men in Papua New Guinea generally, and in Simbu society in particular. Due to the lack of privacy and the intimidating nature of the court venue, most people, and particularly women, do not feel comfortable to speak freely.

Traditional patterns of thought

In Simbu society traditional patterns of thought work against women in hearings of marital problem cases. In this male-dominated society, it is established tradition to cast blame on women rather than men. In general, situations are viewed,
interpreted, and rationalised in such a way that the woman, rather than the man, is condemned. For example, in cases of rape, it is common to hear statements such as: ‘She should not have been outside after dark’; ‘She should not have gone to the garden by herself’; or, ‘She should have fought back harder’. These statements are used to shift the blame from the man to the woman.

The magistrate panel

Another major problem is associated with the composition of the panel of magistrates. Presently both village and town court cases are heard by a magistrate panel that is composed entirely of men. Given the male-dominated nature of the society (evidenced by traditional patterns of thought that blame women before men) it is obvious that there can be no real justice for women with all cases being heard, and decisions being made, by men.

One type of case heard at the town level is referred to as a ‘joint hearing’. This name is intended to reflect the representative and unbiased nature of the town level magistrate panel, due to the fact that it is comprised of magistrates who each come from a different part of Simbu. However, while the panel may be jointly representative of the concerns of various regions of the province, with no female magistrates it still does not represent the views and concerns of one half of the population of Simbu - that is, the female population.

The wantok system

Another problematic factor in the dynamics of both village and town level court hearings is the wantok system. In Papua New Guinea, wantoks are, literally, people from the same language line. Wantoks are relatives and, as such, are bound together in an obligatory relationship of mutual allegiance and support. In other words, a person is obliged to support his/her wantok in any and all circumstances (that is, even if he/she does not want to). Usually the strength of the wantok relationship is determined by the proximity of the blood relationship.

In a court of law, a witness will support and defend his/her wantok even in a case where the accused wantok is guilty and the witness knows this. In this way the wantok system very often works against the achievement of a just decision. In particular, with marital problem cases the testimony of a woman is often overruled by the testimonies of several of the man’s wantoks.

Communal compensation

Another flawed aspect of the system of dealing with marital problem cases is the method used to ‘right the wrong’. The method presently used is one of payment of compensation from the family of the wrong-doer to the family of the ill-done-to; that is, payment of communal compensation.

In a rape case, the usual procedure is for the offender to pay compensation to the father or husband of the victim, not to the victim herself. Once again, the focus and impetus of the action is the concerns and the rights of the male members of the community, not the female members or even the female victim herself.

Recommendations for change

The present system used for the hearing of marital problem cases in Simbu needs to be reviewed and restructured. Two recommendations for change are as follows.

First, the court venues need to change from open to closed settings which provide those being heard with more private, less intimidating situations. With the implementation of this change women and men will feel more inclined to speak freely, and therefore can provide magistrates with more complete and accurate testimonies. A second change that needs to be implemented is the inclusion of women on the panel of magistrates at both the village and town levels. Given that women comprise 50 per cent of the population of Simbu, it follows that women should comprise 50 per cent of the membership of any magistrate panel. In this way the views and concerns of the female populace will be represented and more just decisions will be reached.

Given the fundamentally male-dominated nature of Simbu society at present, until women are included in the legal process at the decision making level (that is, in the magistrate panel) the legal system will fail to fulfil the right to an adequate and fair hearing in a court of law.

This paper was prepared in August 1993 when Sarah Garap was Provincial Women’s Officer in Simbu Province, and Catherine Sparks was a volunteer attached to the Gembogl District Women’s Council in Simbu.

Unaccompanied children in Rwanda

Wilma Davidson, Australian Bureau of Statistics

The genocide of 1994 left Rwanda with thousands of children separated from their parents. Medical teams stabilised the injured, and contained infectious diseases and the other medical conditions that accompany a lack of adequate infrastructure. The issue of unaccompanied children became the major problem to be addressed. Government officials and non government organisations (NGOs) worked together to reunite families.

Few families lived through this time without at least one death in their family, and many witnessed the carnage of whole villages. People fled for their lives and went into hiding and
in the panic families were separated. As soon as they felt it was safe, people returned to their villages and began to search for their children. If this search was unsuccessful, they assumed (often correctly) that their children were dead. Many children did survive and tell amazing stories of their resourcefulness during the time when they were forced to care for themselves and, in some cases, their younger siblings.

In April 1995 it was estimated by UNICEF that there were 41,000 unaccompanied children in Rwanda: 12,700 living in children’s centres; 5,000 in internal displaced persons (IDP) camps (these camps were closed at the end of April and the 5,000 children have either died or been transferred to centres); and 23,000 in informal foster arrangements. There had been 7,760 documented reunifications conducted in Rwanda by June 1995, and this work is ongoing. The International Red Cross (ICRC) and Save the Children Fund (UK) keep a data base with particulars of all separated children living in centres and provide those centres with a hard copy of this registration, plus a photograph of any reunifications or other changes so that the data base can be updated.

In March 1995 I began six months work in a social work position with Care Australia’s team in Kigali. My principle task was to coordinate CA’s tracing and fostering programme and, when time permitted, to work with the residents in our centre for unaccompanied children (CUC) - Umushumba Mwiza. At the CUC I ran social programmes and used “play” techniques to address symptoms of post-traumatic stress.

The tracing component of the Kigali tracing and fostering programme commenced on 8 February 1995. The aim of the programme was to reunite child residents of Umushumba Mwiza with their relatives. Originally, the programme employed three social work assistants, one senior social worker and a driver for the four wheel drive tracing vehicle. The tracing and fostering team was made up of highly skilled people who were a pleasure to work with. All the tracers were Rwandese, but some had grown up and been educated in neighbouring countries and returned to Rwanda after the war. All of the staff had at least three languages, and four tracers spoke English and therefore doubled as my interpreters. Most of the tracing team had tertiary qualifications either in social science, social work, education or health.

The team’s tasks were to trace the children’s families, reunite the children with the surviving members of their families, and to follow-up reunifications at a later date to ensure there were no unsolvable problems.

In March the programme increased to five social work assistants, one senior social worker and two drivers (with two four wheel drives now being provided for the project), thus enabling the team to double its field output. In July the programme increased to include a fostering component to place the few children whose families could not be found after exhaustive tracing.

The tracers worked in teams of two. Each day two teams would work in the field while the other team spent the day in the office attending to the necessary paperwork, liaising with the appropriate agencies and carrying out pre-unification interviews with children.

Fieldwork involved three components:

- tracing;
- reunification; and
- follow-up.

Tracing: The term ‘tracing’ refers to following leads provided by a child or other source as to the whereabouts of the child’s family. Tracing may involve anything from a visit to the suggested location, to an intricate search covering vast distances. Tracers may be required to negotiate with people in both village and urban communities and must also have the ability to communicate with children of all ages. Tracers also enlist the support of local leaders who provide a letter of introduction, often an important tool in winning the trust of locals who are invaluable sources of information.

Reunification: Prior to reunification tracers complete verification procedures to ensure that the adults traced are indeed relatives of the child concerned. The child is then informed of the success of the tracing and prepared emotionally, mentally and socially to leave the centre and return to their family. On reunification, Care Australia provides some material assistance to help the family adjust to the new arrangement, including food, blankets, cooking utensils and writing materials.

Follow-up: Follow-up is the most important part of the process, ensuring that the relationship between the child and the family is positive. During the follow-up visits further assessment is made of the referral needs of the family. Ideally, follow-up occurs two weeks after reunification, and a further follow-up visit occurs if the tracing team believes it is necessary.

Fostering procedures followed by the team were ratified by the appropriate government body and all fostering agreements were countersigned by the foster-parents, a Care Australia representative and a government representative. The fostering component of the programme was initiated in August 1995 and was only considered as an alternative when all avenues to trace the child’s family had been exhausted.

Umushumba Mwiza has accommodated a total of 165 children. One hundred and fifty one were reunited with their families, 13 children were placed with foster families and one child died. The Kigali tracing team also reunified approximately 32 children resident in Care Australia’s CUC in Butare.
Tracing case study (diary extract)

We were all excited about today’s reunification. It took three visits to Ngenda Commune and many false trails before finding F’s family. All tracing teams have been focusing on this area for some time and have had many disappointments. At least ten of our children from Ngenda will be fostered because all of their close relatives have been killed or have fled to neighbouring countries. We were beginning to lose hope of finding any of F’s relatives but we met someone who knew where the grandmother was living and led the team to her. There, about two kilometres from the nearest dirt track in a small village hidden by lush vegetation and a healthy bean crop, we found F’s grandmother, mother, father and three younger siblings. It was a miracle.

F was elated when she heard that her family was safe, but on the homeward journey she became anxious. F had separated from her parents as they were fleeing for their lives in April 1995. F thought she had been following them but when she stopped running, she realised she was with other people whom she didn’t know. F is blind and had confused the voices in the mêlée. She ended up in an internal displaced persons camp at Kabeho and came to us when the camp was forcibly closed in April 1995.

F did not really know where she was going or what we were calling her home. She had been happy at Umushumba Mwiza. However, when we left the car and started to walk towards F’s village, she picked a leaf from a bush beside her, smelled it and smiled. She was home. As we were walking along, F’s grandmother came to meet us and F recognised her voice immediately, threw her arms around her and called her by name. The parents were fetched from the fields and we sat in wonder watching the reactions of both adults and children as all fears that the other was dead were extinguished. We felt extremely privileged.

We visited the family a few weeks later. It had not taken F long to find her way around and she was playing with other young girls when we arrived. In her usual, uncanny way, she recognised as immediately. Although pleased that we had visited, and interested in news of her friends (most of whom had returned to their families at this stage), F was content to have found her family and settled down to a normal village life.

In the centre I also did some individual work with children that would loosely be called play therapy. All the children (and probably all the staff) had experienced war trauma, and a useful way for children to deal with such trauma is through activities such as drawing and music. Much of this work was done through non verbal communication, as my Kinyarwandan language skills were extremely limited. However, interpreters did help when necessary.

Case study - G

G was a patient in a mental hospital. A paramedic working for Care Australia visited the hospital, and after talking to the staff he realised that G’s mental illness was in fact epilepsy, and arranged for her to be transferred to Umushumba Mwiza. She could live a more normal life and her condition could be managed by the resident nursing sister. Even on medication, G would fit regularly and often injured herself. She often talked or sang to herself and constantly told the staff that she wanted to go to school or go home. The staff believed that she often ‘rambled’ and should not be excited in any way, as this would bring on a fit. The local school would not accept her because she could seldom get through a day without a seizure. The teacher at the centre gave her some individual tuition, however, because at 12 years of age G could not read or write, and the teacher was limited in the work she could give G.

One day, a tracer was passing and heard G singing about her grandmother and her father, who she portrayed as a spiritual leader. She sat down and talked to G about her song. G talked at length about her village and the market she visited with her family. The information was so lucid, the tracer discussed the case with the tracing team at our regular Saturday meetings. We decided that we would gather as much information as we could from G (who had said no one listened to her or believed her) and try to find her family. We also decided that further integration with the activities of the centre should be encouraged. G began dancing with the other children and demonstrated a good sense of rhythm. Her songs became more detailed and led to G talking about her experiences. She started to draw. Her drawings were nearly always ‘writing’ and she would, when encouraged, tell us the story of her writings.

We did find G’s family, using the information she provided, which proved to be extremely accurate. Her father was the village soothsayer who, along with G’s mother, had been killed. Her home was intact but empty. Her brother still lived in the village with a neighbour as he was frightened to return to the house alone. G’s three younger siblings lived some distance away with their grandmother and aunt. All the family thought G was dead and took some convincing that she was not only alive but well.

G now lives with her grandmother, a remarkably calm, wise old woman. Her aunt manages her medication. When I last visited in August, G had not had another seizure since her return home.

January 1996
Power

I am constantly astonished by the power of language. One word can act as a keyhole to a culture. The obituary for my grandmother concluded with '... yet those who were fortunate to know her would say that this was truly a powerful life'. The published text read '... this was truly a wonderful life'.

Why the change? Does this tell me that women who live their lives in the private location of home and family cannot act powerfully? Is 'power' a word still reserved for males in public sites of work?

The Australian, 8 January 1996, p.8

Women's health moves to forefront in Philippines

In the Philippines, under-investment in women's health has increased maternal health problems. The Philippines maternal mortality rate is double that of Thailand. Nearly 60 per cent of lower income women, most of whom live in rural areas, give birth without help from a physician or a trained midwife.

World Bank News, XIV(11), 16 March 1995, p.3

Quote

'Few people have realised that conservation is not a technical but a social problem. World societies are losing their ethical and cultural roots, replacing them fast with consumptive ambitions and, ultimately, lifestyles. Conservation must therefore become, and be seen as, a people affair.' Dr Claude Martin, Director General of WWF International, addressing the IUCN General Assembly in January.

People and the Planet, 3(2), 1994, p.5

Educating girls and other population solutions

Within the next generation, global population is projected to increase by about three billion people - 95 per cent of them in the world's poor countries. The World Bank is now working to slow population growth and improve standards of living. The Bank's priorities are basic health care, greater access to family planning, and education, giving special emphasis to girls' education. The Bank expects to focus about US$900 million a year on girls' education for the next five years.
Choice would be a fine thing

In Africa, an increasingly urban lifestyle is encouraging women to abandon breast-feeding. Grandmothers say that two generations ago, they breast-fed until the child was old enough to ask for the breast or herd cattle. But this is not an option for many mothers today because they are out at work, and few workplaces provide creches or other incentives to continue breast-feeding.

With older women away from home, many young mothers have lost touch with the relatives they once relied on for advice. 'We make the mistake of believing that breast-feeding is natural, an intuitive thing', says Ntombela, 'but it is a learnt behaviour passed on from generation to generation.'

Polygamy: Custom versus social problems

Polygamy is illegal in most countries; however, it is legal in Papua New Guinea for customary marriages of men and women from areas where polygamy is a traditional practice. Opponents of polygamy are asking the Parliament to ban it outright. As an alternative, they want men made liable for killing and other crimes committed during fights between their wives.

Grim reality of arsenic and old lace

The average murderer in the Victorian era was not a Jack the Ripper-style killer but a middle-class woman who poisoned her husband to escape an unhappy marriage, according to medical historian Dr Susan Hardy. 'An alarmingly large number of women, middle-class women, murdered their husbands,' Dr Hardy said. 'It was more respectable to murder someone than to divorce them.'

The gender trap (women in Kenya)

Even the high achiever must pay the price of being a woman. At high school girls are discouraged from doing certain subjects, especially physics and chemistry. And no matter how much women earn or how well qualified they are, tradition forces them to be dependent on men just like most women.

World population milestones

World population reached:

- 1 billion in 1804
- 2 billion in 1927 (123 years later)
- 3 billion in 1960 (33 years later)
- 4 billion in 1974 (14 years later)
- 5 billion in 1987 (13 years later)

World population may reach:

- 6 billion in 1998 (11 years later)
- 7 billion in 2009 (11 years later)
- 8 billion in 2021 (12 years later)
- 9 billion in 2035 (14 years later)
- 10 billion in 2054 (19 years later)
- 11 billion in 2093 (39 years later)

Environmental damage hurting health: AMA

The health of Australians was suffering due to the growing battery of assaults on the nation's water, soil and food supply, speakers told an Australian Medical Association conference in Canberra.

The AMA conference broke new ground in its conclusion that safeguarding the nation's physical well-being depends as much on environmental as it does health policies.

Australia was witnessing increased levels of chronic ill health - such as the upsurge in asthma, rising osteoporosis rates, falling sperm counts and more genital abnormalities in men. 'These are warning signs. We must do more epidemiological research to find out what is causing them,' Dr Weedon said.

Psychic Sony tunes in to ESP

Sony, Japan's giant audio and electronics corporation, is branching out into the paranormal, and researching alternative medicine, x-ray vision, telepathy and other forms of extrasensory perception. The company believes it has proved the existence of ESP and is already developing a diagnostic machine based on the mysterious principles of oriental medicine. Much of the research focuses on the mysterious spiritual energy known as ki, which forms the basis of much traditional oriental medicine and martial arts.
The dramatic economic expansion of the Asia-Pacific region has led to a surge of interest in the region from elsewhere in the world, as economists try to explain Asian economic successes and as companies see Asian markets as important for their own potential growth. The *Asia-Pacific Economic Review* aims to meet the needs of both groups, by providing empirical economic analyses, from the more general descriptive and quantitative analyses through to advanced applied econometric research.

### SPECIAL FEATURES

#### Accessible

The gaps in understanding between policy makers, applied economists, econometricians and advanced mathematical modellers have grown steadily wider and the Review aims to narrow these gaps. Through executive summaries and an editorial digest relating the material to topical issues and economic policies, the journal aims to be accessible to readers without extensive technical knowledge.

#### Wide orientation

In addition to research papers that study issues in depth, the Review encourages contributions by private sector economists on such topics as asset movements, money markets and financial institutions, areas with which many academic and public sector economists have little direct contact.

#### Communicating ideas

Economic modelling and econometric methodology are now heavily reliant on advanced mathematics. The Review facilitates access to more abstract mathematical work and explains the fundamentals that are important to working economists. Short training modules are included to make research results more widely accessible. It is hoped that the Review will be seen by more technical authors as a means of communicating ideas to a wide audience of less technical economists and practitioners.

#### Authoritative

The Review maintains a strong research-level status and focus on publishing authoritative quantitative economic research that enhances understanding of economic developments in the region.

#### Analysing statistical trends

Each issue includes a statistical annex that summarises the main economic trends of countries in the region. To present the long term picture plus the current financial position, this annex is split in two sections. A long run section shows trends in key variables for up to 40 years; this covers a separate set of eight countries in each issue. A short run section showing graphs of recent short term financial fluctuations covers 16 of the APEC countries in every issue. The Review also includes a section on regional economic forecasts based on a range of automated econometric modelling methods.

### SUBSCRIPTION INFORMATION

The Review (ISSN 1358-6653) is published three times a year in April, August and December by Cambridge University Press on behalf of the Economic Modelling Bureau of Australia Inc.

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**The Review publishes:**

- empirical economic research on the Asia-Pacific region and individual countries within the region;
- research on topical economic issues and policy matters of importance to the region;
- conference symposia on specific regional issues and relevant modelling methods;
- training notes on recent research results and quantitative methods;
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- Asia-Pacific Economic Review: Aims, Scope and Special Features,
- Colin P. Hargreaves and Peter C. B. Phillips

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- Saving, Inequality and Aging: an East Asian Perspective,
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**Recent Financial Fluctuations for APEC Countries**
- Long-Run Historic Time Series for APEC Countries
Conference reports

After Beijing - Australia’s Commitments to Action

Canberra, 8-9 December 1995

This conference was jointly organised by the Australian Council for Overseas Aid, the Australian Development Studies Network, and CAPOW!, the Coalition of Australian Participating Organisations for Women. The purpose was to report on commitments made at the UN Fourth World Conference on Women in Beijing, and to find strategies for implementing those commitments.

The conference was structured around a series of panels which focused on the major areas of concern emerging from Beijing:

• violence against women, armed conflict, human rights;
• poverty, environment, economics;
• sharing of power, advancement of women, media;
• girl child, health, education; and
• institutional and financial arrangements.

Speakers for each panel were chosen from government and non government organisation delegates to the UN Conference to ensure that feedback was given from both the official conference and the NGO forum. Working groups were also held and participants had the opportunity to discuss their particular area of interest and develop policy and action plans. The Conference was attended by over one hundred people.

Recommendations

The following recommendations were generated from each caucus/working group.

Poverty Caucus
1. ... In line with the International Year for the Alleviation of Poverty, an economic working summit should be held to develop alternative paradigms to those of rationalist economics and question economic adjustment policies ... 2. ... Poverty indicators [should] be widened to include the proportion of women in decision making groups, access to preschools, childcare, health services, financial services and appropriate housing.
3. ... Banks should be pressured to provide free banking for those people with small accounts and provide free accessible banking.
Health Caucus
1. [R]emote and rural health services need provision for improved access to other services [as do] older women, indigenous women, women with disabilities, migrant and young women.

Violence Caucus
2. Funding issues: women's support services by women for women and government funding must be increased. Funding programmes and women's services must ... cater to the diversity of women as set out in the Platform who may need targeted services - with specific attention to women with disabilities who aren't self-managing, and Aboriginal and Islander women. [There should be] increased funding for programmes for survivors and perpetrators ...

Human Rights Caucus
2. CEDAW and other relevant Conventions [should be] used as an election issue. Australia should remove reservation and encourage other governments to ratify CEDAW and other International Agreements ...

Media Caucus
3. Monitoring - via telephone trees, circulating information through organisations on media and advertising complaints

Girl Child Caucus
2. Child labour - link in with existing campaigns and seek further information. Push for education during work, and support for families. Lobby Federal MPs especially Phil Cleary. Question boycott.

These extracts are from the Capow! Bulletin which is available from the address below for only A$5.

Capow! Bulletin 12/95
PO Box 67
Hackett ACT 2602
Tel (06) 247 1256
Fax (06) 247 1354

Third International Conference on AIDS in Asia and the Pacific Thailand

My attendance at the Third International Conference on AIDS in Asia and the Pacific in Thailand was a remarkable opportunity for a number of reasons. To begin with it was the first time that a representative from AIVL, the national drug users' group, has been supported by the Australian Federation of AIDS Organisations (AFAO) to attend an international event.

Shifting the balance within Australian HIV/AIDS organisations to ensure that injecting drug users' issues are represented at an international level has taken many years and a great deal of hard work. My arrival at Chiang Mai reminded me of how far we still have to go. While the chance to attend was an excellent networking opportunity in itself, a glance at the conference programme left me with no doubt that HIV/AIDS and injecting drug issues were far from being a central focus of the conference.

While I was not surprised by the low priority given to issues affecting drug users, the extremely high HIV sero-prevalence rates amongst injecting drug users (IDU) in many countries in the region would indicate the need to urgently address this imbalance. For example, in Thailand HIV prevalence among IDU has increased rapidly over a few years, from 1.2 per cent in January 1988 to 31.2 per cent in September 1988 to over 50 per cent in 1994.

Exceedingly high levels of HIV infection among injecting drug users have also been reported across Burma with 75 per cent of IDU testing HIV positive in Rangoon. Many parts of India, particularly the north-eastern state of Manipur, have indicated HIV infection levels up to 80 per cent among IDU. Regions bordering the Golden Triangle, such as China's Yunnan Province, have also reported increases of HIV infection among IDU, as have recent data from Malaysia and Vietnam ('HIV/AIDS in Asia', Health Studies Branch, US Bureau of the Census, Research Note No.18). Such data would indicate the overwhelming need to address the issues of IDU HIV/AIDS prevention and harm reduction in Asia and the Pacific. This conference provided a perfect opportunity to start this process and to begin the difficult and politically fragile task of lobbying for more government resourcing and support for programmes within the region. Unfortunately, however, this opportunity was not taken up as part of the main body of the conference.

There were few formal sessions that actually focused on issues relating to HIV and injecting drug use and no specific sessions addressed the needs and issues affecting HIV positive drug users. Unfortunately, of the formal sessions on injecting drug use, most were facilitated and/or presented by 'experts': academics, GPs, bureaucrats and policy makers, where the focus was on reporting data from past projects and research activities; repeatedly referring to users as 'addicts' and often coming from a disease model rather than from a harm reduction perspective.

Of course there were some notable exceptions, in particular the sessions on 'HIV/AIDS in prisons, minimising the spread of HIV/AIDS among IDU' and a paper on 'The impact of a harm reduction programme in the prevention of HIV among IDU in Kathmandu, Nepal'. All these sessions had participation by peer educators, outreach workers or other community-based professionals who were working directly with drug users. Most of the presenters expressed the frustration of working in hostile environments, both politically and legally with little or no government support and extremely limited resources.

This lack of formal acknowledgment, however, encouraged a great deal of activity on an informal level. Outside the conference presentations, informal networking and meetings
of groups working with IDU took place across the four days and resulted in the formation of a regional 'Injecting Drug Use HIV and Harm Reduction Network'. The Network, made up of people working with IDU and from drug user groups, formed primarily to provide communication and support within the region. There was clear emphasis on the importance of actively involving injecting drug users in the development and implementation of any strategies and programmes.

The agreed aims and objectives of the Network include:

- encouraging the development and dissemination of culturally appropriate information and education materials;
- supporting the establishment and ongoing development of injecting drug user groups;
- lobbying governments in the region to implement comprehensive HIV prevention and harm reduction strategies;
- advocating for quality services and the necessary legal and policy reforms to ensure the health and well-being of injecting drug users.

Over the next few months, the Network will be seeking financial support through the Asia Pacific Council of AIDS Service Organisations (APCASO) to continue communicating with each other and to produce a regular regional newsletter.

While the formal conference programme was disappointing, this was definitely outweighed by the opportunity to network. For many working in isolated parts of the region, it was a rare opportunity to discuss programme ideas, problems and strategies and to hear that other groups exist and are working on the same issues. For me it was an opportunity to learn about the impact of programmes and strategies in diverse contexts and environments.

The issue of HIV/AIDS in injecting drug use is a major one for the whole Asia Pacific region. It is only through opportunities for those working at the coalface to meet and discuss strategies that solutions to this complex issue can be developed. Injecting drug users throughout the region deal with discrimination, infringement of human rights and a plethora of health, social and legal problems on a daily basis. Events such as the Third International Congress on AIDS in Asia and the Pacific give drug users the chance to talk about our experience, to fight for our rights now and to guarantee them in the future.

Annie Madden, Vice President, Australian IV League, Coordinator of NSW Users and AIDS Association

Reprinted from Supplement to ECHIDNA No.6

Making Rights a Reality

Women’s human rights are not ‘optional extras!’

That was the unanimous view of an audience of more than eighty who attended a recent Sydney seminar, jointly sponsored by Community Aid Abroad and the Human Rights Council of Australia, on women’s human rights and development.

The seminar, ‘Making rights a reality’, presented an opportunity to explore the connections between, on the one hand, approaches to gender and development and, on the other hand, women’s international human rights.

Many development NGOs have perhaps been slow to take development concerns into the human rights framework. Yet poverty is characterised not only by material insufficiency but also by denial of rights, and the international human rights regime is an established structure which the world’s women can legitimately reach out to. It has the potential to provide a vital strategic, moral and legal framework for the struggle of poor women.

Speakers at ‘Making rights a reality’ looked at gender and development using a human rights perspective. The underlying hope was that, if a human rights perspective and human rights language could be entrenched in development debates, attitudes would also change and the international community might begin to accept as given that the rather intangible rights contained in international treaties are actual rights which all women should enjoy.

Speakers at the seminar included Elizabeth Tang from the Hong Kong Confederation of Trade Unions, who spoke very movingly about the situation of women, especially factory workers, in many South and South East Asian countries.

Janet Hunt, Executive Director of the Australian Council for Overseas Aid, pointed out that the work of bringing women into the development and human rights debate has been done by women themselves. In her view,

... women have made less distinction than men between their work for development and their work for human rights ... (W)omen’s development organisations (have) run campaigns to promote women’s right to a life free from violence, sexual abuse, rape; to control their bodies and their fertility; to a say in economic and political decision-making; to inheritance; to be free from sexual servitude. Because, from a woman’s perspective, it is very clear that, if women cannot exercise these rights they cannot benefit equally from development and development cannot address their concerns.

The seminar was also an opportunity to reflect on the recent series of UN conferences designed to address the major
challenges facing humankind at the end of the twentieth century. Women have been at the forefront of the human rights battles in Vienna, Cairo, Copenhagen and Beijing, where they have insisted that women's rights are human rights. This has been a strikingly empowering strategy, which has forced both domestic and international institutions to begin to take heed of the voices of women.

The two final seminar speakers, Meaghan Morris, who is Chair of the Human Rights Council of Australia, and Dr Judy Henderson, who is Chair of Community Aid Abroad and Oxfam International, emphasised that whatever is empowering for women in taking development into the human rights regime must be vigorously pursued.

The seminar leaves both official development agencies and development NGOs with a lot to think about regarding the role rights can play in gender and development and regarding their own role in promoting women's rights.

Although this is not a complete list, development organisations now need to consider their work in relation to:

- promoting a gendered approach to social and economic policy;
- lobbying for women to have a voice in political and economic decision making;
- ensuring that investment in women, especially their education, their health and their work burden, is a development priority;
- supporting initiatives to inform women and men about women's rights;
- pushing for law reform and women's equal rights at law;
- helping women in their endeavors to free themselves from violence; and
- supporting women's NGOs, especially those fighting for women's rights.

The obligation lies on all of us to make women's rights a reality.

Gig Moon, Community Aid Abroad

For copies of the seminar papers contact:
Publications Section
Community Aid Abroad
156 George Street,
Fitzroy VIC 3065
Australia

Third National Women's Health Conference

The Third National Women's Health Conference, subtitled 'Changing society for women's health' was held over the weekend of 18 and 19 November 1995 at the Australian National University. The conference was stretched to an extra day, Friday, as registrations and presenter numbers grew. More than 730 women attended the conference, most of them travelling from interstate.

The conference was coordinated by a voluntary team of about 30 ACT women and auspiced by the Australian Women's Health Network and the Women's Electoral Lobby.

There were three main themes to the conference. The first was to examine the national women's health policy. Australia is the only country in the world with a women's health policy (although it is believed that the new state of Palestine will be introducing one). Resolutions agreed to by the participants were aimed at expanding the national women's health policy to include some areas previously overlooked such as HIV, lesbian health care and women and drugs. There was a general call to ensure a recommitment to the Policy by political parties in the lead up to the forthcoming federal election.

A further part of this theme included strengthening women's health networks across Australia, in particular non-english speaking background (NESB) women. A major resolution was a call to implement the 1991 NESB Women's Health Policy and to extend the national women's health policy to take account of the specific issues affecting NESB women, such as cultural differences in the delivery of health services and language.

The second aim of the conference was to focus on the needs and aspirations of indigenous women and encourage reconciliation. From the floor of the conference came a resolution from the indigenous women, accompanied by a standing ovation, to establish a National Indigenous Women's Health Coalition.

The third theme was to celebrate achievements in women's health since the 1975 national women's health conference.

The most outstanding feature of this conference was the development of trust between women. It was unique because so many women from so many different backgrounds and places attended. It was not an academic conference, or a work based conference, or even an activists' conference. In effect, the women seemed to have left their affiliations at home and to have approached their time together as an opportunity to meet and share. The conference started with distinct 'streamings' to allow specific networking to take place. By the third day the 'streams' had started to collapse and there was general consensus that future conferences ensure that issues and papers are staggered so that all women, whatever their 'stream', can attend [...].
Last year, the Australian Women's Health Network Inc. did not get federal funding for a national secretariat. AWHN is run on a voluntary basis, with busy women fitting in their commitment to women's health and paying basic administrative costs out of their family incomes. Probably the most valuable outcome of the conference was to prove to these women that their efforts have not and will not be in vain.

**Julie McCarron-Benson**

Reprinted from *Antitheses* Summer 1995, ANU Postgraduate and Research Students' Association

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### Third International Conference on AIDS in Asia and the Pacific, Thailand

The Chiang Mai conference began with a satellite symposium on 'managing HIV/AIDS with available resources'. The session on 'developing national management guidelines' described the symptom based algorithmic approach to the management of HIV disease as developed by the World Health Organisation (WHO). The way in which these guidelines were refined for Thai conditions was demonstrated. Dr. Chaiyos Kunanusontsaid that the ratio of reported to not reported AIDS cases in Thailand was believed to be 1:3 or 1:4. It was also thought that the natural history of HIV may be different in Thais from disease in Caucasians and that the normal range of CD4 lymphocytes may also be different.

Eric van Praag from the Health Care Support Unit of the Global Program on AIDS at WHO discussed progress towards the use of the WHO guidelines in the Asia/Pacific region. He described the roles of the Health Care Support Unit as:

- advocacy in promoting a continuum of care;
- training HCWs including the development of teaching materials for adaptation;
- technical support in making decisions about and planning for HIV infection; and
- operational research.

In his discussion on advocacy he described the situation where 50 to 70 per cent of hospital beds were occupied by people with HIV. Those with HIV infection tended to stay longer in hospital, possibly because of the discrimination that they would suffer. In the provincial hospital in Chiang Mai, 50 per cent of beds are occupied by people who are HIV positive. In Kilgari Central Hospital, 60 per cent, and the Prince Regent Hospital of Bujumbura, 70 per cent of beds are occupied by those who are HIV positive.

He discussed the needs of PLWHA as defined by qualitative research as being different in an affluent society as compared with a society where resources are constrained. Australian research had shown that PLWHA were concerned about the right to work, confidentiality, care and access to treatments and trials, bereavement counselling, emotional support, and appreciation of sexual needs. In a resource-constrained community, the primary concerns of PLWHA were:

- access to empathetic primary care;
- financial assistance for daily needs;
- security;
- material assistance for such things as food, soap, linen, clothes; and
- helping hands.

He described the need for innovative responses which focussed both on capacity building in service providers (this includes increased skills for health care workers in medical and psychosocial aspects) and easier access to the health care system.

Comprehensive care for PLWHA was described as encompassing medical and nursing care, social support and counselling provided all at the same time and all linked together. The care continuum thus extended from the health facility to homecare.

The importance of training physicians in counselling skills was a repeated theme. Physician training was necessary so that they were able to recognise the importance and need for counselling and to skilfully refer.

Access to available healthcare requires a willing and trained medical workforce and a physician Training Program in HIV/AIDS in India was described. The Christian Medical Association is involved in training doctors in HIV/AIDS at the district level. The two areas of concern are HIV/AIDS control strategies and the diagnosis, treatment and care of those inflicted with HIV. The Program involved national trainers from the faculties of medical schools who had post-graduate qualifications in infectious diseases, psychiatry, or internal medicine. The target group was physicians in hospitals with more than 200 beds. They used didactic presentations and group participatory activities and the trainees were sent for two weeks of internship in either Zimbabwe or Uganda to learn clinical management, counselling approached, and to undergo attitudinal change. The presenter spoke of linking future training with the development of national clinical guidelines.

The National Education Program for Australian Doctors was described by Margaret Scott and I was part of the panel on overcoming physician resistance to working with people who are HIV infected.

The management of sexually transmissible diseases (STDs) in the HIV epidemic was addressed by Michael Waugh, President of the IUVDT from the Leeds Infirmary, UK. He
described the algorithmic approach to management of STDs other than HIV using available resources. The literature indicates that genital ulceration increases the risk of HIV transmission by 2-6 times.

He described the disadvantages of syndromic management of STDs as:

- asymptomatic disease is not detected;
- it is less useful in the presence of cervical and vaginal discharge;
- it requires the overuse of expensive antibiotics.

However, a study from Johannesburg presented at the recent STD meeting in New Orleans showed that hospital orderlies with training can manage genital ulcer disease and the recently published study from Tanzania showed a 42 per cent reduction in HIV transmission with good STD treatment.

There were a series of special lectures on the possibilities for preventative HIV vaccine.

The ethical principles of clinical trials, defined as beneficence, autonomy and distributive justice, were raised. There was extensive audience and panel discussion about informed consent for vaccine trials in a situation where there is little other available treatment, about the ethical problems associated with the raised expectations of the groups of infected people readied for the trial participation, and of the imperfect adequacy of the current available vaccine candidates.

*Marilyn McMurchie*
The Australian Development Studies Network

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Conference calendar

**International images of health: Philosophical and political dimensions**  
*Ballarat, Victoria, 4-7 February 1996*

The main theme of the conference will be health, relating to politics, economics, education, environment, ethics, client care, lifestyle and management.

For more information contact:  
Hannelore Best,  
Conference Convenor  
School of Nursing  
University of Ballarat  
PO Box 663  
Ballarat, VIC 3353  
Australia  
Tel (053) 279 636  
Fax (053) 279 875  
E-mail hbl@ballarat.edu.au

**Taking Australia into Asia: Trade, investment and human rights**  
*Melbourne, 23-25 February 1996*

There are economic, foreign policy and cultural imperatives for Australia fuelling its closer integration with countries of the Asian region. The conference aims to open for discussion issues around: Australia’s enthusiastic promotion of APEC; its growing trade and investment in the region; the challenging issue of human rights in the region; environmental and infrastructure needs; and Australia’s aid and foreign policy initiatives. The conference is being co-hosted by Community Aid Abroad, AsiaLink and the Evatt Foundation and will include national and international speakers.

For more information contact:  
Community Aid Abroad  
156 George Street  
Fitzroy, VIC 3065  
Australia  
Tel (03) 9264 1399  
Fax (03) 9419 5318

**The eighth national health promotion conference: Politics and practice of health promotion**  
*Sydney, 4-7 February 1996*

The themes of the conference include: balancing outcomes and equity; the role of evidence in decision making; financing health promotion; building coalitions for health; effective political advocacy. Issues raised by the themes will be identified and debated in plenary sessions involving national and international speakers. Specific issues will be taken up in concurrent sessions comprising proffered papers and workshops.

For more information contact:  
Jane Sheldon  
Training and Development Officer  
Health Promotion Unit  
NSW Health  
Australia  
Tel (02) 391 9539  
Fax (02) 391 9579

**Academia and activism: Women, research and social change**  
*Melbourne, March 1996*

This is a postgraduate feminist conference.

For more information contact:  
Genevieve Hasall  
University of Melbourne  
Postgraduate Association  
Australia  
Tel (03) 9344 8657

**Forward from Beijing**  
*Melbourne, 23-24 March 1996*

The conference aims to discuss the World Conference on Women in Beijing, debate strategic action; and determine future directions for young women. The conference will have two components. The first will be a reporting back on key issues by young women who attended the Beijing conference. The second will include workshops to develop strategies for future directions and young women’s actions.

For more information contact:  
Sandy Bell or Conference Secretariat  
YWCA, Melbourne  
489 Elizabeth Street  
Melbourne, VIC 3000  
Australia  
Tel (03) 9329 5188  
Fax (03) 9328 2931

**Nurturing competent teachers for basic education**  
*Hong Kong, 5-6 April 1996*

This international conference on basic education will be held at the Faculty of Education, the Chinese University of Hong Kong. It will include keynote speeches by invited international scholars on teacher education, paper presentations, workshops, symposia, etc.

For more information contact:  
Organising Committee  
International Conference on Basic Education  
Faculty of Education  
The Chinese University of Hong Kong  
Shatin, NT  
Hong Kong  
Fax (852) 2603 7629  
E-mail paulsze@cuhk.hk or  
URL http://www.edu.cuhk.hk/edu/faculty/seminar/bedcon96.htm

January 1996
Sexual exploitation by health professionals, psychotherapists and clergy

Sydney, 12-14 April 1996

This conference explores the issue of sexual exploitation by health professionals, psychotherapists and clergy by focusing on education and prevention, legislation, professional accountability, redress and working with those who have been exploited. The conference will also cover particular issues relevant to specific groups, assessment of offenders and the institutional structures which enable this abuse to take place.

For more information contact:
CAHPACA
PO Box 674
Rozelle, NSW 2039
Australia
Tel/Fax (02) 557 8290

Women, work and health

Barcelona, Spain, 18-20 April 1996

The conference will evaluate the differences in women's work conditions, as well as in women's health and illness and the effects of stress on women. The conference targets medical professionals, health professionals, sociologists, psychologists, jurists, economists, journalists, trade unionists and human resource managers.

For more information contact:
Secretaria Dona
Saht, Qualitat de Vida
Aribau, 209, 1, 08021
Barcelona
Spain
Tel (34) 201 4769

Sixth international interdisciplinary congress on women

Adelaide, 22-26 April 1996

An International Interdisciplinary Congress on Women has been held every three years since 1981. They aim to bring together scholars and practitioners from a wide range of disciplines and areas of expertise to share insights, experiences and research, and to explore issues of importance to women throughout the world. The major themes of this conference will be: global restructuring; women's studies; feminist politics; health and sexuality; community education; indigenous peoples; and cultural representations.

For more information contact:
Festival City Conventions
PO Box 986
Kent Town, SA 5071
Australia
Tel (08) 363 1307
Fax (08) 363 1604

A 2020 vision for food, agriculture and the environment: The world at a cross-roads - implications for Australia

Canberra, 28 May 1996

To many, today's global food surpluses mean that the world's food problems are over. By the year 2020, farmers must produce food for about 2.3 billion more people. At the same time, the world's environment faces serious threats of deterioration. These facts have serious implications for Australia in terms of our security, trade and living costs. These and many other issues will be explored in the free half-day seminar to be held at the Parliament House in May.

For more information contact:
Ms Cathy Reade
The Crawford Fund for International Agriculture Research
GPO Box 309
Canberra, ACT 2601
Australia
Tel/Fax (06) 248 6016

Asia-Pacific conference on sustainable energy and environmental technology

Singapore, 19-21 June 1996

The conference will bring together participants from academia, industries and government agencies in the Asia-Pacific countries. It aims to provide a forum and opportunity for all participants to interact, share information, report research in progress and identify opportunities in the fields of sustainable energy and environmental technology.

Themes to be addressed include: energy conservation; alternative fuels; renewable energy; clean production; process waste minimisation; air pollution and air toxic control; solid waste utilisation and management; greenhouse gas mitigation technology; advanced water and wastewater treatment; and policy, economics, education and training.

For more information contact:
APCSEET Secretariat
Centre for Continuing Education
Nanyang Technological University
Nanyang Avenue
Singapore 2263
Tel (65) 792 5243
Fax (65) 791 6178
E-mail apcse96@ntuvax.ntu.ac.sg
or
Dr Max Lu
Department of Chemical Engineering
University of Queensland
St Lucia, QLD 4072
Australia
Tel (07) 365 3735
Fax (07) 365 4199
E-mail apcseet@ultrix.cheque.uq.oz.au
Reconstruction and development: Experiential learning in a global context

Cape Town, 1-6 July 1996

The conference will focus on the power and role of experiential learning in social change and development; the theoretical and philosophical underpinnings of experiential learning; the varying meanings of experiential learning in different cultures and contexts; and the role of experiential learning in the reconstruction of educational and organisational practice.

For more information contact:
Dr Helen Hill
Dept of Social and Cultural Studies
Victoria University of Technology
PO Box 14428
Melbourne Mail Centre, VIC 3000
Australia
Tel (03) 9365 2242
Fax (03) 9365 2242
E-mail hillhm@stamaill.vut.edu.au

1996 world congress on coastal and marine tourism

Honolulu, Hawaii, 19-22 June 1996

Activities and developments based upon marine and coastal resources and societies, or 'coastal and marine tourism', continue to be a major growth sector in international tourism. To evaluate the progress towards sustainable coastal and marine tourism since the 1990 congress, the upcoming conference seeks to bring together diverse interests to discuss, debate, and create solutions, strategies and policies for tourism development in coastal locales. Practitioners, managers, academics, non profit organisations and community members are invited to share ideas and propose innovative activities.

For more information contact:
Dr Jan Auyong
CMT '96 Convenor
c/o Oregon Sea Grant College Program
Oregon State University, AdS A500G
Corvallis, OR 97331-2131
USA
Tel (1 503) 737 5130
Fax (1 503) 737 2392
E-mail auyongi@ccmail.orst.edu

Changing patterns of interdependence: Finance and trade in the Asia-Pacific region

Cairns, North Queensland, 28-30 August 1996

The Ivth International Conference on the Asia-Pacific Economy will discuss how interdependencies within the region are changing and how they are likely to be affected by future reductions of impediments to capital and trade flows. Invited speakers include Kenichi Kawasaki from the Japanese Economic Planning Association and Kym Anderson and Warwick McKibbin from Australia. Contributed papers, that are empirically-oriented, quantitative, econometric or involve modelling of some kind are welcome, and abstracts should be sent to the address below as soon as possible. For three days before the conference, there will be a training course on financial econometrics.

For more information contact:
Colin Hargreaves
Economic Modelling Bureau of Australia Inc.
GPO Box 1363
Canberra, ACT 2601
Australia
Tel (06) 258 1330
Fax (06) 258 3285
E-mail colin.hargreaves@anu.edu.au

The seventh international congress on women's health issues

Khon Kaen, Thailand, 5-8 November 1996

The theme of this conference is Women in Development and proposed topics include reproductive health, women in work, women and HIV/AIDS, women as health advocates, women in the developing world and gender issues in general.

For more information contact:
Assoc. Prof. Earmporn Thongkrajai
Faculty of Nursing
Khon Kaen University
Khon Kaen 40002
Thailand
Fax (043) 237606/ 242106

Tradition, modernity, and postmodernity in education

Sydney, 1-6 July 1996

This is the 9th World Congress of Comparative Education. The explicitly international dimension of this Congress enables participants to mix with international specialists and exchange ideas. Both theoretical and practical fora will address issues of cross cultural research, and/or will address such themes as post compulsory education and vocational education and training; higher education; gender issues; literacy and language policy; methodological questions; learning and teaching; the European context; dependency, education and development; teacher education; and many other issues. The Congress will follow broadly the format of previous Congresses, containing plenaries, commissions, and workshops on themes suggested by participants.

For more information contact:
Professional Development Centre
Faculty of Education (A.36)
University of Sydney
Sydney, NSW 2006
Australia
Fax (02) 660 5072
E-mail wcce96@edfac.usyd.edu.au
or
URL http://www.usyd.edu.au/su/wccomped/
Book reviews

Sustainable development or malignant growth? Perspectives of Pacific Island women


This book is a collection of papers by Pacific Island women on the various effects of 'development' in the Pacific region. The idea for the book came out of a meeting in Suva in December 1992 of the Pacific members of DAWN, Development Alternatives for a New Era. DAWN is a network of Third World feminists which was founded in 1984.

The book opens with an introductory critique by its editor, 'Atu Emberson-Bain, of the current development model with its emphasis on the market economy. The suitability of such a model in the Pacific context is questioned. Certainly the various contributions in the book provide ample evidence of the need for an alternative approach to this growth based model.

The book's contributions are too numerous to mention each individually, but the range of topics covered includes structural development and aid flows; critiques of the Port Vila Declaration and 'The Pacific way' (report to UNCED); women in agriculture and fishing; mining, logging, commercial fishing and fish-canning; migration and ecotourism; and political issues such as the independence struggle in Kanaky, the nuclear issue in Belau, the tensions in Bougainville, and militarism in Fiji. These provide a multiplicity of examples where development has lead to greater social inequalities, declining living standards, environmental degradation, community fragmentation and violence. In each situation women have remained marginalised in one way or another.

However, the volume ends with a forward-looking piece by Arlene Griffen drawing attention to the role of Pacific feminism in the social transformation implicit in the building of a new world. That new world is part of the feminist vision quoted in both the opening and closing pages of the book,

a world where inequality based on class and race is absent from every country and from the relationships among countries ... where poverty and all forms of violence are eliminated ... and where the massive resources now used in the means of destruction will be diverted to areas where they will help to relieve oppression both inside and outside the home (Sen and Grown 1987:80).
The book is interspersed with poetry by no fewer than sixteen Pacific Island women poets and with photographs illustrating the realities described in the text. Many of the papers have been previously presented at various fora and some have already been published elsewhere. That they are brought together in this collection adds weight to their message. The book is essential reading for anyone concerned with development issues in the Pacific and for those interested in the development of feminist ideas.

Reference


Heather Booth, National Centre for Development Studies, Australian National University

Mortgaging women's lives


This very clearly written collection of readings on the effects of structural adjustment on women in seven countries has a precise agenda: to document the impact of structural adjustment programmes (SAPs) throughout the South. A distinctive feature of this volume is that the articles are all written by women who are citizens of, and conducted research on, their respective countries.

The book begins with a definition of structural adjustment, a very welcome overview for those who are unclear about the goals and practices involved. Sparr then outlines the feminist critiques of structural adjustment. She begins the chapter with a challenge to the economic assumptions that macroeconomic policy reforms are 'gender free'. She ends the chapter with an appendix that documents the changes the World Bank and the International Monetary Fund had to incorporate in adjustment programmes because of the negative impact of many of the measures. She notes that these two institutions now provide 'bridging' programmes to make more humane the move from the economy-without-SAPs to the economy-with-SAPs.

The book contains case studies of the impact of SAPs in Egypt, Ghana, Turkey, Sri Lanka, the Philippines, Nigeria and Jamaica. Each of the cases is extremely well written, first providing an economic history overview that brought each country to the need for economic reform, and then detailing how SAPs were implemented. This analysis is followed by the impact SAPs have had on women in several domains, ie, state feminism in Egypt, public and informal sector employment in Ghana, export-oriented manufacturing in Turkey, industrial development in Sri Lanka, export cropping in the Philippines, agricultural/rural production resources in Nigeria, and livelihoods in Jamaica. Each section is well documented and analyses both immediate and extended impacts SAPs have had on women.

This is a book that should be read by faculty and students in women/gender and development; economic development and/or economic anthropology; political economy; and public administration. It should be required reading for economists who implement economic reform programmes on the basis of theory without factoring idiosyncratic country needs into the change equation.

Nancy Horn, Center for International Business, Education, and Research, Michigan State University

Excerpts reprinted from WID Bulletin, Fall 1995, Michigan State University

The strategic silence: Gender and economic policy


This book addresses the question: how should macro-economic policy be recast for the benefit of women? The book is organised in two parts: 1) Conceptual silences and new research strategies; and 2) Macro-economics, the state and the household: Lessons from the North and South, which presents country studies from Canada, Indonesia, Turkey and Mexico, as well as overview analytical pieces that discuss specific issues in implementing macro-economic policy.

The framework for the book is presented by Bakker in her introductory chapter on engendering macro-economic policy reform. She discusses the 'conceptual silence' surrounding structural adjustment, ie, 'the failure to acknowledge explicitly or implicitly that global restructuring is occurring on a gendered terrain'. Bakker then develops three lines of argument: the conceptualisation of markets in standard economics; Keynesian macro-economic gender blindness; and the micro- and macro-initiatives developed to deregulate the global system through structural adjustment. She identifies how the three methods of state intervention - taxation, expenditure, and monetary and exchange-rate policies - all at the macro/state level, negatively affect women at the micro-level. I found particularly useful the table at the end of her article on 'Gender implications of economic policy'. In a succinct format, she sets forth a range of policies governments implement and identifies the resulting gender asymmetries in terms of macro-economic policies, market regulations, and social policies.
Other articles in the first section of the book analyse different portions of the ‘productive’ and ‘reproductive’ economy in which the elasticity of women’s unpaid or cheap labor is asserted to both limit and to enable economic reforms. The point is made by Janine Brodie that when the public sphere is curtailed in any way, women suffer as this is where women have experienced the most economic gains. Caren Grown asserts that structural adjustment policies have not been linked to population policies. The lack of policy synergy in these two domains has produced demographic increases when women are unemployed, and reductions in fertility when they have jobs.

In the second part of the book, authors challenge the argument that when private sector industries are downsized to meet the economic needs of export production, more women are hired to take men’s places because they are paid less. This is not so in the case of Mexican female fruit and vegetable agricultural labour; in Canada; in the Indonesian textile weaving industry; and in Turkey, where women’s unemployment is highest in the urban areas. In each case, authors have determined that because the underlying social context is gender biased, the implementation of so-called, gender-free macro-economic policies has more harmful effects on women than on men.

Nancy Horn, Center for International Business, Education, and Research, Michigan State University

Excerpts reprinted from WID Bulletin, Fall 1995, Michigan State University

Setting research priorities: Towards effective farmer-oriented research


The contributors to this edited volume are farming systems research and development (FSR&D) adherents, aware that FSR&D is prone to misuse in practice. The material is directed towards explaining how an FSR&D approach can enhance planning and priority setting in national agricultural research systems. The most significant contribution made by the volume concerns our understanding of how to combine universal organisation and management principles with an FSR&D approach in the area of priority setting in agricultural research. Organisation and management issues successfully raised in the volume, especially in the case studies, cover organisational design, goal setting, leadership, strategic planning, human resource management, participation in decision making, managing interpersonal relations, setting incentive and reward systems, management of information, communication and coordination. A reasonable conclusion to draw from the various chapters is that the best FSR&D approach possible will not be successful, in terms of creating a research system with the desirable attributes of flexibility, continuity, efficiency and effectiveness (pp. 244-51), unless accompanied by sound organisation and management practices.

The book is divided into two parts. The first part comprises six chapters ranging over the principal issues and approaches in priority setting in FSR&D. These chapters are of uniformly high standard, drawing upon a sound understanding of the theoretical framework and a wealth of practical experience in the topic area. Contributors focus on setting research priorities in FSR&D programmes; research team interaction and the relationship between FSR&D farm-based research and thematic research; tools for priority setting by research groups; participation by farmers in research priority setting; research technology dissemination linkages; and the roles of policy makers, planners and donors in priority setting for agricultural research.

This first part does tend to lack new insights; virtually all of the points made have been made by others before. It is also heavy on prescription and relatively light on analysis. Nevertheless it is a useful synthesis of accumulated wisdom on matters affecting the success of an FSR&D process in agricultural research endeavours. I have two misgivings. First, the matter of research priority setting - ostensibly (given the title) the main focus of the book - is treated rather unevenly among the various chapters. This topic is handled more evenly in the case studies in the second part. Second, book contributors are unclear over who should be ‘calling the shots’. The most obvious message from the book in this respect is the now widely accepted wisdom of adopting a ‘farmer-first-and-last approach’ in FSR&D processes, and in the national agricultural research system itself. Hence, it is often implied, and sometimes stated explicitly (eg, p.15 and p.253), that the farmer is the client of public agricultural research.

I prefer the tack taken by Smith (1989:146) who regards the client of agricultural development projects as the person ‘paying the designer’s fee or salary’, usually the government in the case of public research. Following Smith’s typology, the farmer is typically the decision taker. In outlining his views on good management in agricultural development projects, Smith does not underestimate the importance of including farmers in project work, nor should the contribution by farmers be underestimated in agricultural research, especially in priority setting. But we should be sceptical about an approach to analysing and solving research problems that treats the farmer as both the decision taker and the client, as is often done in this volume. Often, the farmer will not have the best knowledge and understanding of a research problem - highlighted, for example, in respect of diagnosing and tackling the problem of degradation of the agroecosystem (see Chapter 13). Research decisions need to be directed towards meeting the development goals of the government, as the chief client of agricultural research.
The second part consists of eight case studies - six from Africa, one from Indonesia and one from Central America - and a concluding chapter. The purpose of this structure is to spell out the principles and practice of a sound FSR&D approach, then set forth experiences in dealing with the difficult issues bedevilling much FSR&D application in developing countries. An attempt is made throughout these chapters to maintain the thread of priority setting in agricultural research, and how an FSR&D approach can contribute to its success.

The case study chapters focus usefully on particular themes. They include diagnosis for priority setting, on-farm experimentation, research planning, fostering an effective inter-disciplinary approach, farmer participation in priority setting, identifying and accommodating the specific needs and involvement of women in agricultural research, institutional development to enable agricultural research to meet environmental needs, and regional research.

One reservation is about the scope of the case studies. The obstacles and problems encountered in these studies are acknowledged and, in most circumstances, dealt with; none of the projects could be termed a failure. Yet we know that many attempts to apply FSR&D have ended in disaster. All case study projects have entailed a substantial element of external intervention with liberal financial, human resource and technical support. This is not the typical situation in which FSR&D is to be introduced in agricultural research in developing countries. It is questionable whether these case study projects would have been successful without external support to surmount the formidable obstacles they faced.

By and large, the editor has achieved what he set out to do. The collection of papers presented in this volume is a worthy addition to the literature on priority setting in agricultural research and FSR&D in developing countries. Material is clearly presented, with few editorial errors. While academics and professional research analysts might feel there is little new in the topics and issues raised, and the prescriptions offered, they should get some pertinent material from the case studies. Both practitioners in agricultural research and policy makers should appreciate the presentation of issues and prescriptions on how to apply FSR&D and to set research priorities, gathered in the one volume. They should also find much that is useful in the experiences, problems and solutions recounted in the case study chapters.

Reference


Euan Fleming, Agriculture and Resource Economics, University of New England

Gender and development directory, Australia

Pamela Thomas and Lucy Tylman (eds) 1995, Australian Development Studies Network, ISBN 0 7315 1969 8, 450pp., A$30.00 (members), A$40.00 (non members) plus postage

The Australian Development Studies Network has just made available a valuable and timely resource to help balance the gender equation in development. It is titled the Gender and Development Directory Australia, and is a compilation of individuals and organisations with expertise in gender related development issues.

It is timely in that since the early 1980s the issue of the role of women in development (WID - now often referred to as Gender and Development or GAD), has generally been incorporated into thinking about and planning for Third World economic development programmes, but it hasn’t always been well funded. Women, as Barbara Rogers pointed out in her seminal study, The domestication of women (1980), had been mostly excluded from the development process, on the recipient side of the equation as beneficiaries and participants, and on the donor side as experts and managers. Given pressure from women’s groups in donor countries, aid agencies initially responded by tackling on to development projects, the ‘WID component’, usually a modest, under-funded or even unfunded, activity or set of activities whose purpose was essentially to mollify the women’s lobby at home.

Fortunately, the amount of money committed to GAD-related programmes has increased over the years, if for nothing else than to pay consultants to do gender studies and make recommendations on what role women should play in development projects. However, there has been a real increase in projects targeted specifically at women’s issues, most notably in maternal and child health. And virtually all development projects now include a gender impact study. Progress, as they say, is being made.

However, gender and development issues are still, too often, treated as peripheral to the mainstream of development. Many, if not most, development projects are easily seen as gender neutral in their impacts. The overwhelmingly male bureaucracies of the recipient countries are generally indifferent to gender related issues, while donors are wary that delicate issues of sovereignty may be encroached upon if they push too heavily on concerns that may be seen as merely satisfying their own domestic constituencies. It is therefore easy to make a rhetorical commitment, fund studies, and then contribute a minimal amount of resources to redressing gender inequities that already exist or which are aggravated or created by development activities.

The issue of women and development is not peripheral, and development projects are not gender neutral. Anyone who
Human resource development: Smaller Pacific Island countries

The small and scattered Pacific developing member countries of the Asian Development Bank, lacking in natural resources, value people as their most critical national asset. And in the past two decades, they have made substantial progress in educating their people and enhancing their skills, according to a Bank study entitled Human resource development: Smaller Pacific Island countries.

Primary and secondary school enrolment in the small Pacific Island countries is almost universal and steadily growing. Adult literacy rates are above 90 per cent in most of them. More and more people are receiving advanced training and skills. Life expectancy rates are high, indicating that human resource development is a main priority in these countries.

But despite good access to education, the island countries suffer from a shortage in technical, vocational and management skills and growing unemployment, according to the Bank study, which covers Cook Islands, Marshall Islands, Federated States of Micronesia, Niue and Tuvalu. Its findings are, however, applicable to many other Pacific countries.

High natural increases in population, slow economic growth and meagre natural resources make it difficult for these countries to sustain human resource development, the study points out. Urban migration and frequent in-out migration likewise undermine human resource development efforts.

The study was conducted during 1993-95 from the Bank’s regional office in Vanuatu. It analyses lessons learned from the Bank’s past and ongoing human resource programmes.

The study stresses the need to develop a well-educated and trained labour force. Due to their small population sizes, the challenge for the island countries is to devise creative, low-cost but effective strategies to develop a skilled labour force and not lose it to overseas markets. These countries must also spend a higher share of their own resources on education and training.

To hasten economic development, the Bank seeks to reduce bloated government bureaucracies, the biggest employer in the Pacific Island countries, by developing the private sector, particularly the manufacturing industry. The study points out that the goals of human resource development in the Pacific countries must be refocused to respond to changing labour market and employment patterns, and to the increasing role of the private sector. The labour force engaged in agriculture activity is shrinking, and more and more people are engaging in services relating to tourism, small-scale manufacturing, finance and overseas employment. Frequent transfer of trained personnel from public service to the private sector due to unattractive public sector wages has also been observed.

Terence Murphy, Management Consultant, Fremantle
Since the small island countries, by themselves, have limited financial resources and have long been heavily dependent on foreign aid, educational and training resources need to be carefully targeted as aid flows tighten, the study says.

Before any human resource development effort can be successfully implemented, the capacity of agencies concerned must be improved. In future, the Bank’s main efforts in this respect will be directed at the public sector, particularly to seek much needed reforms and develop analytical capabilities. Improvements will be sought in improving the management, planning, efficiency and quality of current educational and health services delivery, and in the available skill base.

Since many bilateral donors are involved in the formal education sector in these countries, the Bank has focused primarily on policy reforms, institutional development and capacity building in various fields, such as transportation, finance (economic planning, development banks), and social infrastructure (education, health, housing, urban development).

In future, the Bank will continue its emphasis on human resource development in the Pacific subregion. The 1995-97 project pipeline includes $50 million for human resource development. In the same period, technical assistance amounting to $4.55 million has been earmarked.

Considering their isolation and limited size, resources and capacity, the Pacific Island countries should optimise the use of regional institutions for education and training. This would be particularly cost effective as it would obviate the need to develop specialist facilities and capabilities in individual countries. The aim of the Bank is twofold: to link Pacific developing member countries among themselves and integrate them economically with the rest of the world.

To increase coverage of education and training in the remote islands, the study proposes an expansion of distance learning or correspondence schooling by strengthening communications and information technology applications. This strategy is also one way to cut costs because it does not require the creation of new physical facilities. Women who are unable to go to school because of domestic duties will benefit most from distance learning.

The study emphasises that training strategies must be suited to employment needs. The creation of a national training council and a training investment fund, managed by a board of employers who will screen training programmes, is suggested. The fund will be used to encourage private investors to subsidise staff training. Demand-driven training strategies also include workplace-based training through apprenticeship and the participation of employers in programme design.

To reverse the current high levels of out-migration, facilities should be developed to offer high quality and internationally accredited training, and active cooperation between governments and potential overseas employers must be established, the report says. Greater cost sharing in overseas training can be achieved by adopting a student loan system or an educational savings scheme with the help of development or commercial banks. It is hoped that better ties with their home countries and an improved employment climate at home would induce foreign-trained Pacific Islanders to return home, and bring back the latest technology and financial resources.

Marcia Samson, Technical Assistant, Information Office, Asian Development Bank

Reprinted in edited form from ADB Review.
New books

Gender and development directory, Australia

Pamela Thomas and Lucy Tylman (eds) 1995, Australian Development Studies Network, ISBN 0 7315 1969 8, 442pp., A$30 (members), A$40.00 (non members) plus postage

Australia's first directory of Australian based individuals and organisations with expertise in gender and development was launched on 4 August 1995 at Parliament House in Canberra. An essential resource for everyone in the development field, it includes an extensive gender and development bibliography and is comprehensively indexed. The Directory lists sources of expertise in teaching, evaluation, advocacy, gender analysis and much more.

Available from:
Bibliotech
ANUTECH Pty Ltd
ANU, Canberra
ACT 0200
Australia
Please make cheques payable to ANUTECH Pty Ltd

Changing women's lives and work: An analysis of the impacts of eight micro-entreprise projects


This is an in-depth analysis of eight micro-entreprise projects in India, Bangladesh, Thailand, Peru, Guatemala, Honduras, Ghana and Tanzania. It is unique in its highly detailed presentation of such a varied range of individual projects, and in its use of a single analytical framework for all the projects, enabling comparisons to be tightly drawn between them.

Women and economic policy


This book is structured around two main themes: macro-economic policy and gender relations; and income generation projects and empowerment. Covering a wide range of countries, the articles look at many different aspects of women's lives, the effects of economic policies, and how women are adapting and organising to enable their families and communities to survive.

The elusive agenda: Mainstreaming women in development


Despite significant advances, the fundamental objective of transforming social and gender relations and creating a more equitable world is very far from being achieved. This publication reviews the progress achieved in making gender a central concern in the development process. It evaluates selected leading bilateral and multilateral donor agencies, including the World Bank, which have played a critical role in shaping the development agenda.

Missing links: Gender equity in science and technology for development

Geoffrey Oldham and Betsy McGregor 1995, Intermediate Technology Publications, 392pp., £15.95

This book examines how science and technology have differentially affected the lives of men and women, focusing on the rural areas of developing countries where most people live. The editors identify two key issues, namely gender inequality in education and careers in science and education on one hand, and the gender-specific nature of technical change on the other.

The Fiji and New Caledonia journals of Mary Wallis, 1851-53


The journals of Mary Wallis's first two voyages to the Pacific Islands, published in 1851 with the title Life in Feejee: Five years among the cannibals, have long enjoyed a high reputation for both readability and quality of information. The journal of the third voyage, now appearing for the first time, continues in the same entertaining vein for Fiji, and adds the great bonus of a vivid account of beche de mer fishing on the north-eastern coasts of New Caledonia in 1853. The journals have been edited to make them easily accessible to the modern reader, particularly in the South Pacific, and supported with an introduction and end-notes which place them in the wider context of events in the mid-nineteenth century.

Trade in domestic workers: Causes, mechanism and consequences of international migration


This collection of papers discusses how to craft responsive policies and programmes that affect international migration and overseas employment of women domestic workers.

Subversive women: Women's movement in Africa

Saskia Wieringa (ed) 1995, Zed Books, 256pp., £39.95

This important anthology of feminist writing demonstrates the complexity and diversity of women's movements and organisations worldwide.
The challenge of local feminisms: Women's movements in global perspective


This publication provides an overview of the genesis, growth, gains and dilemmas of women's movements worldwide. It challenges the notion that feminism is of middle-class, Western origins, and instead, each chapter locates women's movements within their local context.

Women's voices from the rainforest


This book explores the position of the women whose families are tearing down the rainforest, and who have been (made) largely invisible, but are now proposing action. Presenting the contrasting results of different methodologies, including a comprehensive literature review and the life histories of the rain forest women, the authors argue that solutions must be specific to places and involve local people.

Biopolitics: A feminist and ecological reader on biotechnology

Vandana Shiva and Ingunn Moser 1995, Zed Books, 304pp., £39.95

Biotechnology is the most powerful bundle of new technologies currently under development. It is also the most intrusive and determinative technology relating to nature generally and the human body specifically. This book brings together some of the most important work from feminists and environmentalists critical of the headlong rush into what is likely to prove a technological minefield.

Advancing women's status: Women and men together?

1995, KIT Press, ISBN 90 6832 630 9, 200pp., A$30.00 (approx.)

Four of the main themes of the Fourth World Conference on Women: women's status and rights; education and training; economic participation; and sexual and reproductive health are discussed in this book from a gender perspective. The themes are covered in four state-of-the-art reviews, and each review is accompanied by an annotated bibliography, providing the reader with an introduction to key literature concerned with developing countries.

The book reflects the recent emergence of a less segregated approach to understanding and changing gender relations. This means understanding women and men in relation to each other, as well as identifying strategies which involve men, both separately and together with women, in addressing gender inequalities. Indeed, singling out women as a special group can marginalise women and their concerns from their rightful place in the mainstream of development. This publication is the first in the 'Critical reviews and annotated bibliographies: Gender, society and development' series.

Transforming development: Poverty and politics

Margaret Snyder 1995, Intermediate Technology Publications, 288pp., US$32.95

This is the story of a campaign - based on fieldwork in three continents - which has aimed to remove the invisibility that has cloaked so much of women's work, to support and increase their economic productive capacity, and to establish women as 'agents of change, not creatures of circumstance'.

Sampling survey data on women's status in contemporary China

Institute of Population Studies, Chinese Academy of Social Sciences 1994, ISBN 7 800003 232 2, 46+630pp., US$69.00 (hb)

This book contains major data from the sampling survey on women's status in contemporary China which involved 30 million urban and rural couples from five provinces and one municipality. It includes information on: educational status; marriage and the quality of marriage; contraception and fertility; employment, occupation and income; living conditions and internal management of family; and gender norms. The book provides comprehensive information on the status of contemporary Chinese women, especially the status quo within the family, its characteristics, trends and problems, and thus can be regarded as an important reference for the study of Chinese women.

New Taiwan, new China


Strategic, geographic, cultural, historical, economic, political and diplomatic forces have combined to propel Taiwan from obscurity to prominence as a world trader and catalyst for change in mainland China. This book argues that the development of Taiwan has resulted from its location at the crossroads between the rivalry and interests of China, Japan and the United States. Currently, Taiwan is being pulled toward China by economic factors. Ironically, this is contributing to China's development as the world's next superpower and this in turn has made Taiwan's separation from the mainland a matter of growing importance to the USA, Japan and other members of the Asia-Pacific community.
Body, self and society: The view from Fiji

Anne Becker 1995, East-West Export Books, ISBN 0812231805, 224pp., NZ$60.00

In this book the author examines the concept of self through her ethnography of bodily aesthetics, food exchange, care and social relationships in Fiji. She contrasts the American fascination with working on one’s body shape with the Fijian concern with cultivating others’ bodies. Attitudes toward body shape and personal boundaries are also studied.

The last bastion: Labor women working towards equality in the parliaments of Australia


This book is the first comprehensive account of the experience of women in the Australian Labor Party (ALP) from its inception in 1891 through to the present day. Marian Simms of the Australian National University claims that ‘Senator Margaret Reynolds’ book fills a major gap in the literature of feminism and Australian political history by providing us with lively and relevant material about women’s role in the ALP. I recommend the book to all who are interested in party politics, women’s history and political history.’ Jennie George, ACTU President-Elect claims that: ‘For too long women have been written out of history. The Last Bastion fills that gap for us. The research is invaluable. It identifies the many women pioneers who fought for the right to vote, for political representation, for human rights and for equality in the workforce. The challenges for the future are given a sense of urgency and are backed up by practical proposals for reform.’

Modelling global change


The profound transformations occurring in the world’s politics, economics, demography, technology, ecology, and ethics demand a means of evaluating and adjusting to these changes. This volume focuses on global modelling and simulation studies to examine world megatrends of change and response alternatives. The book aims to contribute to the growing body of literature supporting the development of new methods of forecasting global change and formulating policy alternatives for environmentally, socially, and politically sustainable development.

Assessing the gender impact of development projects: Case studies from Bolivia, Burkina Faso and India


This book describes a new methodological approach for use in planning and assessing project designs. The authors argue that gender impact assessment is an appropriate way to estimate the expected impact of an intervention, such as a development project, on women; and how the specific interests and needs of various categories of women will be affected. The book describes how development projects either positively or negatively affect the division of labour, and access to and control over allocation of resources, benefits, and decision making in a society. The book concludes that it is essential that gender differences are explored and addressed throughout the planning phase and before implementation of policies or project work, to avoid negative consequences on women.

The uncertain quest: Science, technology and development


This first-of-a-kind sourcebook gathers together the perspectives and expertise of an international body of specialists in science and technology policy to examine the role of science and technology in development, and assess their social, economic and political dimensions.

Strengthening the family: Implications for international development


This book explores the characteristics of families that strengthen the family unit and promote the development of its individual members. It examines how family social health improves the well-being of children and how family functioning interacts with national and international development.

Emerging world cities in Pacific Asia


Pacific Asia is the fastest growing region in the world, and its very large cities have been playing a critical part in spearheading economic growth and social and cultural transformation. This book provides a comprehensive appraisal of the interplay between global structural adjustments and the changing role and configuration of Asia’s cities at the close of the twentieth century.
A crisis of expectations: UN peacekeeping in the 1990s


In this book, an international cast of contributors combines case studies and analytical approaches to explore the landscape of UN peacekeeping efforts in the 1990s. Setting the stage with discussions of the rapidly changing nature of peacekeeping, the contributors provide a comprehensive group of case studies that examines all UN operations in the 1990s. Analysing the larger issues thrown by these case studies, the contributors look at UN peacekeeping from a regular state-participant's point of view and assess the relationship between regional organisations and the United Nations in peacekeeping missions. In addition, they examine the organisational problems at UN headquarters in New York and discuss problems of command and control in the field. After exploring the difficulties of peacekeeping in civil wars, the relationship between peacekeeping and peacemaking, and the tensions created in moves toward peace enforcement, the contributors conclude by considering the vexing issues of national sovereignty, national interests and international interests.

The Australian women's year book 1995

Australian Bureau of Statistics/Office of the Status of Women, Department of the Prime Minister and Cabinet 1995, ISSN 1322 753X, A$20.00 (ABS Catalogue Number: 4124.0)

The Australian women's year book 1995 presents a fascinating insight into women's position in contemporary Australian society. It clearly shows how women are progressing, compared to men, in many aspects of life, including: health, work and earnings, education, crime and justice, and leisure and sport. New chapters featured in this second edition are housing, business and the environment. Data from the first National Aboriginal and Torres Strait Islander Survey are also incorporated into most chapters.

Information about women's current status in society comes from many different sources and is often presented in separate or specialised reports. The Australian Women's Year Book brings this information together, interprets the statistics and presents them in a way which is easy for the reader to understand. All information presented is referenced to its original source, making the year book a starting point for more detailed research or analysis.

Health and development in South East Asia


This book provides a valuable review of health status, health delivery systems and the relationships between health and development in South East Asia. The introduction gives an overview of the political economy of health and development in the region, and the chapters review specific areas such as: urbanisation and health; national health systems and health policy; and health and development issues.

More WID and GAD books

Close to home: Women reconnect ecology, health and development

Vandana Shiva 1994, Earthscan Publications, 176pp., £11.95

Population policies reconsidered: Health, empowerment and rights


Power and decision: The social control of reproduction


Women in trade unions: Organising the unorganised


Writing women and space: Colonial and postcolonial geographies


Bringing it all back home: Class, gender and power in the household today

Harriet Frood et al. 1994, Pluto Press, 172pp., £12.95

Changing our lives: Doing women's studies

Gabriele Griffin (ed) 1994, Pluto Press, 196pp., £10.95
Newsletters and journals

Asia-Pacific Population Journal

This quarterly journal is published by the Economic and Social Commission for Asia and the Pacific (ESCAP) and provides a forum for discussions on population issues in the region. The September 1995 issue, for example, is a "response to the concern about the growing trend towards abnormal sex ratios at birth in some countries of the ESCAP region", and provides statistics and general information on the topic.

For more information contact:
Population Division
Economic and Social Commission for Asia and the Pacific
United Nations Building
Rajdamnern Nok Avenue
Bangkok 10200
Thailand

Gender and Development: Women and Culture

This Oxfam journal is published in February, June and September each year. It offers a forum for development practitioners, students and all concerned with the theory and practice of gender-oriented development to exchange views, record experience, describe models of good practice and disseminate information about networks and resources.

For more information contact:
Carfax Publishing Company
PO Box 25
Abingdon, Oxfordshire OX14 3UE
UK
Tel (44 0) 235 521154
Fax (44 0) 235 553559

Women in Asia

This is the monthly newsletter of the Asian Studies Association of Australia. It includes a feature article from a guest columnist, book reviews, reports of recent events and conferences and other comments.

For more information contact:
Anne Cullen
Asian and International Studies
Griffith University
Nathan, QLD 4111
Australia
Ethnicity and Health

This quarterly journal will meet the fast growing interest in the health of ethnic groups world-wide. It will embrace original papers in the fields of medicine, public health, population sciences, social sciences and other disciplines of interest to health professionals. Issues of culture, religion, lifestyle and racism as they relate to health and its anthropological and social aspects will be included. The journal will address issues of direct relevance to the health and welfare of ethnic communities. Coverage will include subjects such as prevention, access to and equity in health care, and models of appropriate and effective care. It will also cover the growing field of migration studies and the health and welfare of refugees and asylum seekers. The journal invites original papers for publication following conventional academic peer review. Also presented will be short communications, service reviews and letters.

For more information contact:
Professor R. Balarajan
Ethnicity and Health
National Institute for Ethnic Studies
in Health and Social Policy
St Bernard's Hospital
Uxbridge Road
Southall, Middlesex UB1 3EU
UK
Tel (44 181) 840 1232

WINAP Newsletter

This is the newsletter of the Women Information Network in Asia and the Pacific and is published semi-annually by the Economic and Social Commission for Asia and the Pacific (ESCAP). The journal welcomes news items, short articles and viewpoints on women's issues from readers.

For more information contact:
Editor, WINAP Newsletter
Women in Development Section
Rural and Urban Development Division, ESCAP
United Nations Building

Aurora

This is a new quarterly publication by the Research Centre for Gender Studies, University of South Australia. It offers thought provoking articles and the latest information about women in and behind the news, reviews of the latest in live entertainment, books and films.

For more information contact:
Aurora
Research Centre for Gender Studies
University of South Australia
Magill Campus
Lorne Avenue
Magill, SA 5072
Australia

Gender Studies: News and Views

This is a bilingual English-Chinese bulletin published by the Gender Research Programme of the Chinese University of Hong Kong. The last issue (September 1995) included articles on women and literature, women and health, the UN conference on women, and New Zealand Chinese women. The newsletter welcomes any essays, reports and reviews, as well as information on gender issues in English and Chinese.

For more information contact:
Gender Research Program
Hong Kong Institute of Asia-Pacific Studies
CUHK, Shatin, NT
Hong Kong

The Tribune: A Women and Development Newsletter

This is the newsletter of the International Women's Tribune Centre (IWTC), and has been the Centre's main channel for communicating with and about women's activities and issues worldwide since 1976. Each issue contains: descriptions of actual projects being undertaken by women's groups in a particular subject area, with names and addresses to facilitate networking; lists of books, training manuals, periodicals, etc., in the subject area being covered; sample line drawings, large lettering and other graphic techniques, to stimulate discussions in training workshops, groups and other action-oriented settings; practical ideas and information, with checklists, training activities and graphics to adapt and use in publications and training sessions; and includes information about conferences, training workshops and other events that focus on women and development themes.

For more information contact:
International Women's Tribune Centre
777 United Nations Plaza
New York, NY 10017
USA
Tel (1 212) 687 8633,
Fax (1 212) 661 2704
E-mail iwtc@igc.apc.org

Journal of Women in Culture and Society

This is a scholarly journal that cuts across academic disciplines, from the arts and humanities to the social sciences, with its central focus on feminist issues. authors of articles represent various political perspectives, including liberal, Marxist, socialist and radical feminist.

For more information contact:
Journals Division
University of Chicago Press
5801 Ellis Avenue
Chicago, IL 60637
USA
WIDIALOGUE

A quarterly newsletter published by the Women in Development Unit of the FAO’s Regional Office for the Near East. It aims at promoting informal networking between the 26 countries of the region, other FAO regional offices, UN agencies, the donor community, NGOs and others, to benefit from the structured exchange of information and ideas on WID-related matters.

For more information contact:
WID Unit
Food and Agriculture Organization
PO Box 2223
Cairo, Egypt
Tel (20 2) 702 229
Fax (20 2) 349 981

Global Issues

This newsletter aims to improve the quality of teaching about global issues in geography by providing teachers with current and useful information in a readily accessible and useable manner. It is published quarterly by the Geography Teachers’ Association of Victoria for distribution through state geography journals. The December 1995 issue focuses on appropriate technology for the environment.

For more information contact:
Lindy Stirling
Geography Teachers’ Association of Victoria Inc.
503 Burke Road
Camberwell South, VIC 3124
Australia
Tel (03) 824 8355
Fax (03) 824 8295

Australian Feminist Law Journal

The journal aims to provide a forum for feminist writers on broadly conceived issues of legality and justice. It is concerned to challenge dominant practices and encourages interdisciplinary articles and articles which take a critical approach to law. In addition to academic pieces the journal welcomes comments on current issues, book reviews and comments on previous issues. Women within grassroots organisations are particularly encouraged to contribute.

For more information contact:
Editorial Board
Australian Feminist Law Journal
PO Box 4337 MU
Parkville, VIC 3052
Australia
Tel (03) 9882 9053
Fax (03) 9882 9527

Women and Politics: A Quarterly Journal of Research and Policy Studies

This is an important journal for those interested in women and politics.

Women and Criminal Justice

This journal is devoted specifically to interdisciplinary and international scholarly research dealing with all areas of women and criminal justice.

Women and Health: A Multidisciplinary Journal of Women’s Health Issues

This journal presents the most current scholarly information on women’s health.

Women and Therapy: A Feminist Quarterly

This is a professional journal that focuses entirely on the complex interrelationship between women and therapeutic experience.

For more information regarding the four titles above, contact:
Haworth Press
10 Alice Street
Binghamton, NY 13904-1580
USA
Fax (1 607) 722 1424

PIG Newsletter

The PIG Newsletter is prepared on behalf of the Pacific Island Liaison Centre, an informal grouping of researchers at, and associated with, the Australian National University. The newsletter appears twice a year usually in June and November. Contributions are being solicited by the newsletter.

For more information contact:
Allison Ley
Political and Social Change
RSPAS, ANU
Canberra, ACT 0200
Australia
Tel (06) 249 3097
Fax (06) 249 5523
E-mail allison@coombs.anu.edu.au

Development Bulletin 36
Monographs
and reports

Changing agendas: Empowering women refugees
Roslyn Macvean 1995, Issues in Global Development No. 5, ISBN 1 875140 22 0, 91pp., A$12.00 plus postage

This monograph considers several of the women in development and gender and development approaches to responding to women refugees, and argues that only by focusing our combined micro and macro efforts on empowerment will possibilities for lasting change emerge.

Empowerment programmes aim to meet women's micro 'practical gender interests' in a way that helps their own mobilisation to attain their macro 'strategic gender interests'. It questions the whole development process - who gains? who has power? who becomes a refugee?

Available from:
Research and Policy Unit
World Vision Australia
GPO Box 399C
Melbourne, VIC 3001
Australia
Tel (03) 9287 2513
Fax (03) 9287 2427

Women and the new trade agenda

With the accelerated participation of third world countries in international trade, important questions are emerging about the pace and extent of policy changes. This publication discusses the prospects and pitfalls of trade liberalisation for women.

Equity in employment manual

This manual is designed to assist Australian aid agencies to achieve equal employment opportunity through the development of affirmative action programmes for women. Little information is available on affirmative action for small community-based organisations. This manual caters to the specific needs of Australian aid agencies taking account of their diverse characteristics including: the small number of paid staff, high numbers of unpaid workers, equity, justice and often Christian philosophies, and many other traits shared by the development assistance community.

Available from:
ACFOA
Private Bag 3
Deakin, ACT 2600
Australia
Tel (06) 285 1816
Fax (06) 285 1720
E-mail acfoa@peg.apc.org

Rights of women: An action guide to the UN Conventions of special relevance to women
International Women's Tribune Centre 1995, 120pp., US$15.95

This work book bridges the gap between international conventions and the realities of women's daily lives. Using simple language and frequent examples, it examines the relevance of selected international conventions on human rights and suggests how women can use them.

Available from:
International Women's Tribune Centre
777 United Nations Plaza
New York, NY 10017
USA
Tel (1 212) 687 8633
Fax (1 212) 661 2704
E-mail iwtc@igc.apc.org

Violence against women: The hidden health burden

Gender-based violence is both a human rights concern and a public health issue. This publication presents data on the global dimensions of violence against women and reviews available literature on its health consequences, including female mortality.

Available from:
World Bank Publications
c/o Oxford University Press
PO Box 1141
8000 Cape Town
South Africa

A commitment to the world's women: Perspectives on a development agenda for Beijing and beyond

Over 15 authors have contributed to this publication, presenting a multiplicity of visions of a women's development agenda for the major global issues of our time.

Free trade: What's in it for women
Gillian Moon 1995, Community Aid Abroad, ISBN 1 875870 14 8, 56pp., A$12.00

This monograph asks the fundamental question of whether trade liberalisation is going to benefit women in developing countries. It brings together all the available information to assess the impact of the new world economic order on the poorest of the poor - women in developing countries.

Available from:
Community Aid Abroad
156 George Street
Fitzroy, VIC 3065
Australia
Tel (03) 9289 9444
Fax (03) 9419 5318
The nutrition and lives of adolescents in developing countries: Findings from the nutrition of adolescent girls research program


This report summarises the principal findings from the International Centre for Research on Women's (ICRW) nutrition of adolescent girls program. It is a synthesis of findings from 11 research projects conducted between 1991 and 1994 in Benin, Cameroon, Ecuador, Guatemala, India, Jamaica, Mexico, Nepal and the Philippines on a variety of aspects of adolescent girls and boys. The findings begin to fill a near complete void of information on the nutritional status of the adolescent age group in developing countries. Findings from other aspects of their lives are described, providing a context within which to place nutritional information.

Available from:
ICRW
Publications Department
1717 Massachusetts Avenue NW
Suite 302
Washington, DC 20036
USA
Tel (1 202) 797 0007
Fax (1 202) 797 0020
E-mail icrw@igc.apc.org

Connecting across cultures and continents: Black women speak out on identity, race and development


This collection of essays presents a cross-cultural multi-disciplinary critique of racism both as a development issue and as a challenge to the international women's movement.

Available from:
UNIFEM
304 East 45th Street
New York, NY 10017
USA
Tel (1 212) 906 6400
Fax (1 212) 906 6705

Speaking out against violence: National and international perspectives on violence against women

1995, Centre for Peace and Conflict Studies Occasional Paper No. 95/2, A$12.00

This is a compilation of papers presented at a conference organised in April 1994 by the Centre for Peace and Conflict Studies, the University of Sydney.

Available from:
Wendy Lambourne
Centre for Peace and Conflict Studies
University of Sydney
Sydney, NSW 2006
Australia

Testimonies of the global tribunal on violations of women's human rights

The report includes the full transcripts of the 33 testimonies given at the global tribunal in Vienna from 25 countries. They are divided into the following themes: human rights abuses in the family; war crimes against women in conflict situations; violation of women's bodily integrity; socioeconomic violations of women's human rights; and political persecution and discrimination.

Available from:
Centre for Women's Global Leadership
Douglass College
Rutgers University
27 Clifton Avenue
New Brunswick, NJ 08903
USA

Managing water resources to meet megacity needs

1995, Asian Development Bank, US$35.00

This monograph contains proceedings of a regional consultation sponsored by the Bank to discuss issues relating to urbanisation and its effects on water resources and sanitation beyond the decade.

World Bank structural adjustment and gender policies: Strangers passing in the night, fleeting acquaintances or best friends?

This is a compilation of position papers which builds on previous work by EURODAD/WIDE on this and related issues. EURODAD's major area of work is the problem of developing country debt, structural adjustment and the search for alternatives, and the accountability of international financial and development institutions. WIDE's programme focuses on gender and development issues. This publication reflects the concerns of both networks about the policy of the World Bank on structural adjustment and gender.

Available from:
EURODAD/WIDE
10 Square Ambiorix 1040 Brussels
Belgium
E-mail WIDE@gn.apc.org

Land: Customary ownership vs state control in Papua New Guinea and Australia


This monograph has four sections. The first section provides an outline of indigenous values and their strength today as well as the expectations based on those values in contemporary societies. The second section deals with a very brief introduction to modern land values and the interaction between the old and the new. The discussion raises the question of whether both parties are likely to predominate in the process of development in Papua New Guinea by the year 2000 and beyond. The last section relates to the Mabo decision in Australia.
Key indicators of developing Asian and Pacific countries
1995, Asian Development Bank and Oxford University Press, US$35.00
This is a statistical profile of the world's most dynamic economic region.

Women and agriculture in developing countries: 1985-1990
This is an annotated bibliography containing 525 entries, including book titles, articles, conference papers, unpublished documents, and academic theses.

Available from:
Women and Development Studies Project
The University of West Indies
Institute of Social and Economic Research
St Augustine
Trinidad and Tobago

People's initiative for sustainable development: Lessons from experience
S.A. Samad, T. Watanabe and S.J. Kim
1995, APDC, US$30.00
This report is the final output of a project sponsored and implemented by the Asian and Pacific Development Centre between 1990-93. The project included seven countries - Bangladesh, India, Indonesia, Nepal, the Philippines, Sri Lanka and Thailand - where successful experiences and useful lessons in sustainable resource management are available. The research produced seven country case studies, based on a framework provided to the commissioned research institutions. These cases form the core materials of this report and the operational strategy, which forms the final chapter, draws heavily on them. Part two of the report contains a synthesis of the country case studies.

Breakthroughs in forestry development: Experience of the Asian Development Bank
1995, Asian Development Bank, US$15.00 (pb), US$20.00 (hb)
This report documents evidence of progress achieved towards sustainable forest development through improvements in the design of investment projects.

Work in flux
E. Greenwood, K. Neumann and A. Sartori (eds) 1995, University of Melbourne, 240pp., A$15.00 plus postage
This is a collection of innovative papers by indigenous and non indigenous scholars dealing with controversial issues in Pacific Islands, Maori and Australian Studies. The papers grew out of presentations made at a Work in Flux symposium, which was held at the University of Melbourne in February 1995.

Available from:
History Department
University of Melbourne
Parkville, VIC 3052
Australia

Private decisions, public debate: Women, reproduction and population
Panos Institute, £8.95
This is a collection of papers on the impact of legal and cultural practices on women's reproductive health issues in the developing countries. The papers discuss the consequences of unsafe abortion; the impact of son-preference on mothers and female children; the practice of female genital mutilation; the misuse of caesarean section and female sterilisation; and education, employment and reproductive choice for women.

Available from:
Panos Institute
9 White Lion Street
London N19PD
UK

Technology transfer and development: Implications for developing Asia
1995, Asian Development Bank, US$15.00
Based on a four-country study, this report reviews the current status of policies and planning related to technology transfer and development, and recommends what should be done.

Available from:
Publications Unit
Information Office
Asian Development Bank
PO Box 789
0980 Manila
Philippines
Fax (632) 636 2640/2636 2647
E-mail: adbpub@mail.asiandevbank.org

Doing business in Thailand
The monograph is divided into two sections. The first section provides essential background knowledge on Thailand with an overview of its political history and economic development. The second section investigates the experience of Australian companies that actually conduct business in Thailand. It examines the problems they have encountered and collates the advice their experience has allowed them to pass to others.

At ease with e-mail
This is a handbook on using electronic mail for NGOs in developing countries. Step by step, and in a question and answer format, the handbook introduces the newcomer to the rapidly developing field of communications technology by explaining basic terms and concepts, offering advice and contacts, listing existing computer communications networks and local e-mail service providers and suggesting ways to benefit from these communication tools.
Bread for the world, causes of hunger: Hunger 1995

This is a report that probes the reasons behind the persistence of hunger in a world of plenty, and charts the dimensions of the continuing hunger crisis. It argues that hunger can be dramatically reduced by expanding existing programmes that work, and also covers a variety of related issues including violence and militarism; poverty, population, consumption and environmental degradation; and racial, ethnic and age bias.

Available from:
Bread for the World Institute
1100 Wayne Avenue
Suite 1000
Silver Spring, MD 20910
USA
Tel (1 310) 608 2401

APEC - Winners and losers

Jeff Atkinson 1995, Community Aid Abroad and the Australian Council for Overseas Aid, ISBN 1 875870 15 6, 93pp., A$15.00

Written in a clear and accessible language, the monograph gives an introduction to APEC, the agendas different countries bring to APEC, and the likely impact of this new economic group on the lives of the poor in our region.

Available from:
Community Aid Abroad
156 George Street
Fitzroy, VIC 3065
Australia
Tel (03) 9289 9444
Fax (03) 9419 5318

Gender issues in World Bank lending


This report examines the evolution of World Bank strategy to integrate gender issues in Bank lending across sectors, and the outcomes achieved. It reconstructs the evolution of World Bank thought and actions through archives, published documents and interviews.

Available from:
Peace Research Centre, Research School of Pacific and Asian Studies
Australian National University
Canberra, ACT 0200
Australia
Tel (06) 249 3098
Fax (06) 249 0174
E-mail peace@coombs.anu.edu.au

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Australian National University

Peace Research Centre, Research School of Pacific and Asian Studies

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Available from:
Peace Research Centre
Research School of Pacific and Asian Studies
Australian National University
Canberra, ACT 0200
Australia
Tel (06) 249 3098
Fax (06) 249 0174
E-mail peace@coombs.anu.edu.au

Economics Division Working Papers, Research School of Pacific and Asian Studies

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East Asia


No. 95/5 Wu Zengxian, Changes in the role of various ownership sectors in Chinese industry, 1995

University of Sussex

Institute of Development Studies

IDS Policy Briefings

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Issue No. 3, Confronting famine in Africa, April 1995

Issue No. 4, Paying for health: New lessons from China, July 1995

Issue No. 5, New thinking on gender and environment, August 1995

Available from:
Institute of Development Studies
University of Sussex
Brighton, BN1 9RE
UK
Tel (44 1273) 678 265
Fax (44 1273) 621 202
E-mail G.W.Barnard@sussex.ac.uk

or

Copies can also be accessed on the Internet through DEVLINE at:
http://www.ids.ac.uk

No. 95/4 Roman Grynberg and Matthew Powell, A review of the SPARTECA trade agreement, 1995

Development Bulletin 36
Australian National University

Child survival: Caring for children and their mothers

This is a four week course for policy makers, researchers and health professionals. The course will run from 29 January to 23 February 1996, and is concerned with the multiple social, environmental, demographic and medical factors which affect the health and survival of children. The course focuses on strategies for analysing research findings on the many determinants of child health, and identifying their policy implications. Special attention is given to the role of maternal health and reproductive patterns in child health. Course contents include: measurement of infant and child mortality; reproductive patterns and reproductive health; family planning choices; infectious diseases and strategies for their control; immunisation and health service utilisation; HIV/AIDS and child survival; measuring child growth attainment; design of effective maternal child health policy; and strategies for monitoring and evaluating projects to promote the health of women and children.

Inter-governmental relations and local economic development

This course is designed to introduce administrators, managers, and professionals to the policy relationship between central, regional and local governments with a specific focus on fiscal and infrastructure policies and local economic development. The course will be offered from 4-29 March 1996. It covers fiscal relations between levels of government in developing countries and transitional economies. It explains how regional development and micro reform are directly affected by different levels of government and by the interaction between administrative regimes. The course is tailored for experienced public sector managers in developing countries. The course examines: the impact of fiscal policy on regional development; regionalism, federalism and decentralisation; the view from the centre; the provincial/local view; and equity and redistribution policies. People from non government organisations, central agency officers, experienced administrators and planners from the area of local and provincial governments and professionals will find it extremely useful. Participants will have the opportunity to experience the workings of governments in Canberra through specially designed visits to major central agencies and by the incorporation of a relevant research project into the course.

Human resource management

Human resource management techniques are essential in improving the efficiency and effectiveness of public sector organisations in those nations undergoing a process of economic development and market transition because of the urgent need for reform of bureaucracies and improvement in productivity. This course uses an interactive teaching
University of New England

Managing the transition to industrialisation

The rapid growth of the Newly Industrialised Countries (NICs) of East Asia has been hailed by many as evidence of the importance of industrialisation in the development process. The five week course will be offered from 9 July to 9 August 1996, and will use case studies, and other methods to examine this argument from various views. This course will be particularly useful to middle-level managers and planners in the governments of Indonesia, Malaysia, the Philippines, Thailand and other countries where industrialisation is high on the development agenda. The course outline includes: development issues, objectives of industrialisation; the economic, social and political conditions for 'take-off'; the economic and social implications of industrialisation; the western model - is it sustainable?; impacts of the change from rural-based to industrial-based economy on inequality and gender; sociology of urbanisation; assessing the environmental impact of industry; the identification, design and appraisal of industrial projects with particular emphasis on logframe analysis; and the planning of urban settlements, including infrastructure, transport systems and optimal land-use planning.

Planning for sustainable rural development

This course will be offered from 15 October to 29 November 1996 (NGOs) and is aimed at participants from a wide range of non governmental organisations as well as government organisations. It will cover a broad range of issues in development, including the following: development issues - defining growth and development, history, theories, strategies and their successes/failures; introduction to the planning process - reasons for planning, levels and strategies, with particular emphasis on community participation; project planning - takes the problem approach to the design and management of projects, including problem/solution analysis, logical framework; project appraisal - financial/economic, social, environmental and gender analysis, simulation modelling of projects; environmental aspects of development from both the economic and ecological perspective; role of NGOs in development; women in development; rural credit; and train-the-trainer sessions to assist participants to diffuse their knowledge to colleagues on return to their countries. Field excursions include forest and conservation areas, coastal tourism, aquaculture and fishing areas.

For more information contact:
Executive Officer
Development Studies Programme
PO Box U298
University of New England
Armidale, NSW 2351
Australia
Tel (067) 733 248
Fax (067) 733 799

Women, gender and development

This new course will be offered as part of the Masters in Development Administration at the National Centre for Development Studies in second semester 1996. It will be taught by Professor Christine Sylvester, author of *Zimbabwe: The terrain of contradictory development* (Westview 1991) and *Feminist theory and international relations* (Cambridge 1994). The course will bring together concerns with development practice and feminist theory. The first part of the course will consider the assumptions about gender and modernisation in standard development theory, and differing feminist contributions to development studies. The middle part of the course will look at the historical factors that have determined the role of women in development, and at how development agencies conceptualise, plan and execute programmes for women. The last part of the course will examine particular issues and places, including urban and rural development, the impact of structural adjustment, refugees and migration. The course is being taught as part of a Masters course, but may also be available as a one-off short course, over 4-6 weeks.

For more information contact:
Dr Peter Larmour
Director, Graduate Studies in Development Administration
NCDS, Australian National University
ACT 0200
Australia
Tel (06) 249 2396 / 249 4351
Fax (06) 248 8805 / 249 5570

For more information contact:
Special Courses Coordinator
National Centre for Development Studies
Australian National University
Canberra, ACT 0200
Australia
Tel (06) 249 2396 / 249 4351
Fax (06) 248 8805 / 249 5570

Development Bulletin 36
Organisation profiles

Women's Exchange Programme (WEP) International

WEP International, which was established in 1988, supports women's organisations in influencing international policy through the following:

*Fund-raising* - informing organisations about subsidies for international women's activities;
*Addresses* - mediation in establishing international contacts with sister organisations, female experts, international women's networks and policy makers;
*Information* - collection and dissemination of topical information from the international emancipation scene;
*Advice* - provision of strategic advice to groups aiming at influencing the emancipation policy of international organisations; and
*Training* - training in fund-raising and influencing international policy.

WEP International manages an international data base with more than 7,000 addresses of women's organisations, funds, governmental institutions and policy makers, dealing with fields of concern to women.

For more information contact:

WEP International
Centre for International Women's Activities
PO Box 25096
3001 HB Rotterdam
The Netherlands
Tel (31 10) 436 0166
Fax (31 10) 436 0043

GERNA

The Gender and Environment Research Network in Asia (GERNA) is a regional network interested in sustaining an interdisciplinary, cross-cultural forum of researchers and organisations in the field of gender and environment.

For more information contact:

GERNA
Interdisciplinary Studies in Gender and Technology
SERD, Asian Institute of Technology
PO Box 2754
Bangkok 10501
Thailand
Fax (66 2) 516 2126/516 1418
E-mail hs5051@rccvax.ait.ac.th
The Association for Progressive Communications (APC) is the most extensive global computer network dedicated specifically to serving non-government organisations (NGOs) and citizen activists working for social change. Composed of a consortium of international networks, APC provides effective and efficient communications and information-sharing tools. Responding to the increasing need of women's NGOs to transmit and share information rapidly over long distances, APC has set up a computer-based Women's Networking Support Programme to act as a global forum for women's information exchange. The Network has 16 main locations around the world. Each location has a computer that receives, stores, and transmits information to and from more than 18,000 Women's Programme users in 94 countries.

APC current member nodes are located in Argentina, Australia, Brazil, Britain, Canada, Ecuador, Germany, Mexico, Nicaragua, Russia, Slovenia, South Africa, Sweden, Ukraine, the United States and Uruguay.

For more information contact:
Sally Burch
APC Women's Networking Programme
Casilla 17-12-566
Quito'
Ecuador
Tel (593 2) 528 716
Fax (593 2) 505 073
E-mail sally@alai.ecx.apc.org
or
Karen Banks
APC Women's Training Coordinator
c/o GreenNet
4th Floor, 393-395 City Road
London EC1V 1NE
UK
Tel (44 71) 713 1941
Fax (44 71) 833 1169

ZWRCN

This is a non governmental organisation working in the gender and development (GAD) field. Established in 1990 by a group of women in Zimbabwe, the organisation aims to enhance the position of women by collecting and disseminating materials and information on GAD issues and facilitating the work of development planners, implementors and beneficiaries.

For more information contact:
ZWRCN
288 Herbert Chitepo Avenue
PO Box 2192
Harare
Zimbabwe
Tel (263) 737 435/792 450
Fax (263) 721 330

CAPOW!

The Coalition of Participating Organisations of Women (CAPOW!) was formed to facilitate networking among national women's organisations in Australia, on the understanding that women's groups will be more effective in educating and working with government and the wider community when they work together. The original aims of the network were as follows: to work more closely together when lobbying government, preparing submissions, and sharing information and ideas, in order to make more effective use of limited financial and human resources; to increase the cohesiveness and power of the women's movement in Australia by speaking with a strong voice to government and community groups; and to explore ways in which the women of Australia can be mobilised in support of their own cause.

CAPOW's membership now includes 65 participating organisations. It maintains a data base of information on national women's organisations, their aims and activities, current and future projects and national and state contacts and offices. In addition, it also keeps a library containing information about national women's groups and recent newsletters and other publications.

For more information contact:
CAPOW!
PO Box 67
Hackett, ACT 2602
Australia
Tel (06) 247 1265
Fax (06) 247 1354

Lois O'Donoghue Research Library

The Lois O'Donoghue Research Library is a library for indigenous peoples' issues and community development studies worldwide. Housed in the National Centre for Development Studies (NCDS) at the Australian National University (ANU), the library will primarily be a research facility for NCDS students and staff, other Canberra-based researchers and, through linkages via the Internet and local computer networks, it will provide access to information on indigenous issues to interested researchers elsewhere. In addition to a specialists' collection of books, journals and reports, including relevant graduate theses and research reports produced at ANU, it will take advantage of the World Wide Web and associated technologies to enable electronic access to as much material as possible.

For more information contact:
David Huggonson
National Centre for Development Studies
Australian National University
Canberra, ACT 0200
Australia
E-mail davidh@ncds.anu.edu.au
CICRED

The Committee for International Cooperation in National Research in Demography (CICRED) is a non governmental organisation which aims to facilitate the circulation of information between population study or research centres. It proposes cooperative efforts between the centres themselves and between the centres and the international organisations dealing with demography, such as the United Nations Population Division, United Nations Population Fund, World Health Organisation, and the United Nations Food and Agriculture Organisation. CICRED will supply, free of charge, material including: the Review of Population Reviews; the Population Multilingual Thesaurus; reports of specific seminars and regional assemblies organised by CICRED; and thematic and national monographs. CICRED is also preparing to distribute the following publications: the Directory of World Population Study and Research Centres (ACERD), the International Repertory of National Population Studies and Research Centres (RIERDEN); and the interactive programme of population projections on micro-computer prepared by Henri Leridon.

For more information contact:
CICRED
66bis Avenue Jean Moulin
75014 Paris
France
Tel (33 1) 4218 2019
Fax (33 1) 4218 2165

Good Shepherd Trading Circle

The Good Shepherd Trading Circle is a recently established non governmental organisation. Its aims and objectives are to support women in Asian, African and Latin American countries and Australian Aboriginal women who seek to establish workers' co-operatives or similar groups to provide them with employment. It also aims to: assist in marketing goods produced by women; provide seed grants to establishing employment projects for women; provide professional/technical assistance to women in Asia, Africa and Latin America in developing viable employment structures; and to undertake community education on these issues. The organisation has contacts in India, the Philippines, Thailand, Ethiopia, South Africa, Sudan, Peru and Paraguay.

For more information contact:
Sr Anne Manning
Coordinator
Good Shepherd Trading Circle
PO Box 721
Goodna, QLD 4300
Australia
Tel (07) 818 3922
Fax (07) 818 3923

IWDA

The International Women's Development Agency (IWDA) is an Australian-based non governmental organisation which undertakes projects in partnership with women from around the world, giving priority to working with women who suffer poverty and oppression. The development which IWDA promotes is the equitable growth of people and communities, the just distribution of basic resources and respect for human rights.

Projects supported by IWDA are devised and managed by women who live and work in the communities themselves, helping ensure their relevance and effectiveness to women and their communities. Projects are funded on the basis of their ability to achieve at least one of the following: bring tangible socioeconomic benefits to poor people; provide definable and needed skills to women; and oppose injustices or exploitation of women. IWDA also publishes a quarterly newsletter.

For more information contact:
IWDA
227 Moor Street
Fitzroy, VIC 3065
Australia
Tel (03) 9417 1388
Fax (03) 9416 0519
or
Level 24, 169-183 Liverpool Street
Sydney, NSW 2000
Australia
Tel (02) 262 1481

Australian Feminist Law Foundation Inc.

This is a non governmental organisation established in 1992. It aims to: increase the awareness of the role of law in achieving equality for women; provide a publication forum for women writing about law and social change; and promote the principles of the convention on the elimination of all forms of discrimination against women. Its activities are funded through the National Agenda for Women operational grants; voluntary labour of members; links with university organisations; and other sources.

For more information contact:
Judith Grbich
Australian Feminist Law Foundation Inc.
PO Box 4337 MV
Parkville, VIC 3052
Australia
Tel (03) 9882 9053
Fax (03) 9882 9527
International Women’s Tribune Centre

The International Women’s Tribune Centre (IWTC) was set up following the International Women’s Year Tribune in Mexico City, 1975. Working as a small ‘task force’, IWTC seeks to ensure that women have information, training, technology and tools with which to become effective participants and shapers of women-oriented development plans, policies and projects. The organisation is supported by grants from development agencies of the governments of Canada, Sweden, the Netherlands, Denmark, Finland and Australia. Additional funding comes from churches and organisations in the US. In the technical assistance and training area, it provides skill-training in the development of highly visual, participatory educational materials for community work; assists in the design of participatory training and learning activities for community action work; identifies appropriate funding sources for women’s groups involved in development activities; and assists in strengthening the institutional capabilities of women’s groups through the sharing of information, skills and resources. In the communication and information area, IWTC produces a quarterly newsletter on women and development (The Tribune), compiles directories and resource kits of organisations and groups by region and/or by issue; prepares specialised bibliographies on specific subject areas; and maintains a project-oriented UNIFEM/IWTC Resource Centre.

For more information contact:
International Women’s Tribune Centre
777 United Nations Plaza
New York, NY 10017
USA
Tel (1 212) 687 8633
Fax (1 212) 661 2704
E-mail iwtc@igc.apc.org

Centre for Appropriate Technology Inc. (CAT)

For 12 years CAT has been exploring options and opportunities for Aboriginal people in the development and control of their physical infrastructure using a participatory approach. The four operational areas are research and development, enterprise training workshops, extensions services training and residential projects.

For more information contact:
Centre for Appropriate Technology Inc. (CAT)
PO Box 8044
Alice Springs, NT, 0871
Tel (089) 531 400
Fax (089) 528 883
E-mail bwalker@nexus.edu.au

Materials

GENPACK

GENPACK is a basic set of one video and 13 documents, including the first three issues of the annual abstract journal, Woman, water and sanitation. The materials contain every aspect of gender in water supply, sanitation and hygiene. All materials have been produced by PROWESS and IRC, either individually or jointly. They cover over 1,000 filed accounts and projects in over 80 developing countries, and some have been written by local authors. Among the subjects covered in the gender context are programme planning, local decision making, operation and maintenance, hygiene promotion, gender sensitive monitoring and evaluation, and participatory tools and methods. GENPACK-PLUS is supplemented with a computer printout of the latest gender documents and subscription to the three most recent issues of Woman, water and sanitation. GENPACK and GENPACK-PLUS are available for US$200 and $250 respectively from IRC. All orders must be prepaid.

For more information contact:
IRC
International Water and Sanitation Centre
PO Box 93190, 2509 AD
Netherlands
Tel (31 70) 331 4133
Fax (31 70) 381 4030

Maternal and child health

The World Health Organisation (WHO) is offering databases full of global information on the health of mothers and newborns free to universities and research institutes. The databases have been compiled over a number of years by the Maternal Health and Safe Motherhood Programme in WHO’s Division of Family Health and are used by the programme to monitor worldwide maternal health trends. The databases cover maternal mortality, the coverage of maternity care, women’s anaemia, unsafe abortion, infertility, low birth weight and preterm birth, and perinatal mortality, and have been brought together in one system in Microsoft Access.
Reproductive health

The 1994 INTRAH list of free materials in reproductive health is available in English and French. The English edition contains 800 entries, organised into chapters on family planning, maternal and child health, primary health care, AIDS, population, development and information sources. Materials are not available from INTRAH, but they will provide addresses for obtaining the materials listed in the book.

For more information contact:
Publications Program
INTRAH
208 N. Columbia Street
Campus Box 8100, UNC
Chapel Hill, NC 27514
USA
Tel (I 919) 966 6816

The Women’s Feature Service

This is an internationally syndicated service that works in print, video and radio. It has announced the availability of betacam footage on the preparatory meetings leading to the United Nations Fourth World Conference on Women in Beijing, 1995. A wide range of newspaper and magazine articles are available together with transcripts of radio interviews and documentaries. Other footage available includes interviews with ministers, researchers, activists and grassroots workers from different countries as well as documentaries that focus on issues such as human rights, health, political participation, environment and population.

For more information contact:
Women’s Feature Service
1 Nizamnundin East
New Delhi 1100013
India

Women, science and technology for development: A preliminary guide to who’s doing what

This 126 page publication, from Once and Future Action Network (OFAN), surveys organisations, projects and programmes in Africa, Asia, the Caribbean, Europe, North America, Latin America, the Pacific and Western Asia.

Available free of charge from:
OFAN Secretariat
Business District
40 Duke Street
Kingston
Jamaica

Thinking green: Ecofeminists and the Greens

This is a video featuring activists and scholars describing their analyses of current social and ecological crises and strategies for social transformation.

Available for US$14.00 from:
Greta Gaard
Department of English
420 Humanities Building
University of Minnesota
Duluth, MN 55812
USA

The women outside

This is a video documenting the lives of women who work in brothels, bars and nightclubs around United States military bases in South Korea.

Available for rental or purchase from:
Third World Newsreel
335 West 38 Street
Fifth Floor
New York, NY 10018
USA
Tel (1 212) 947 9277
Fax (1 212) 594 6417

The Promise

This is a children’s video for teaching hunger education by Heifer Project International. It tells the story of eight year old Parmatma of India and nine year old Beatrice of Uganda who, although they have never met, share the dream of a life free from hunger and poverty.

Available for US$10.00 from:
HPI
PO Box 808
Little Rock, AR 72203-0808
USA

Directory of women experts in Asia and the Pacific

This is a listing of over 600 women experts in 29 countries, including members of governmental and non governmental organisations as well as women in the private sector.

Available from:
UN ESCAP
Social Development Division
UN Building
Rajadamnern Avenue
Bangkok 10200
Thailand
Electronic forum

World Bank development data on-line

The Consortium for International Earth Science Network and the World Bank have announced experimental Internet access to two major World Bank data sets. 'Social Indicators for Development 1994' contains the Bank's most detailed data collection for assessing human welfare to provide a picture of the social effects of economic development. Data are provided for more than 170 economies. This data set can be accessed on the following address:

http://www.ciesin.org/IC/wbank/sid-home.html

'Trends in Developing Economies' provides brief reports on most of the World Bank's borrowing countries. It complements the World Bank's World Development Report, which looks at major global and regional economic trends and their implications for the future prospects of the developing economies. It can be accessed at:

http://www.ciesin.org/IC/wbank/tde-home.html

For more information contact:
CIESIN User Services
2250 Pierce Road
University Centre, MI 48710
USA
Tel (1 517) 797 2727
Fax (1 517) 797 2622
E-mail ciesin.info@ciesin.org

The Electronic Digest (SPJP-L)

The Editorial Board of the South Pacific Journal of Psychology (a joint publication of the University of Newcastle and the University of Papua New Guinea) has announced the creation of a World Wide Web site and Electronic Digest (SPJP-L). This is a moderated digest which contains briefings on current events (such as conference announcements) and facilitates rapid discussion on topics of relevance to psychologists and other social scientists in the South Pacific. Discussions may cover (but are not limited to) the role of psychology as a discipline and profession in developing countries; the successes and failures of psychology in the South Pacific; and the analysis of the social and psychological impact of current events. The digest can be accessed on the World Wide Web at:


For any further information regarding the electronic edition of the journal, please feel free to contact Paul Watters at:
pacific@hiplab.newcastle.edu.au

WEDO

Women's Environment and Development Organisation's (WEDO) now has a gopher on the Institute of Global Communication Network. WEDO and Women's Caucus papers are therefore available on-line to anyone with an Internet connection. Documents that can be accessed include UN documents from the UN conferences on Environment and Development, Population and Development, Social Development, and Women, as well as WEDO's Women Making a Difference Action Guide, Women's Action Agenda 21, and newsletter, News and Views.

With the other organisations that comprise the Women's Caucus at key UN meetings, WEDO reviews all UN documents of concern to women, suggesting language amendments from a feminist perspective, with a goal of making documents available worldwide almost simultaneously with their distribution at the UN meetings. As this process is refined, women activists unable to attend meetings in person will be able to log in to their home or office computers to track the UN and Women's Caucus process. They can provide input via e-mail, fax or phone, and they can use the information to generate press releases, organise actions, put pressure on governments and contact members of their UN delegations. To find out how you can engage WEDO on-line, explore the WEDO gopher: gopher.igc.apc.org (choose [9] Women to find WEDO), then contact WEDO at:

wedo@igc.apc.org

For more information contact:
WEDO
845 Third Avenue
15th Floor
New York, NY 10022
USA
Tel (1 212) 759 7982
Fax (1 212) 759 8647

Women's WIRE

Women's Worldwide Information, Resource and Exchange is a new on-line subscriber network with point-and-click graphic interface.

For more information contact:
Women's WIRE
435 Grand Avenue
Suite D
San Francisco, CA 94080
USA
Tel (1 415) 615 8999
Fax (1 415) 615 8990
E-mail info@wwire.net
Third World Women

This is an electronic forum for the discussion of issues related to representations of 'Third World women'.

The discussions will be conducted with an awareness that this virtual group excludes the voices of a majority of women from the Third World since its virtual geography ('cyberspace') does not yet include many areas of the 'real' world. This will be a list where academic and non academic discussions will intersect. To subscribe, send the message 'subscribe third-world-women' to:

majordomo@jefferson.village.virginia.edu

To send a post, send to:

third-world-women@jefferson.village.virginia.edu

Currently, the third-world-women homepage is at:

http://www.pitt.edu/~rxgst6/pr

The list is run by the Spoon Collective, which runs a number of other lists: Bakhtin-dialogism; cybermind; postcolonialism; French-feminism; and film theory. For a full list, send the message 'lists' to:

majordomo@jefferson.village.virginia.edu

Kava Bowl

The Kava Bowl is intended to be a forum for discussion on the South Pacific. More information on Kava Bowl can be obtained from either sending an e-mail to mitchlev@microstate.com or on the World Wide Web at:


Kava Bowl was designed by Tongan Tahoio Kami.

Tonga Online

Tonga Online is planned to be a major clearinghouse for all information relevant to Tonga. Tonga Online is now open for comments and submissions. More information on Tonga Online can be obtained from either sending an e-mail message to:

mitchlev@microstate.com

or on the World Wide Web at:

http://www.microstate.com/pub/micro/tonga

January 1996

WOMEN

WOMEN aims to be the communication medium for people interested in women's issues in Turkey, in developing countries and all over the world. English and Turkish are the accepted languages in the list. The list is intended primarily to serve the academic and professional needs of people involved with women's issues and gender. It also welcomes announcements about relevant conferences, calls for papers, job opportunities, publications and the like. To subscribe, send the following command 'SUB WOMEN <your first name> <your last name>', in the body of mail message to:

listproc@bilkeent.edu.tr

WMST-L

This is an electronic listing on academic and professional needs of people involved in women's studies. Send subscription message to:

listserv@umdd.umd.edu

FEMALE-L

This is a feminist research and information list. To subscribe send the message 'subscribe FEMALE-L' <your last name> to:

listserv@alijku04.edvz.uni-linz.aac.at

Tibetan women - peace, development and equality

This report, prepared in August 1995, by the Tibetan Government-in-exile, documents the condition of Tibetan women inside occupied Tibet as well as those in exile. The report is available on the Internet in two formats: (a) as a plain text file (88kb) accessible from the URL address:


or (b) as a set of three interlinked files accessible from the:


January 1996
Copyright

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Manuscripts

Manuscripts are normally accepted on the understanding that they are unpublished and not on offer to another publication. However, they may subsequently be republished with acknowledgement of the source (see ‘Copyright’ above). Manuscripts should be double-spaced with ample margins. They should be submitted both in hard copy (2 copies) and, if possible on disk specifying the program used to enter the text. No responsibility can be taken for any damage or loss of manuscripts, and contributors should retain a complete copy of their work.

Style

Quotation marks should be double; single within double. Spelling: English (OED with ‘-ise’ endings).

Notes

(a) Simple references without accompanying comments to be inserted in brackets at appropriate place in text, eg. (Yung 1989).

(b) References with comments should be kept to a minimum and appear as endnotes, indicated consecutively through the article by numerals in superscript.

Reference list

If references are used, a reference list should appear at the end of the text. It should contain all the works referred to, listed alphabetically by author’s surname (or name of sponsoring body where there is not identifiable author). Authors should make sure that there is a strict correspondence between the names and years in the text and those on the reference list. Book titles and names of journals should be italicised or underlined; titles of articles should be in single inverted commas. Style should follow: author’s surname, forename and or initials, date, title of publication, publisher and place of publication. Journal references should include volume, number (in brackets), date and page numbers. Examples:


Publication/resource listings

An important task of the Network is to keep members up-to-date with the latest literature and other resources dealing with development-related topics. To make it as easy as possible for readers to obtain the publications listed, please include price information (including postage) and the source from which materials can be obtained.