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**A Report on the Findings
of an
External Evaluation
of the Work of the
International Women's
Tribune Centre**

1976-1986

Yours sincerely
[Signature]
June S. Walker
December 1988

November 1988



INTERNATIONAL WOMEN'S
TRIBUNE CENTRE, INC.

support resource... 777 UNITED NATIONS PLAZA
NEW YORK, N.Y. 10017
U.S.A.
212-687-8633
Cables: TRIBCEN, N.Y.

December 30th 1988

Rosalind Harris
130 East 67th Street
Apt. 4-A
New York, NY 10021

Dear Rosalind:

First let me say Happy New Year, and I hope that your Christmas was especially enjoyable. We did not have an IWTC party before Christmas this year (except for a small one for the children of staff and friends), and did not therefore have the annual reunion of friends and supporters of IWTC that is usually the case. With me away for most of October, and again in early December, the thought of sending out hundreds of invitations for a party seemed to place too much pressure on an already very busy scene at the office. So the plan is to have a party on International Women's Day instead. But it meant that we missed out on seeing you, and other good friends, and I don't think we'll let that happen another year.

With this short note comes the long-awaited **Report on the Findings of an External Evaluation of the International Women's Tribune Centre**. It took longer than we ever realized it would take, but I believe the wait was worth it. The people in the Netherlands were particularly delighted when I visited them earlier this month. Only SIDA (Brita Ostberg) seemed to question why it was so positive. I assured her that we had not written it ourselves!

We'd love to have your comments on it when you have time. What are the chances of having lunch together with Vicki and Mildred, maybe in the second week of January? I am also sending a copy of the report to Mildred today, and will suggest to her that we get together then.

This comes with best regards from all of us here at the Tribune Centre. I hope you have had a wonderful Christmas with your family, and that 1989 will be an especially good year.

Yours sincerely

Anne S. Walker
Director, IWTC

IWTO EXTERNAL EVALUATION

A Report on the Findings of an External Evaluation of the Work of the International Women's Tribune Centre

1976-1986

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Country Evaluator - Papua New Guinea

Country Evaluator - Philippines

Country Evaluator - Jamaica

Country Evaluator - Zambia

INTERNATIONAL WOMEN'S TRIBUNE CENTRE
777 UNITED NATIONS PLAZA
NEW YORK, NY 10017

November 1988

IWTC EXTERNAL EVALUATION

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A. INTRODUCTION TO IWTC

Origins

The International Women's Tribune Centre (IWTC) is a not-for-profit, non-governmental international women's organization. It began in 1976 as a project of the committee of non-governmental organizations (NGOs) that had organized the international non-governmental conference, the International Women's Year (IWY) Tribune, held in Mexico City, 1975, parallel to the World Conference for the United Nations (UN) International Women's Year. The non-governmental meeting resulted in countless letters and calls for information regarding resources and possible ways of keeping in touch from the more than 6,000 women from more than 100 countries who attended the IWY Tribune. The IWY Tribune Project, (IWY/TP) as it was then known, was thus created as a means to respond to these requests for information, and to facilitate the exchange of ideas, experiences and skills among the IWY Tribune participants, particularly those from countries of the Third World.

Beginning with a grant from the Canadian International Development Authority, (CIDA), the first permanent staff member was taken on in August 1976, and the first issue of the **IWY/TP Newsletter**, produced in September 1976, was sent to approximately 1,800 IWY Tribune participants from English-speaking countries of the Third World (Africa, Asia, the Pacific, the Caribbean, and Western Asia). The response to this newsletter was immediate and positive. In 1978, the first issue was produced in Spanish and sent to approximately 900 IWY Tribune participants from Latin America. **The Tribune/La Tribuna**, with **La Tribune**, the French-language version, now sent to approximately 14,000 individuals and groups working on behalf of women worldwide, is still the main communication channel between IWTC and its worldwide constituency.

In 1978, the IWY Tribune Project was incorporated under the name of International Women's Tribune Centre, (IWTC), remaining based in New York, close to the United Nations (UN), where it started in 1976. The convenient location of IWTC allows for a great number of women to visit when they come to New York to meet with the UN, foundations, and other national and international agencies. Its proximity to the United Nations also allows for the promotion of a closer relationship between the policies and programmes of the UN and its specialized agencies, and the work on behalf of women being undertaken by thousands of non-governmental organizations.

Goal of IWTC:

The goal of IWTC is to enhance the status of women and to increase the participation of women in the making and shaping of the plans, policies and projects of their countries. Focusing its efforts primarily in the Third World, IWTC supports the initiatives of individuals and groups working to promote the more active and equitable role of Third World women in all aspects of the development process. It is committed to a development process which is truly participatory and inclusive of all people. Such a process is a necessary prerequisite to sustainable development and is essential to the emergence of a more humane and just society in which men and women participate equally.

IWTC uses information, education and communication and organizing skills as the basic "building blocks" for its work. **Communication** offers women the opportunity to articulate their own issues and define their own priorities. **Information** enables women to participate in programmes, events and organizations. **Education** empowers women, and **organizing** is essential if women are to effect change in present day patterns of development and decision-making. IWTC supports the initiatives of women to organize for change internationally and regionally, and most importantly, in their own communities and countries.

IWTC's programme activities focus on sharing information and communications techniques and organizing strategies as well as technical assistance and training on selected issues among women and women's groups working on development issues in Third World countries.

Because all issues are women's issues, IWTC has realistically defined for itself a programme of activities focusing on those areas where women have had the least access to information, resources and expertise, and where women's needs are greatest. Foremost among these issues are community economic development and appropriate technology. These two issues, in addition to communications and organizing, comprise the four primary programme areas of IWTC.

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...ive 3:
...groups working to ensu
...urban women to develop
...tion of women in all aspect
...ment planning process, IWTC

Objectives and Activities:

IWTC works collaboratively with country and regional women's and community development organizations to meet the following objectives:

Objective 1:

To provide a communications link for the sharing of information, ideas and resources among those working on behalf of women, IWTC:

- produces a quarterly newsletter, **The Tribune**, around specific subject areas in Spanish, French and English, and distributes it to more than 14,000 people in 160 countries
- responds to more than 4,000 requests for information annually

Objective 2:

To strengthen the institutional capabilities of women's groups that work as advocates of change, IWTC:

- develops self-instructional and group-oriented training manuals and other materials around such issues as project development and fund-raising
- identifies appropriate funding and technical assistance sources for women's groups through individual consultation, by mail or in person, and through the development of guides to funding and technical assistance agencies
- consults in the selection and use of micro-computers for organizational management, networking and the development of communication materials

Objective 3:

To support groups working to ensure that the contributions of low-income rural and urban women to development are recognized and to promote the participation of women in all aspects of decision- and policy-making in the development planning process, IWTC:

- helps women and women's groups worldwide to develop highly visual, participatory, educational materials for use with people with little or no reading ability
- assists individuals and organizations in the design of participatory training and learning activities for community action work
- provides information, resources and guides on sources of technical assistance in appropriate technology and community economic development from a woman's perspective
- encourages the development of programme approaches and activities that promote women's projects as mainstream activities rather than as social activities that are sometimes seen as peripheral to development needs and actions

Objective 4:

To link together groups and individuals who are working on similar research, action or advocacy activities, IWTC:

- prepares specialized bibliographies around specific subject areas
- compiles directories of organizations and groups by region and/or by issues
- provides a place for women to meet for discussion, debate and the exchange of ideas around issues of concern

Objective 5:

To increase women's access to information, and support their efforts to make best use of that knowledge, IWTC:

- adapts relevant research and policy guidelines to action-oriented programmes, activities, and publications;
- assists groups in producing their own communication materials , e.g., newsletters, workbooks, slide/tape presentations, pamphlets, etc.;


● maintains a project-
with an emphasis on
materials, audio-visu
guides, case studies
extensive collection
worldwide;

activities and services fall w
IWTC works namely:

- 1) communication serv
- 2) technical assistance a

list of IWTC publications and a

IWTC PRODUCED BET
119 PUBLICATIONS, A TO



71 PUBLICATIONS
310,100 COPIES

IWTC'S
BISLETTER, THE TRIBUNE



14 PUBLICATIONS
43,700 COPIES

NETWORKING
AND REGIONAL/
COLLABORATIVE
ACTIVITIES

- maintains a project-oriented Resource Centre with an emphasis on training manuals and materials, audio-visuals, handbooks, resource guides, case studies and evaluations, and an extensive collection of women's periodicals worldwide;

These activities and services fall within two broad programme areas in which IWTC works namely:

- 1). **communication services**, and;
- 2). **technical assistance and training**.

A full list of IWTC publications and activities can be found in Appendix A.

**IWTC PRODUCED BETWEEN 1976 AND 1986
119 PUBLICATIONS, A TOTAL OF 1,163,400 COPIES**



**71 PUBLICATIONS
310,100 COPIES**

IWTC'S
NEWSLETTER, THE TRIBUNE



**11 PUBLICATIONS
17,600 COPIES**

TECHNICAL ASSISTANCE
AND TRAINING



**14 PUBLICATIONS
43,700 COPIES**

NETWORKING
AND REGIONAL/
COLLABORATIVE
ACTIVITIES



**23 PUBLICATIONS
79,200 COPIES**

IWTC ACTIVITIES
AROUND THE UN
DECADE FOR
WOMEN

Structure

IWTC Board of Directors:

The members of IWTC's Board of Directors reflect different regions of the world, United Nations and non-governmental agencies, feminist, church and academic communities. The Board holds ultimate fiscal responsibility, and plays an important role in the development of overall policies. It meets four times a year at IWTC headquarters in New York

See Appendix B for IWTC Board of Directors.

IWTC International Advisory Committee:

In addition to the Board of Directors, there is an International Advisory Committee, consisting of representatives from all the major regions of the world. Members of this committee are activists and leaders in women and development issues and projects, and lend support and direction to IWTC's programme, through letters, visits, and other means when possible. The International Advisory Committee is presently in the process of being reconstituted, so that it will more adequately represent the current IWTC constituency, and take a more active role in the planning and development of activities within IWTC's four major areas of concern:

- 1). Women organizing;
- 2). Communication support services;
- 3). Community economic development; and
- 4). Science and appropriate technology.

See Appendix C for a list of the IWTC International Advisory Committee.

IWTC Staff Members:

IWTC has eight full-time and eight part-time staff members. Staff members combine experience in non-formal education, communications strategies and techniques, low-cost media development and production, programme design and management, library techniques and administration. They represent a diversity of national, ethnic and religious origins, and provide a broad range of international experience and expertise.

See Appendix D for a list of IWTC staff members.

years in operation, and
representatives of fund
International Women's Tribune C
of its programme be u
was to determine the e
objectives through its p
was to gather informati
future programmes.

report presents the findings
a ten year period of activities
two years (1986-1988).

Review of Methodology

to achieve these objectives, a
external evaluation team (See
cross-sectional survey w
taken from IWTC's
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team members thought tha
that IWTC makes.

came closest to assessing this
of describing the collaborati
would have been extremel
the time and resources allocated

B. INTRODUCTION TO THE EVALUATION

Purpose

After ten years in operation, and with the end of the UN Decade for Women in 1985, representatives of funding agencies that support the work of the International Women's Tribune Centre (IWTC), suggested that an outside evaluation of its programme be undertaken. The main purpose of this evaluation was to determine the extent to which IWTC is reaching its intended objectives through its present range of activities. A second purpose was to gather information that could be used as a basis for planning future programmes.

This report presents the findings of the IWTC External Evaluation, covering a ten year period of activities (1976 to 1986), and undertaken over a period of two years (1986-1988).

Overview of Methodology:

In order to achieve these objectives, a three part evaluation was conducted by an external evaluation team (See Appendix E). Each part consisted of a one-time cross-sectional survey which focused on three population samples taken from IWTC's Spanish- and English-speaking constituencies. French-language constituents were not included in the evaluation because the activities in this language had only been recently initiated at the time of the commencement of the evaluation process

The evaluation has attempted, to the extent possible, to quantify the work of IWTC, i.e. its activities and publications. Therefore, the evaluation has focused on the activities and publications generated by the organization, and a description of their usefulness to respondents.

However, what the evaluation was not able to assess was the degree to which IWTC's interaction with collaborating groups and individuals has served as a catalyst for the implementation of development activities by and with women. Many of the women who discussed the work of IWTC with evaluation team members thought that this process is the most valuable contribution that IWTC makes.

Survey 3 came closest to assessing this aspect of IWTC's work, but it too falls short of describing the collaborative process. To undertake such an evaluation would have been extremely costly, a monumental task far beyond the time and resources allocated to accomplish the evaluation. The

findings presented here, therefore, provide a partial picture only, and consists of those aspects that are easily quantifiable. In this sense, they constitute a conservative estimate of the effects of the work of IWTC.

A summary of the objectives for each of the three surveys undertaken, and a description of each of the three survey instruments are presented in the following three pages. A more detailed description of the methods and limitations of each survey is contained in Appendix F. Actual copies of each of the survey instruments can be found in Appendix G.

Structure of the Report:

The evaluation report is based on the results of Surveys 1, 2, and 3, plus supplementary information from administrative records provided by IWTC personnel. Findings are organized into seven sections, four of which correspond to key IWTC activities and publications. Each section begins with an introduction to the work undertaken in that area, followed by a presentation of findings. A sixth section presents other questions on the future role of IWTC that arose during the course of the evaluation, and a seventh section summarizes the findings of the total report. The seven sections are as follows:

SECTION 1: Profile of the IWTC Constituency

SECTION 2: IWTC's Newsletter, The Tribune

SECTION 3: Networking and Regional Collaborative Activities

SECTION 4: Technical Assistance and Training

SECTION 5: IWTC Activities Around the UN Decade for Women

SECTION 6: Future Role of IWTC

SECTION 7: Summary of Findings



Survey

questionnaire sent to ever
Spanish-language

of Survey 1 was to assess
The Tribune, and other
English and in Spanish. The
questionnaire consid
pared by the external evalu

and, two hundred and sixty
readers. One thousand, nine
were returned, a respons
language readers was 2
Factors that may have mi

1. Because respondents cam
they could not be sent s
mail their responses back

2. Many respondents have lit
their isolated locations, a

3. International mail servi
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the rate is considered a very sa
operations.



Survey 1:

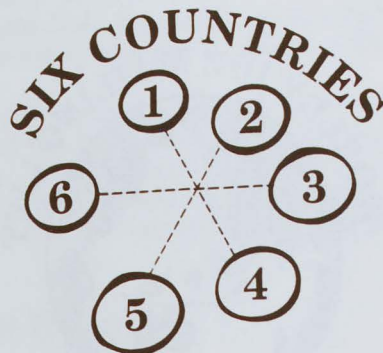
Two-page questionnaire sent to everyone on the IWTC English- and Spanish-language mailing lists

The objective of Survey 1 was to assess the perceived usefulness of the IWTC newsletter, **The Tribune**, and other publications by recipients of **The Tribune** in English and in Spanish. The survey instrument was a two page self-administered questionnaire consisting of open-ended and closed questions prepared by the external evaluation team.

Nine thousand, two hundred and sixty-five (9,265) questionnaires were mailed to readers. One thousand, nine hundred and twenty-six (1,926) questionnaires were returned, a response rate of 21%. The response rate for English-language readers was 22%, and for Spanish-language readers, 19%. Factors that may have mitigated against a larger response rate include:

1. Because respondents came from more than 130 countries, they could not be sent stamped, addressed envelopes to mail their responses back to IWTC
2. Many respondents have little access to postal services due to their isolated locations, and
3. International mail services are unreliable and mail is frequently lost or sent to the wrong address

The response rate is considered a very satisfactory response rate given all these considerations.



Survey 2:

Interviews carried out by country researchers in six selected countries

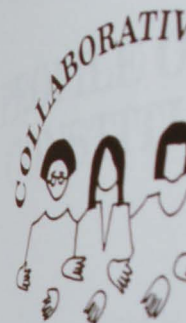
The objective of Survey 2 was to assess, in greater detail, the extent of use and usefulness of IWTC's publications and activities based on face-to-face interviews with a randomly selected sample of the IWTC newsletter readers in six countries. The six countries selected represented five developing regions of the world and were countries where a good number of individuals and groups received **The Tribune**. In addition, they were countries where IWTC had worked with groups in various activities, including workshops, internships, and collaborative projects. The countries selected were:

- Colombia and Bolivia (Latin American Region)
- Jamaica (Caribbean Region)
- Zambia (Africa Region)
- Papua New Guinea (Pacific Region)
- Philippines (Asia Region).

The survey instrument used was a 16-page interview schedule, individually filled out by country researchers during face-to-face interviews. The schedule contained both open-ended and closed Likert scale questions.

One hundred and sixty-five (165) questionnaires were dispatched to country evaluators. One hundred and thirty-one were completed and returned, a response rate of 79%. The response rate for English-language readers was 73% and for Spanish-language readers was 89%.

The level of response rate for Survey 2, coupled with the random nature of the sample, would indicate a high degree of representation. Therefore, data from this survey is presented in greater detail than data from Survey 1.



Survey

open-ended questionnaire
collaborating g

of Survey 3 was to gain mo
IWTC products and activit
international, regional, an
has undertaken collaborativ

Development, production
publication or production;

preparation for a UN Decade

organizing and/or participat

one-call advice;

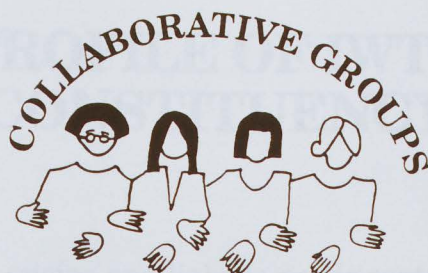
internships or staff exchange

instrument was a four page,
open-ended questions.

organizations were mailed
The response rate was 41%
mailing recipients, and 30% from

Survey 3 provided respondents w
issues, there were few critic
primarily in the form of sugge

Section 6, Ideas for the Fut



Survey 3:

Four-page open-ended questionnaire sent to regional and national collaborating groups

The objective of Survey 3 was to gain more qualitative information on the usefulness of IWTC products and activities, as perceived by individuals representing international, regional, and national organizations with whom IWTC has undertaken collaborative projects. These collaborations include:

- development, production and dissemination of a publication or production;
- preparation for a UN Decade for Women event;
- organizing and/or participating in a workshop;
- on-call advice;
- internships or staff exchanges.

The survey instrument was a four page, self-administered questionnaire consisting of open-ended questions.

Forty-three (43) organizations were mailed questionnaires (one person per organization). The response rate was 41%, with 45% received back from English-speaking recipients, and 30% from Spanish-speaking recipients.

Although Survey 3 provided respondents with the opportunity to be critical of IWTC's activities, there were few criticisms. When they occurred, they were stated primarily in the form of suggestions. Many of these have been incorporated in Section 6, **Ideas for the Future**.

Section 1

PROFILE OF IWTC CONSTITUENCY

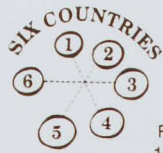
In keeping with its origins and links to participants attending the non-governmental conferences of the UN Decade for Women, IWTC has sought to develop a programme that is responsive to the issues and needs of a constituency that is non-governmental, community-based, and activist-oriented. It has attempted to reach out to both women's groups and community organizations particularly those that work with low-income rural and urban women. In addition, IWTC has had an ongoing concern to serve as a linkage point between local and nationally-based groups, and the international organizations that provide technical, financial and other forms of assistance.

Information about IWTC's constituency was gathered in both Survey 1 and 2. Survey 1 elicited information about the respondent's organization including the type of organization, rural and/or urban focus, and nature of work. More detail was gathered in Survey 2, including information on the respondents themselves, their organizations, and descriptive information on their organization's constituencies. From both surveys, the following profile emerges.

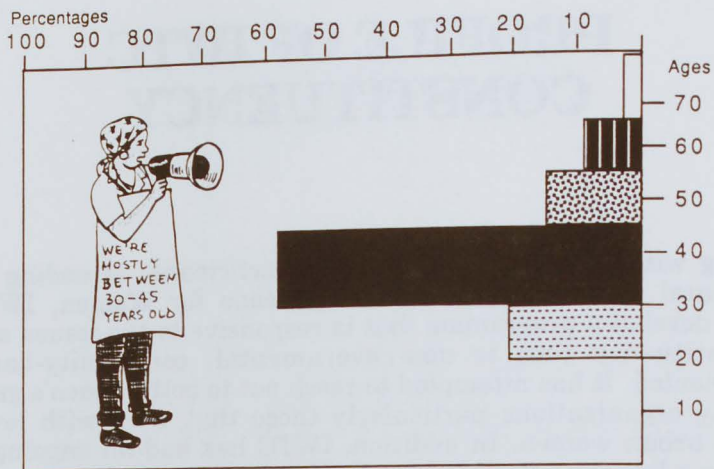
1.1. RESPONDENTS

What is the background of respondents?

Data from Survey 2 provided information on the sex, age and educational level of IWTC's constituency. Ninety-seven percent (97%) of those interviewed in Survey 2, which was a random sample of the IWTC mailing list in six countries, were women. The age range of the majority of the respondents was between 30 and 45 years of age, (58%), with another 12% between 45 and 55 years. Of interest is the percentage of people who were below 30 years of age with an interest in women's issues (21%), suggesting that there exists a group of younger leaders active in community work.



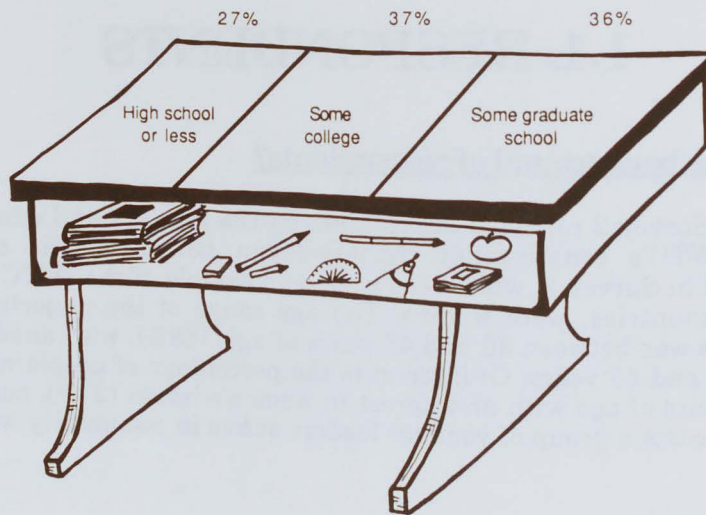
Age Range of Respondents (Survey 2)



Survey 2 respondents represented a wide range of educational levels. Twenty-seven percent were high school graduates or less, 37% had some college education, and 36% had attended graduate school.



Educational Level of Respondents (Survey 2)



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 all of the respondents in S
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 women working on women's
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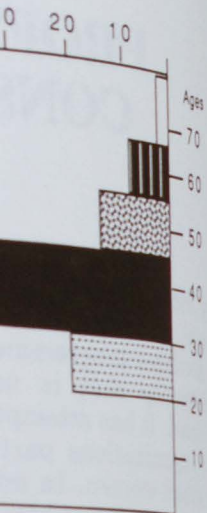
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12% WORK WITH TWO ORGANIZATIONS

86% of all women who resp
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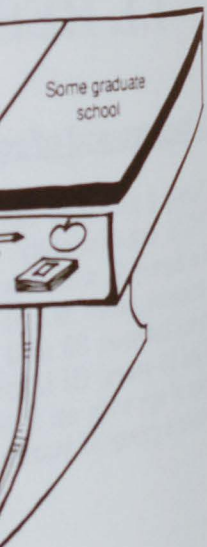
(Survey 2)



the range of educational graduates or less, 37% had graduate school.

respondents (Survey 2)

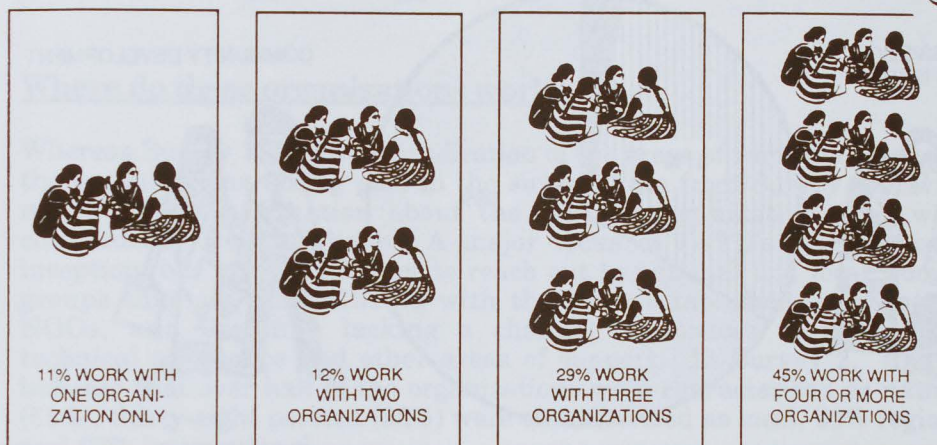
36%



How involved are respondents in women's issues?

Almost half of the respondents in Survey 2 (48%) reported that they have been working on women's issues for eight years or more. These respondents also revealed a high level of involvement with several organizations working on women's issues. Twelve percent (12%) reported that they worked with two organizations, 29% worked with three organizations, and 45% worked with four or more organizations that are actively involved in women's issues. This gives a total of 86% of the respondents in Survey 2 who stated that they worked with more than one women and development organization.

Respondents from Survey 2 Who Stated That They Worked With One or More Organizations Involved With Women and Development Issues



A total of 86% of all women who responded to Survey 2, work with more than one organization that is actively involved in women's issues.

These findings seem to indicate that IWTC is in touch with a very involved group of women community activists in Third World countries, most of whom are in the most productive phase of their lives. The number of activists with a commitment to women who are under 30 years of age is viewed as a very hopeful sign for the future.

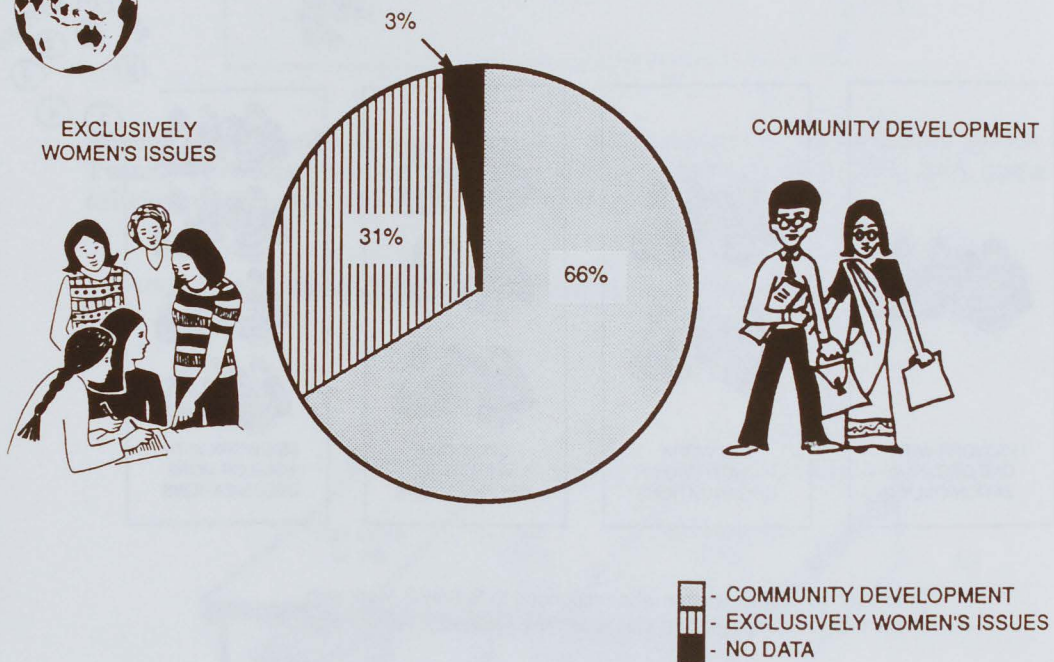
1.2. THE ORGANIZATIONS WITH WHICH RESPONDENTS WORK

What type of work do the organizations do?

Sixty-six percent of respondents in Survey 1 reported that the main work of the organization with which they were affiliated was community development. Almost one-third (31%), stated that their organization was involved exclusively with women's issues and concerns.

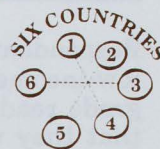
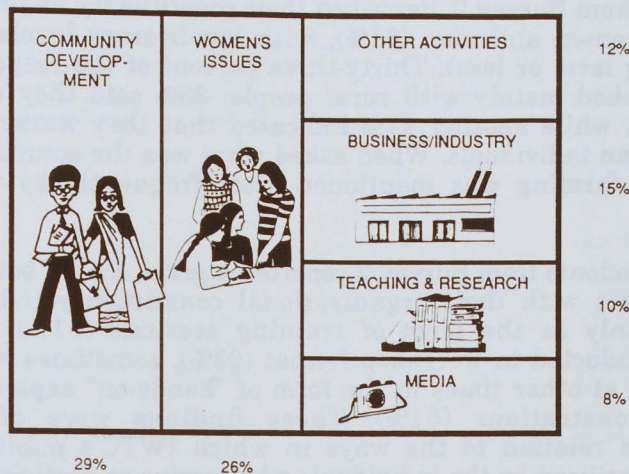


Main Focus of Work Carried Out by Organizations (Survey 1)



Almost a third of the respondents to Survey 2 described the main work of their organization as community development (29%), while 26% said their organization focused on women's rights. Other areas of work mentioned were business and industry (15%), teaching and research (10%), and media (8%).

Main Work Carried Out by Organizations (Survey 2)



Where do these organizations work?

Whereas Survey 1 did give an indication of the areas of work undertaken by the organizations taking part in the survey, data from Survey 2 provided much-needed information about the type of organization with which constituents were affiliated. A major focus of IWTC's work since its inception, has been to attempt to reach out to national and local women's groups that are not affiliated with the more established, international NGOs, and therefore lacking a channel to sources of information, technical assistance and other areas of support. In Survey 2, findings indicate that over half of the organizations were characterized as national (55%), thirty-eight percent (38%) were characterized as local, 23% regional, and 23% international.

What level of commitment do the organizations have to women's issues?

In Survey 2, a majority of respondents (60%), stated that their organizations addressed the development needs of men as well as women. Over a third went on to report the presence of a women's programme officer or department in their organization, and over half reported the presence of a resource centre or library that had materials specifically on women's issues

Who are the people with whom the organizations work?

Respondents from Survey 2, described their constituency as predominantly low-income women and men (81%), with low-literacy levels (30% third grade reading level or less). Thirty-three percent of the respondents said that they worked mainly with rural people, 36% said they worked with urban people, while another 17% indicated that they worked with both rural and urban individuals. When asked what was the occupation of their constituents, farming was mentioned most frequently by respondents (36%).

Finally, respondents from Survey 2 reported a great deal of both direct and indirect contact with their organizational constituency (58%). Contact occurred mainly in the form of training sessions (81%) which were sometimes conducted in workshop format (93%), sometimes as discussion groups (59%), at other times in the form of "hands-on" experiences (54%) and as demonstrations (51%). These findings were of particular importance in relation to the ways in which IWTC's publications and activities are utilized by the individuals who receive or participate in them. They indicate that the people reached are predominantly activists in close contact with the people they serve.

**THE TRIBUNE: (English)
1976-1986**



71 PUBLICATIONS
310,100 COPIES

IWTC'S
NEWSLETTER, THE TRIBUNE

1. Women's Activities Around the World	26. The Decade for Women... 1985 and Forward	5. El Foro de Copenague
2. Special Publications about Women's Activities	27. Technology and Small Business: Women's Perspectives	6. La Mujer, la Salud, el Empleo y la Educación
3. Projects from Nine World Regions	28. Women and Water, Part 2	7. Redes de Comunicación de la Mujer
4. Women, Marketing, and Small Industries	29. Finding Our Own Way: Participatory Training Activities for Women Worldwide	8. La Mujer y los Medios de Comunicación
5/6. Rural Women	30. Reviewing the Decade for Women	9. La Mujer, el Dinero y el Crédito
7. Women and Appropriate Technology	31. Women and Marketing	10/11. Las Mujeres se Organizan
8. Women and International Year of the Child	32. Peace is a Women's Issue	12. La Mujer y el Dinero
9. Women and Appropriate Technology, Part II	33/34. Women and Funds	13. Centros de Recursos
10. Women and Food Production	35. Women, Work and Trade Unions	14. La Mujer y el Agua
11. Copenhagen: NGO Forum	36. Food Technologies: A Woman's Issue	15/16. La Mujer y el Diseño
12. Copenhagen: Health, Education, Employment		17. La Mujer y los Medios de Comunicación #2
13. Women's Network	BOUND VOLUMES OF THE TRIBUNE	18. La Mujer Impulsa la Tecnología Apropriadada
14. Women and Media	A. Women Organizing	19. La Mujer y Otros Diseños
15. Women, Money and Credit	B. Women Using Media for Social Change	20. La Tecnología y la Pequeña Empresa
16/17. Women Organizing	C. Women and Small Business	21. El Decenio para la Mujer
18. Women Making Money	D. Women Taking Hold of Technology	22. La Mujer y el Agua 2
19. Women's Centres Worldwide	E. La Mujer y la Pequeña Empresa	23. Buscando Nuestro Camino
20. Women and Water		24. Examen y Análisis del Decenio para la Mujer
21. Women and Graphics: A Beginner's Kit	LA TRIBUNA: (Spanish) 1978-1986	25. El Mercadeo: ¿Qué es y por qué es necesario para la Mujer?
22. The Decade for Women... 1985 and Beyond	1. Actividades de la Mujer en América Latina	26. La Paz ...es un Asunto de Mujeres
23. Women and Media 2	2. El Año Internacional del Niño	27/28. Las Mujeres y la Financiación
24. Women Moving Appropriate Technology Ahead	3. La Mujer y la Tecnología Apropriadada	29. La Mujer, el Trabajo y los Sindicatos
25. Women and More Graphics	4. La Mujer y la Producción de Alimentos	30. La Mujer y las Tecnologías de Alimentos

IWTC

IWTC's quarterly n
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Section 2

IWTC'S NEWSLETTER: THE TRIBUNE

IWTC's quarterly newsletter, **The Tribune**, is the main vehicle by which the organization carries out its first objective: to provide a communications link for the sharing of information, ideas and resources among individuals and groups working on behalf of women worldwide. It is produced in three languages, English, Spanish and French, and distributed to 14,000 individuals and groups in 160 countries in Latin America, the Caribbean, Africa, Asia, the Pacific, Western Asia, North America and Europe.

In 1986, the year Survey 1 was administered, English and Spanish recipients of **The Tribune** numbered approximately 10,000. During the period 1976-1986, a total of sixty-six (66) editions of **The Tribune** in Spanish and English were published and over 250,750 copies distributed. The following distribution charts show the numbers receiving the newsletter by region within each language area.

The Tribune (English) Distribution List by Region:

Africa.....	1,493
Asia	1,414
Pacific, Australia/New Zealand.....	709
Canada/United States	720
Caribbean/Central America.....	267
South America.....	13
Europe.....	412
Western Asia.....	132
Bulk Mailings.....	295
TOTAL	5,455

La Tribuna (Spanish) Distribution List:

South America.....	2,159
Central America/Caribbean.....	1,442
Europe/North America.....	232
Bulk Mailings.....	698
TOTAL	4,531

In looking at the English language mailing list, it is clear that the greatest number of newsletter recipients are in Africa, accounting for approximately 27% of the total list, followed closely by Asia and then the Pacific.

Each edition of **The Tribune** addresses a specific issue. In general, an effort is made to select those issues about which women have had less access to information and resources and where women's roles and contributions have been ignored or unexplored by mainstream development organizations. **The Tribune** is also used to examine issues generally considered "women's issues" that are not dealt with by institutions responsible for development programmes but which merit serious attention. On occasion, IWTC has also used **The Tribune** to focus attention on women's roles, concerns and contributions within the context of special UN-designated years or Decades. A review of past titles of **The Tribune** illustrates the range of issues covered by IWTC during the period 1976-1986. (See Appendix A)

While **The Tribune** format varies according to theme, in general each newsletter includes the following sections:

- (1) overview and delineation of the issue in terms of its impact on or relevance to women
- (2) project descriptions illustrating innovative approaches and local initiatives by women to respond to major obstacles
- (3) bibliography of useful publications that are free or low-cost, and
- (4) list of organizations working in the field or providing some form of technical or financial assistance and, when available, UN news of interest to women

The Tribune is directed towards a constituency that is activist-oriented and community-based. Its unique appearance is more than artistic style. Rather, it reflects several features that have been intentionally employed to increase its usability to the reader. For example:

The contents of The Tribune...

so that they can be...

are short and concise

easily translated into local languages and used as a basis for group discussion or for reproduction

are highly illustrated in black and white with generous use of simple line drawings, large lettering and other visuals

used for stimulating discussion on issues with newly literate women and reproduced in preparing training materials for local use

are full of practical ideas and information, frequently including checklists for action and suggestions for training activities

used as a basis for training activities in workshops and other action-oriented settings

are descriptive of actual projects and contain names and addresses of women's groups working in that particular subject area

used to make contact between people working on similar issues, particularly on a South to South basis

synthesize current research and information about specific women and development themes

used as a source of background information for presentations and discussions

include bibliographic listings of books, training manuals, periodicals and research papers and other useful materials in the subject area being covered

used to explore issues in more depth, given readers' own work and interests

Because of the key role **The Tribune** plays within the total context of IWTC programming efforts, several questions were posed in both Survey 1 and 2 to elicit such information as how the newsletter is used, for what purposes, with whom, what issues have provoked greatest interest, and which sections are considered most useful.

Is The Tribune used, and if so, how?

Data from both Survey 1 and Survey 2 indicate that it is used extensively by its readers. From Survey 1, both data and commentary by respondents reflect a wide and varied usage of **The Tribune**:

94% share it with others

"It enhances our knowledge of organizing and consciousness-raising efforts by women's groups in other countries. Information can be shared and gets adapted by our contact groups through our work (publications and workshops.)" (India)

61% use it as background material

"The newsletter has provided useful suggestions for the development of programmes for the benefit of poor working women, which is my main interest." (Pakistan)

44% use it in training sessions

"It has helped me in training my staff, especially those working with women at village level." (Zambia)

54% use it in group discussions

"I have used it extensively in training and discussion with our women's branch of the Women's National Organization." (Tanzania)

33% wrote for materials

"A Tribune article describing the Developing Countries Farm Radio Network resulted in many good contacts for us." (Canada)

21% reproduced articles

"I have used a good number of articles on the women's page of the Daily Times." (Malawi)

Which The Tribune is S

Information from The T



Write for resources

Group discussions

INTERNATIONAL WO

94%



26% used graphics

"Mainly in preparing our own newsletter LINKS, has the IWTC been useful for us - not only in borrowing your graphics, but in other ideas on presentation." (Sri Lanka)

8% translated information.

Data from Survey 2 reflects similar patterns of use of **The Tribune**:

90% shared it with others;

32% used it for training;

25% reproduced it;

21% contacted groups.

The use of the newsletter in direct connection with such work-related activities as training (as opposed to reading for general interest) that was evidenced in commentaries in Survey 1, was further reinforced by the finding from Survey 2 which indicated that 67% of the respondents found **The Tribune** very helpful to their work, and another 23% described it as somewhat helpful.

Additional insight into how **The Tribune** is used can be seen in looking at data from both Survey 1 and 2 regarding which sections of the newsletter, or what type of information in the newsletter are viewed as most useful.

What sections of The Tribune are most useful to readers?

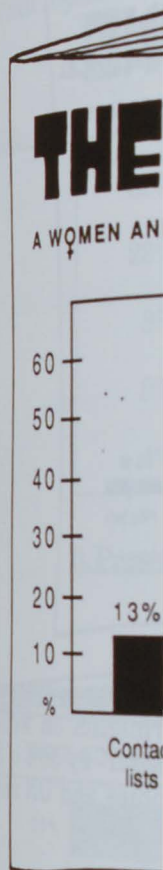
Respondents from both Survey 1 and Survey 2 consistently rated the sections of **The Tribune** that are devoted to women's issues and projects as most useful to their work. The remarks of respondents in Survey 1 suggest that readers frequently use the newsletter as a source of programme ideas that they adapt for use in their own communities:

"While I am in village communities, I give out some of the examples from your newsletter to show how work in groups can be done." (Nepal)

"Great for generating new ideas and ways to run the community Health Leader Program and to

"The information helped us while the village women

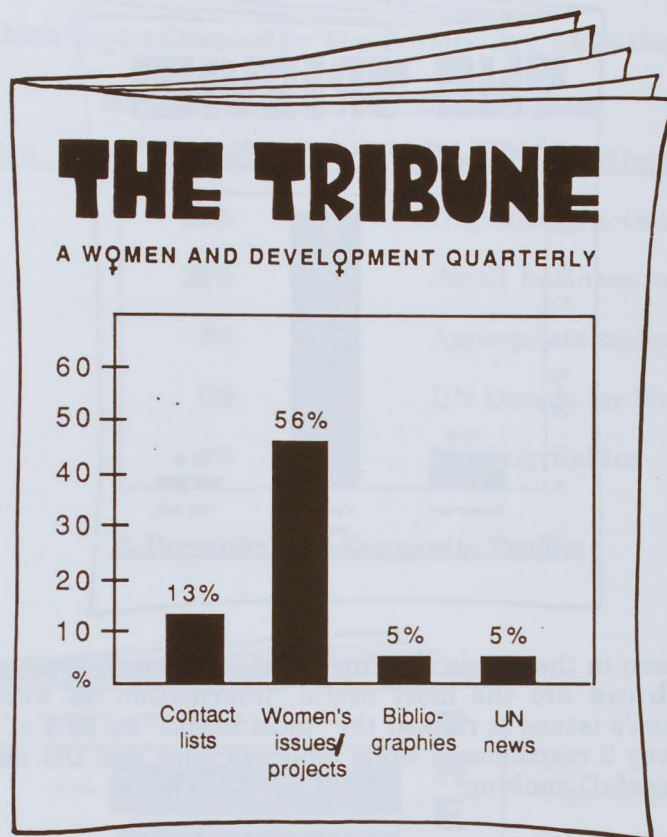
The Sections of The T



respondents' perception of their own program. Respondents were asked whether they preferred this part of the newsletter to compare local programs. There was anything that respondents said that if there were more described were to be difficult.

"The information presented in the newsletter has helped us while designing our programmes for the village women." (India)

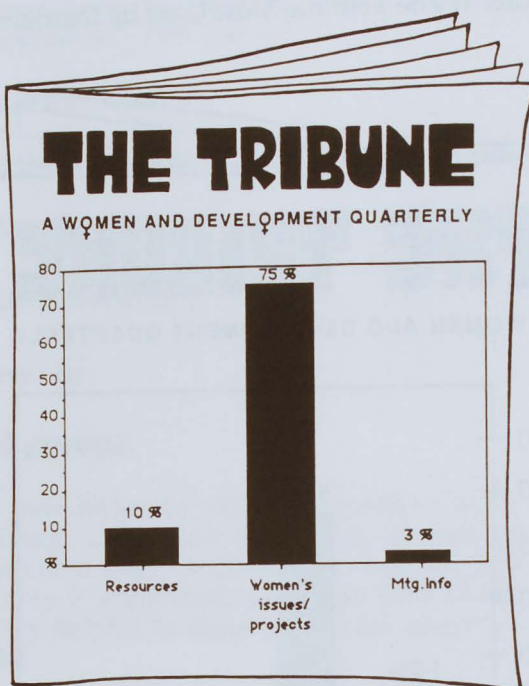
The Sections of The Tribune Most Used by Readers (Survey 1)



Respondents' perception of information on women's projects and issues as relevant to their own programme work is also seen in Survey 2. When these respondents were asked why they found these sections particularly useful, they stated that this part of the newsletter was very practical in nature and allowed them to compare local situations with those described. When asked whether there was anything not useful about this section, Survey 2 respondents said that if there was a problem, it was that the projects and/or activities described were too distant, making communication with them very difficult.

activities described were too distant, making communication with them very difficult.

The Sections of The Tribune Most Used by Readers (Survey 2)



As can be seen in the charts showing which sections or types of information in **The Tribune** are the most useful, information on women's projects and/or women's issues is ranked the "most useful" by 56% of Survey 1 and 75% of Survey 2 respondents while bibliographies and UN news received a low "most useful" ranking.

What topics are of greatest interest to readers?

Information was gathered in Survey 1 to gauge level of interest or perceived usefulness of the four broad subject areas where IWTC has focused its efforts:

- (1) small business/marketing
- (2) organizing/networking
- (3) appropriate technology, and
- (4) media/graphics.

Most of the statistical information regarding English- and Spanish-language respondents in this report is presented as a composite since there is little variation between the two sets of data. However, as can be seen in the following chart, there are clear differences between the English- and Spanish-language respondents ranking of which topics are the "most useful".

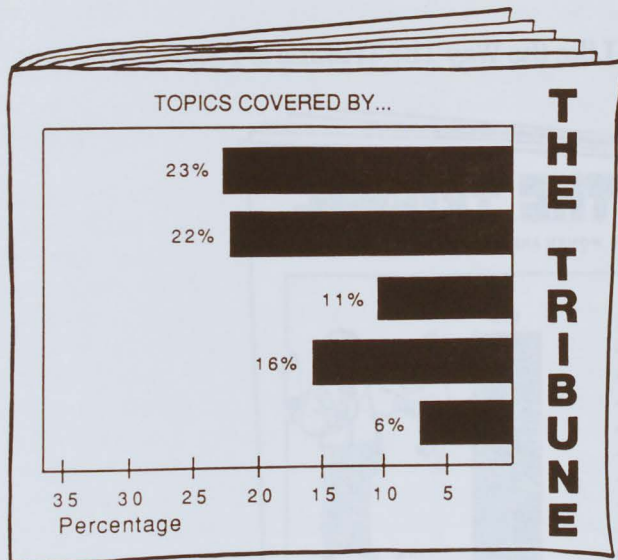
Which Topics Covered by The Tribune Are "Most Useful"



A. Presented Separately by Language:

<u>English</u>	<u>Spanish</u>	<u>Topic Covered by The Tribune</u>
16%	32%	Organizing/networking
17%	28%	Small business/marketing
13%	8%	Appropriate technology
21%	9%	UN Decade for Women
7%	4%	Media/graphics

B. Presented as a Composite Profile:



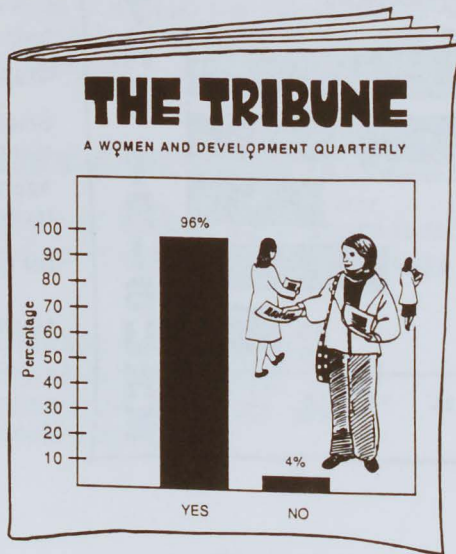
- Organizing/networking
- Small business/marketing
- Appropriate technology
- UN Decade for Women
- Media/graphics

There is a marked difference in the ranking of the UN Decade for Women as the "most useful" newsletter topic. Twenty-one (21%) of the English-language respondents stated that this topic was "most useful" while only 9% of the Spanish-language respondents thought so. The fact that the final conference of the Decade was held in Africa could have a bearing on this result. The Spanish-language respondents show a stronger interest in organizing/networking and small business/marketing topics than the English-language respondents, although both groups express strong interest. English-language participants did show a greater interest in appropriate technology than did Spanish-language participants while both groups rated with the least frequency, the topic of media/graphics as "most useful".

Do readers like the manner in which information is presented in The Tribune?

Because of the distinctive appearance of **The Tribune**, respondents in Survey 1 were asked whether they liked the way information is presented, which aspects of the presentation they find most useful, and what suggestions they had for changing the presentation. An overwhelming majority, 96%, said they liked the presentation. The aspect of the presentation that was cited most frequently as "most useful" was illustrations and graphics.

Do Readers Like the Way The Tribune is Presented?



Section 3

Responses to other items in both Survey 1 and 2 reinforce the above finding regarding graphics. In Survey 1, 26% of the respondents stated they had used the graphics from **The Tribune** and in Survey 2, when asked what information was reproduced most, text or graphics, 33% of the respondents said graphics were reproduced most, 28% said text, and 39% stated they used both. If there is any truth to be found in the adage "imitation is the highest form of praise", then it could be said that over two-thirds of the respondents in Survey 2 extended the highest compliment to IWTC by using graphics and text from **The Tribune** in their own publications.

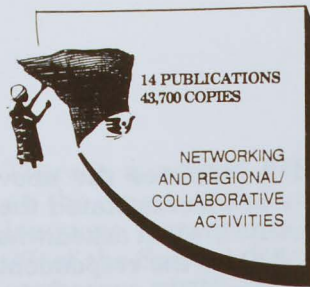
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Way The Tribune is Presented





REGIONAL RESOURCE BOOKS

Caribbean Resource Book Focusing on Women in Development

APCWD Women's Resource Book 1978

APCWD Women's Resource Book 1979

Information Kit for Women in Africa

Caribbean Resource Kit for Women

OTHER NETWORKING PUBLICATIONS

Where on Earth Are the Women?

Women's Centres Worldwide: Preliminary Directory

Women's International Media Network Conference Report

Women's International Media Network: Network Contacts

Women's International Media Network: Participants

Centros De Mujeres: Espacios De Mujeres (Spanish)

WORKING NOTES

A Report and Review of Regional Resource Books: 1977 - 1982

Regional Resource Materials for Women: Prospects and Possibilities for Collaboration

Information to Share

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Section 3

NETWORKING AND REGIONAL COLLABORATIVE ACTIVITIES

Networking and collaboration are the backbone of the Tribune Centre's programme, and one or both of these activities appear in nearly all of the objectives and projects of the organization. It is through these two activities that IWTC promotes increased communication and support between and amongst groups working on women's issues in different countries and regions of the world, and works on strengthening the institutional capabilities of women's groups involved in activist, advocacy and research activities.

As a project that sprang directly from the International Women's Year Tribune (1975, Mexico City), IWTC's existence was founded on the principles of networking (i.e., a two-way communications flow and sharing of experience), and on the importance of bringing larger and larger numbers of women worldwide into the development process. Viewing networking as a strategy or technique that promotes less hierarchical and less centralized forms of organizing, IWTC has, throughout its development as an organization, functioned as a 'network of networks' and attempted to support fledgling informal networks, as well as to offer information, skill training and logistical support that promotes increased networking amongst women worldwide.

Working in collaboration with Third World women's groups and with organizations working on Third World women's issues has also been an important mechanism for broadening the scope and skills of IWTC's programme. IWTC's work with Third World women's groups is frequently mutually beneficial, resulting in vastly expanded access to international resources and know-how for the Third World group, and improved access to the constituencies and perspectives of the regional or national collaborator for IWTC. Likewise, when IWTC collaborates with an international group working on a specific issue -- for instance, an appropriate technology organization -- an important element of these collaborations is IWTC's ability to sensitize the international agency to women's issues and the ability of the collaborating agency to expand their own constituency to include more women.

3.1. NETWORKING

Networking comprises a component of all of IWTC's work and is reinforced in nearly all of its activities. For instance:

In IWTC publications -- whether they are focused on a specific issue or deal with training techniques -- names and addresses of groups and individuals, project descriptions, organizational listings, bibliographies and resource listings, and other networking 'basics' are almost always included in hopes of stimulating increased contact amongst those working on similar issues.

In its work of coordinating or participating in workshops and seminars -- whether the meeting is focused on small business or legal issues or other topics -- part of IWTC's contribution is the offering of materials and insights that reflect women's initiatives from around the world. As such, information gained from networking and used to stimulate networking becomes an integral part of what might otherwise be viewed as technical skills.

In responding to thousands of letters and visitors yearly, IWTC is able to facilitate direct connections amongst groups that share similar concerns and who are considering complementary strategies in different countries and regions of the world.

In its role as a 'network of networks,' IWTC, on occasion, produces special resource materials or organizes meetings that attempt to bring networks together to offer opportunities for interdisciplinary action and exchange. Perhaps one of its most important services, IWTC has also provided office space and logistical support for fledgling networks to use during the period in which they are building communications links and identifying resource materials and people.

Various IWTC productions and activities have focused specifically on networking. The chart in Appendix A lists those productions that have presented information geared to stimulate contact between women worldwide. To this list should be added **The Tribune**, which is IWTC's most consistent and thorough vehicle for linking women's initiatives internationally.

Is networking useful?

Respondents from Survey 1 were given a list of topics covered in past newsletters and asked to check off all those that were useful to them. Twenty-three percent (23%) of participants indicated that networking was most useful. Survey 2 respondents, when asked what would be useful in helping them to strengthen their own organizational capabilities, mentioned networking as one of three most important needs.

One respondent to Survey 3 described the importance of networking this way,

"Communication among women is key to development. The more women communicate with each other, the greater is and will be their role in development. ..Communicating with each other is how we "get ourselves together."(USA)

What kind of information is useful to support networking?

Publications and personal contacts were mentioned in various contexts as important elements in the networking process. For instance, 40% of respondents to Survey 2 indicated that they had found out about IWTC through personal contacts. Sixty-nine percent (69%) of respondents to Survey 2 said that they find out about other women's organizations through newsletters, including **The Tribune**.

Since many IWTC materials incorporate a variety of elements that are intended to stimulate networking, various questions were posed to determine what might be most useful. The response, in Survey 1, that 56% of respondents found information on women's projects the most useful section of the newsletter supports the comment of one Survey 1 respondent that,

*"Your information on other groups has been useful for networking building."
(Kenya)*

Fifty-three percent (53%) of the respondents indicated that contact lists are a type of material that is most useful for them. Twenty-one (21%) percent indicated that they actually make contact with groups listed in **The Tribune**.

How is networking information used?

There were various responses that provided details on the way in which those who received IWTC's publications used them to reach out

internationally, as well as to become a stimulator of networking in their own locales. For instance, from Survey 1:

"It has opened the doors to contact with other international groups and participation in the Women's Conferences." (Sri Lanka)

"Through your books we get in touch with many global organizations working in the same field." (Bangladesh)

"My organization has 109 affiliated women's organizations. The information from IWTC has been disseminated to those organizations." (Thailand)

"I disseminate the information I get from your publications through radio and make use of the information myself." (Sierra Leone)

Is IWTC effective at supporting networking?

Comments from Survey 3 reveal specific opinions about IWTC as a supporter of networking activities.

"The Tribune Centre has provided a focal point for the women's movement, both between women in the Third World, and between women in the US and the Third World. It has helped to build and strengthen linkages between programmes...and provide information on issues of concern to women." (Barbados)

"I like what IWTC has done to raise consciousness about the importance of having communications networks, and if I were to ask for more from IWTC, I would ask for more of it. ...I think we could continuously do consciousness-raising on how key communication among ourselves is -- to both ourselves and to getting action from other media." (USA)

Finally, another Survey 3 respondent points out how, perhaps, IWTC had been *too* successful:

"...IWTC has built (or, helped build) a strong communications network worldwide, so strong that if something happened to IWTC, the international women's movement would NOT collapse now. In other words, its primary contribution has been a strong sense of networking." (USA)

IWTC's commitment to supporting the growth of networks in Third World regions was commented upon by one respondent to Survey 1:

"I visited the Centre for 2 weeks two years ago. The staff not only gave me unconditional support, but provided me with lists of contacts and suggestions of names of people and women's groups throughout Latin America. They were instrumental in the creation of the women's regional health network for Latin America and the Caribbean." (Chile)

A final comment, from Survey 1, perhaps states most succinctly the value of IWTC's emphasis on networking,

"It helps me feel like part of a global community of persons concerned with women's advancement." (Thailand)

3.2. COLLABORATION

The ways in which IWTC collaborates with groups takes various forms and is generally tailored to the situation and needs of the collaborating organization. Since 1976, IWTC has collaborated with more than 40 groups in such diverse areas as: organizing marketing and low-cost media workshops; co-publishing training manuals and resource directories; coordinating international meetings on such issues as women in media and funding issues for women's projects. The majority of collaborative undertakings encompass both process and product objectives. That is, generally the objectives include the production of a publication, the coordination of an event, etc., along with process objectives of strengthening the infrastructure, capabilities, reach, etc. of the collaborating organization.

The nature of IWTC's collaborative undertakings has evolved significantly over the past 12 years, reflecting a growth in the women's movement worldwide and the expanding scope of IWTC's activities. During its first 5 years, IWTC primarily collaborated with regional women's organizations in the production of publications (see Regional Resource Books, Appendix A), and in the coordination of training sessions in low-cost media and communication strategy development. Increasingly, since 1980, IWTC has been collaborating with national women's groups and movements in organizing skill training workshops, continuing its work in media and communications activities, as well as in such areas as appropriate technology, marketing and financial development.

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	33%
	39%





Is collaboration useful?

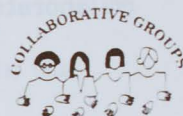
Survey 2 respondents, although not asked directly about collaboration with IWTC, affirmed the necessity for closer working relationships when asked how to improve communications links with IWTC. Thirty-nine percent suggested that more work be undertaken *directly* with local, national and regional organizations.

The bulk of information on the effectiveness and usefulness of collaborative undertakings was found in Survey 3, which was sent to 43 groups with which IWTC has collaborated. Their responses reveal several elements about the nature of IWTC's collaborative efforts:

1. Once a collaborative relationship is established, IWTC and the collaborating group tend to continue to work on a variety of types of activities together. For instance, 61% of respondents had worked with IWTC on organizing a workshop, 44% had collaborated on the preparation of a UN event, 33% had worked together with IWTC on the production of a publication or production, and 39% had worked with IWTC as an intern or associate.

The Ways in Which Survey 3 Respondents Had Collaborated With IWTC

ACTIVITY	PERCENT	COMMENTS
	33 %	worked with IWTC on organizing a workshop
	44 %	collaborated with IWTC on preparation for a UN Decade for Women event
	33 %	collaborated with IWTC on production of publication
	39 %	worked with IWTC as an intern or staff associate



2. Respondents to Survey 3 were also asked what the main benefits of collaboration with IWTC were. The majority rated access to skills, expertise and experience highest and increased ability to network and make contacts second. Many also cited funding support as a major benefit of collaboration.

Comments on collaboration from Survey 3 respondents include the following:

"It helped our staff member broaden her perspective and it has helped our own colleagues when she came back. The "woman" discussion was also deepened and discussed at the agency level." (Philippines)

"The self-confidence I have gained through collaboration...with IWTC staff was most valuable. This is true with others we talked to." (Kenya)

Finally, Survey 1 respondents also offered comments about their collaborative experiences:

"The collaborative understandings between (my organization) and IWTC have assisted us in widening our networks and contributed to the development of many of our programmes." (Barbados)

"The Tribune Centre not only helped us prepare a marketing workshop for 35 women from all over the country, but also helped us obtain the funding for this workshop. Working together with them in the preparation of the proposal for the workshop, we increased our skills in proposal writing." (Venezuela)

3.3. REGIONAL RESOURCE BOOKS: Combining Networking and Collaboration Objectives

Between 1977 and 1982, IWTC collaborated with regional women's units in Africa, the Caribbean, and the Asia/Pacific regions to produce six regional resource books. In total, 14,000 copies of these were published and distributed to individuals and groups throughout the 3 regions concerned. An extensive evaluation of these 6 regional resource books was done in 1983, the findings of which were presented in, "A Report and Review of Regional Resource Books." The report and the findings are not part of this external evaluation.

While the content of each regional resource book varied slightly and built on 'lessons learned' in producing previous resource books, the type of information they usually contained included:

- listings of groups and agencies working on women and development activities in that region;
- examples of innovative approaches to involve women in the design and implementation of developmental projects;
- information about funding and technical assistance for women's projects, and;
- bibliographies and resource lists on women and development issues.

They were, for the most part, produced as brightly coloured, loose-leaf binders, giving users the sense of having a 'working file' on women and development in their regions.

A chart in Appendix A details the specific regional resource books produced by IWTC and the groups with which IWTC collaborated. As the chart shows, two editions were produced for each region:

In the Caribbean, the first edition was produced in 1978, with an update in 1982;

In Africa, the English edition was published in 1981 and an adapted French-language edition in 1982;

In the Asia/Pacific region, the first edition came out in 1978, and an update was published in 1979.

The purposes for developing regional resource books represented a combination of 'product' and 'process' objectives. For both IWTC and the collaborating groups, the primary purpose of the 'product' (i.e., the resource book) was to encourage increased contact and sharing of resources among individuals and groups within and between countries in the region working on similar women's research, activist or advocacy projects. The 'process' objectives were equally strong. It was envisioned that the process of information gathering would serve as an opportunity for the regional women's organizations to establish ongoing contacts with groups in the region, and also would strengthen their own institutional capabilities to serve as information and dissemination units (i.e., "clearinghouses") for regional women's activities.

Likewise, it was also envisioned that collaboration with IWTC in the production process (information gathering, design, layout, etc.), would lead to regional self-sufficiency in these skills. In the cases of both Africa and the Caribbean, staff members from the organizations worked at IWTC for several months on the second editions of their respective resource books, learning all aspects of the process through to actual production.

Since 1982, the Caribbean and African regional women's groups with whom IWTC collaborated on these books have strengthened their internal information and production capabilities, and, in Africa, an up-dated and revised version of the resource book was published recently. The Asian and Pacific Centre for Women in Development (APCWD), with which IWTC collaborated in 1978 and 1979, no longer exists in precisely the same form; however, much of the work of networking and disseminating information is now undertaken by the women's programme of the Asian and Pacific Development Centre (APDC, Malaysia) and the women's programme of the Economic and Social Commission for Asia and the Pacific (ESCAP, Thailand). The women's programmes of both APDC and ESCAP have been producing a variety of directories and resource guides, utilizing regional consultants and expertise.

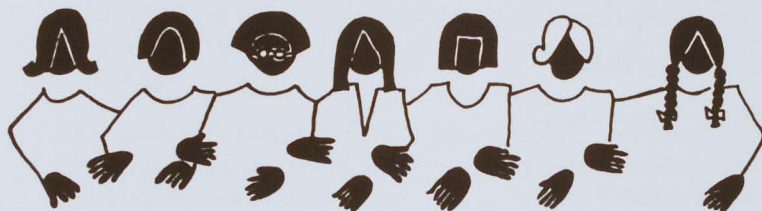
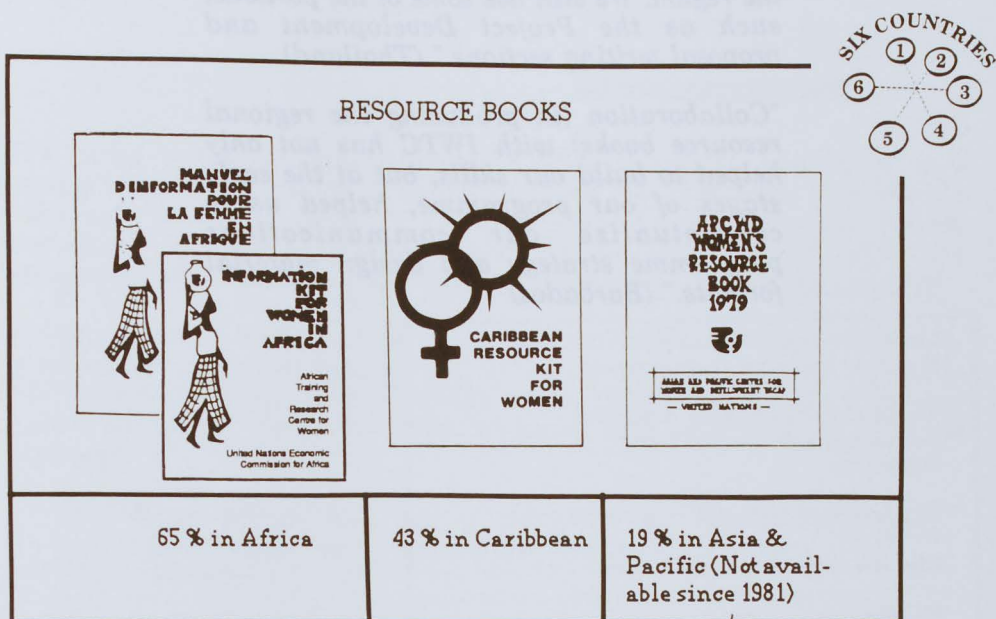
Are regional resource books used?

Sixty-four percent (64%) of respondents to Survey 1 indicated that resource books were amongst the types of publications most useful for them.

The level of use of regional resource books by respondents to Survey 2 is revealed in the following percentages: 43% of Caribbean respondents indicated that they had used the **Caribbean Resource Book**; 65% of African respondents indicated that they had used the **Information Kit for Women in Africa**; 19% of Asian and Pacific respondents indicated that they had used the **APCWD Women's Resource Book**. This finding should take into account that as of 1983, all regional resource books were out of print, with

the exception of the **Caribbean Resource Book**, which is still in circulation. The **APCWD Women's Resource Book** has been out of print since 1981

Respondents From Survey 2 Who Used the Regional Resource Books in their Work



How useful are regional resource books and to whom?

Resource books were judged to be useful by Survey 2 respondents working in organizations involved in a wide range of areas: political organizations; groups working in education, research, media and women's rights; church groups and community development organizations.

The Information Kit for Women in Africa was ranked amongst the top 3 of all IWTC publications by 30% of respondents in Survey 2.

Comments from Survey 3 provide insight into the usefulness of the 'product' and 'process' of regional resource books:

"The APCWD Resource Book, 1978, and its updated 1979 version, proved useful to many of the women in our network throughout the region. We still use some of the portions, such as the Project Development and proposal writing sections." (Thailand)

"Collaboration (in producing the regional resource books) with IWTC has not only helped to build our skills, but at the early stages of our programme, helped us to conceptualize our communications programme strategy and design material formats." (Barbados)



11 PUBLICATIONS
17,600 COPIES
TECHNICAL ASSISTANCE
AND TRAINING

TECHNICAL ASSISTANCE AND TRAINING

**Ideas on Proposal Writing and
Financial Technical Assistance**

**The Tech and Tools Book: A Guide to
Technologies Women are Using
Worldwide**

Clip Art: Feminist Logos

Clip Art: Rural Women in Action

Movilizando La Mujer

Mi Proyecto: Como Financiarlo

WORKSHOPS/MEETINGS

Funding Issues for Women's Projects

**Sisters of Invention: Report on the Asian
and Pacific Women's Small
Technologies and Business Forum**

The Tech and Tools Report

WORKING NOTES

**IWTC and Its CPT: The Story of A Small
International Women's Organisation
and Its Word Processor**

**IWTC and Its Word Processor: What We
Would Have Done Differently Had
Hindsight Been Foresight**

Section 4

TECHNICAL ASSISTANCE AND TRAINING

IWTC uses numerous mechanisms to offer technical assistance and training to groups working on behalf of Third World women. One vehicle is through the production of training manuals and 'how-to' books, newsletters and other resource materials. Another method is in the organization of workshops and training seminars.

Providing training and technical assistance materials and opportunities to organizations concerned with women in the development process has been an IWTC priority since 1976. Over the years, IWTC has developed several specific areas in which it offers training and technical assistance, including:

- the design and use of participatory learning techniques and visuals in community action work;
- the development of information and communication strategies for making appropriate technology more accessible to and controllable by women, particularly poor rural and urban women;
- various aspects of community economic development, with a specific concentration on training trainers who work with low-income women's groups to develop training materials and techniques that can be used in participatory approaches to conveying marketing and financial management skills ;
- the development and strengthening of women's organizations; e.g., fundraising and financial development, use of microcomputers for maintaining mailing lists, desktop publishing, and resource/ documentation center development and maintenance.

The forms that training and technical assistance take vary, and have included:

1. Internships and associateships that range from 3 weeks to 3 months;
2. Short-term technical assistance by mail, phone or to those who visit the Centre;
3. Short-term workshops (one half to one day) held at the Tribune Centre and/or;
4. Long-term workshops (one to three weeks) held in-country in collaboration with a national women's group.

All training and technical assistance activities are designed to encourage programme approaches that promote women's projects as mainstream activities

The technical assistance and training offered by IWTC is distinct from that offered by other training or intermediary organizations in its strong focus on women's perspectives, concerns and issues. While many groups may offer technical assistance in areas similar to those that IWTC concentrates on (proposal writing, marketing, media, etc.) the manner in which IWTC incorporates women's issues with skill training is unique. One illustrative example may be found in the computer training offered. While basic skills in how to purchase, set up, choose and operate software for one's computer are covered in the course, an equally strong focus is placed on sharing known positive and negative experiences that women's groups have had with computers, involving women's groups from different countries in the training to ensure the on-site cross-fertilization of ideas and perspectives, and identifying trends in hardware and software development and distribution that might have special implications for women.

Another example of the way in which IWTC's training and technical assistance is unique is the extent to which the information and skills conveyed are replicated and re-distributed by other groups in their own publications and to their own constituencies. An example of this may be found in the marketing workshops coordinated by IWTC in Latin America. The skills and techniques used during the marketing workshops in Venezuela and Peru to convey information about how to price products and services became the subject of small training pamphlets produced by the Peruvian and Venezuelan collaborating groups and were distributed to the income-generating projects with which they worked. Instances such as this demonstrate that the impact of the training and technical assistance frequently goes far beyond the original group with which IWTC works.

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4.1 TRAINING WORKSHOPS AND INTERNSHIPS

Since 1977, IWTC has collaborated in the planning and holding of 35 workshops, i.e. nearly 4 per year. They have occurred in developing countries (all regions) and in the USA and Canada. Average attendance at workshops is approximately 40. Workshop topics have included:

1. Low-cost media development
2. Small-business and marketing skills for low-income women
3. Training in microcomputers
4. Fundraising and financial development skills
5. Participatory training for raising women's issues
6. Project development

Since 1980, IWTC has sponsored 9 interns and associates from developing countries whose average stay has been three months. Internships have focused on materials production and lay-out, funding and financial skills, and the creation of resource centers. Staff members from Third World women's organizations and networks in Latin America, the Caribbean, Africa, and Asia/Pacific have all participated in this programme.

What Value do Respondents Place on IWTC's Training and Technical Assistance?

Respondents in Survey 3 spoke at great length about the value of IWTC's training and technical assistance efforts. A consistent response by organizational representatives was that IWTC helped them develop new skills which enhanced their work. Many respondents commented on the strengthening of their communications skills. For instance:

"The computer program enabled us to acquire entirely new skills and strengthen (our) links with other networks.One of the advantages of the way in which the computer training was organized was that it enabled participants to establish and strengthen their links with each

other, at the same time that they were acquiring new skills." (Barbados)

"All our microcomputer skills were born at a workshop arranged by the Centre in 1985. Now we wouldn't live without a computer." (Chile)

Technical assistance and training in the form of identification and solution of problems, proposal writing, identification of financial assistance and economic development, were also areas cited by respondents as highly valuable. Comments from Survey 1 and Survey 3 on workshop participation include:

"The workshop on proposal writing and identification of project resources helped us prepare over 100 proposals for our groups. Many of them have been funded." (Survey 1/Colombia)

"The marketing workshop...provided important support to us; through it we acquired new knowledge about marketing and about income-generating activities...through this type of training, grass roots women acquired knowledge without feeling either pushed or pressured, because everything was done with an attitude of openness, solidarity and participation. We have replicated this workshop...in the Ciudad de Huancayo and we will be working in various 'pueblos juvenes' (squatter settlements) around Lima, in coordination with the women's federations of these neighborhoods." (Survey 3/Peru)

"I participated in a workshop on identification of resources and preparation of project proposals. This workshop helped me design proposals for some of the grassroots women's groups that are part of our training programme. IWTC personnel also helped me in the preparation of training materials for a specific training programme for women." (Survey 1/Costa Rica)

Feedback was also received from Survey 3 on the 'non-workshop' types of assistance -- i.e., ongoing consultation -- that IWTC offers:

"...the technical assistance and support given to our organization by the Tribune Centre has been invaluable. Without it, we couldn't have helped

the women we work with improve their conditions." (Costa Rica)

"The support given to us by the Tribune Centre in the identification of the problems that we faced and in the design of strategies to help us solve these problems was very beneficial. We were able, with their help, to develop a new programme of action for our income-generating unit. We also received very welcome support in the design of proposals and identification of financial resources for our projects." (Venezuela)

4.2. TRAINING GUIDES AND HOW-TO MANUALS

Between 1976 - 1986, IWTC produced four technical assistance manuals in English and two in-depth training manuals in Spanish. Additionally, three workshop reports in a popular format so that they could be used by groups planning similar workshops, and two working notes analyzing issues facing women's organizations were published in English. Three English-language issues and three Spanish-language issues of **The Tribune** also focused on specific skill-training themes, although these were not included in the data presented below.

Of the English-language technical assistance manuals, two are related to information production skills (**Clip Art: Feminist Logos** and **Clip Art: Rural Women in Action**), one is related to financial development (**Ideas on Proposal Writing and Financial/Technical Assistance**) and one is related to appropriate technology (**The Tech and Tools Book**). Of the workshop reports and working notes, one is related to financial development (**Funding Issues for Women's Projects**) and four are related to appropriate and new technologies (**Sisters of Invention**, **The Tech and Tools Report** and two working notes on computerization).

The two Spanish-language training manuals, **Mi Proyecto: Como Financiarlo** and **Movilizando la Mujer** were the most detailed of all productions (300 pages and 287 pages respectively) in this category and took a considerable time to develop and field-test. Thirty five hundred (3,500) copies have been distributed to national or regional women's groups working with rural and urban women in the area of training and human resources development. **Movilizando la Mujer** has been out of print since 1984. (See chart in Appendix A for details about production runs, pages and dates of all of these publications.)

In reviewing the data below, it is important to take into account that Spanish-speaking respondents were only asked to comment on the Spanish-language materials (i.e., **Clip art** books, **Mi Proyecto** and **Movilizando la Mujer**). English-speaking respondents, likewise, were only shown English-language publications.

Are training manuals and how-to-books used?

For respondents to Survey 2, training manuals and 'how-to' books were ranked amongst the most useful of all IWTC publications.

When asked what kinds of materials they find "most useful", training materials were indicated by 59% of Survey 1 respondents. Fifty-four

percent (54%) of Survey 1 respondents also marked "how-to" manuals as "most useful". Comments from Survey 1 provide more detail:

"I use the materials in training rural women in how to make training materials and in motivating them to be self-reliant." (Bangladesh)

"With the materials sent to us by the Centre, we were able to organize seminars and small workshops for women journalists interested in women's issues. The response has been very positive." (Ecuador)

*"The materials sent (by the Tribune Centre) have helped my organization train 96 trainers at a national level. **Mi Proyecto, Movilizando la Mujer** and some of the newsletters have given me new ideas for training and creating awareness of women's issues." (Honduras)*

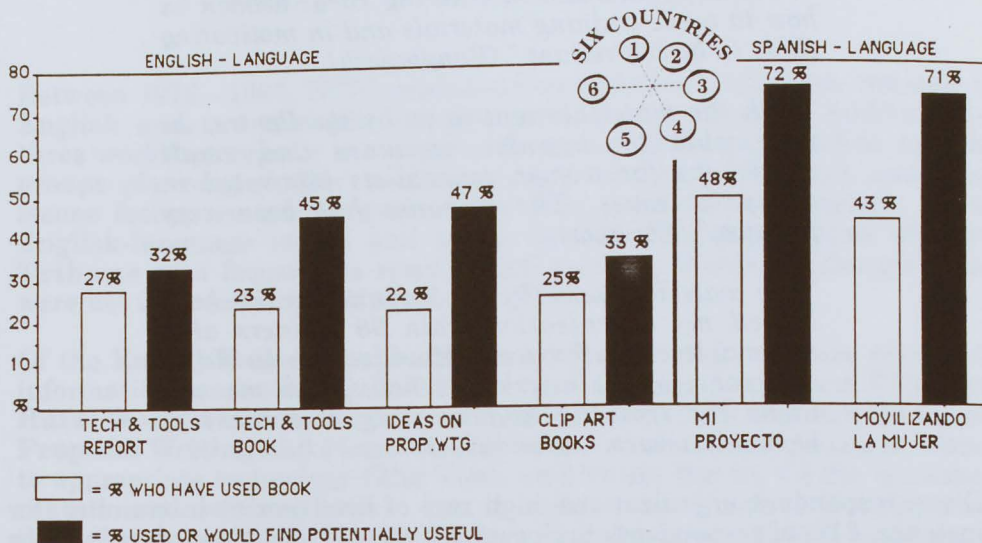
Given respondent organizations' high rate of involvement in training (for instance, 81% of respondents to Survey 2 indicated that their organizations offered training courses), it is noteworthy that they adapt many materials to training purposes, even when these have not specifically been designated as 'training materials.' For instance, issues of **The Tribune** generally were used for training (i.e., 44% in Survey 1 and 32% in Survey 2), even though they may not have been specifically designed for this purpose.

What types of training manuals and how-to-books are most useful?

Seventy-one percent (71%) of the Spanish-language respondents from Survey 2 reported use or potential usefulness of the two training manuals produced by IWTC, **Movilizando la Mujer** and **Mi Proyecto: Como Financiarlo**. Forty-eight percent (48%) of Survey 2 respondents had actually used **Mi Proyecto: Como Financiarlo** and 43% had used **Movilizando la Mujer**

Almost half of all respondents in Survey 2 reported that they had used or would find potentially useful the "how-to" books entitled **Ideas on Proposal Writing and Financial/Technical Assistance** and **The Tech and Tools Book**. A third of all respondents reported use or potential usefulness of one or both of the two **Clip Art Books**.

Use and/or Potential Usefulness of IWTC Training and Technical Assistance Publications Compared to all IWTC Publications*



When asked to compare the usefulness of specific IWTC materials, respondents to Survey 2 gave IWTC's training and 'how-to' materials the following rankings:

Mi Proyecto: Como Financiarlo was ranked number one in usefulness by 36% of all Spanish-speaking respondents

Fifteen percent (15%) ranked **Movilizando la Mujer** number one in usefulness

Ideas on Proposal Writing and Financial/Technical Assistance was ranked number one in usefulness by 35% of English-speaking respondents.

Clip Art Books were ranked number one in usefulness by 25% of respondents

*NOTE: Five Spanish-language publications were ranked in terms of usefulness. Spanish-speaking respondents were not asked to compare these publications with all IWTC publications in both languages.

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4.3. TECH AND TOOLS: Combining Technical Assistance and Training Efforts and Materials

One of IWTC's major efforts at **Forum 85**, the gathering of women worldwide that was held concurrently with the UN Decade for Women World Conference in Nairobi, 1985, was the co-sponsorship of **Tech and Tools: An Appropriate Technology Event for Women at Forum '85**. The purpose of the event was to increase women's access to, use of, and control of technologies in agriculture, food processing, health, energy, communications and income-generation.

Planning the event provided multiple opportunities for collaboration, technical assistance, and the linking of women's issues to mainstream development programmes. More than 20 organizations were involved in providing feedback and guidance in the formulation of the ideas and programmes for **Tech and Tools**. Over 300 organizations and individuals in 40 countries were contacted during the 12 months of preparation for the event.

Opportunities for continued outreach, collaboration and training also predominated on-site at **Tech and Tools**. Sixty-eight (68) resource people from 27 countries worked together to present technologies, techniques and workshops on women and appropriate technology within **Tech and Tools**. Approximately 65 workshops and demonstrations were held in the area over the 8-day period in which it was open. More than 800 people a day visited the site on the University of Nairobi Sportsground, and participated in the various workshops and programmes being held. It is estimated that a total of 6,400 people attended the event.

Approximately 70 technologies in 6 technology areas were displayed. These included:

- 14 food processing technologies;
- 17 energy technologies;
- 12 health and sanitation technologies;
- 10 small scale industry/income generating technologies;
- 10 communications technologies;
- 7 agricultural technologies.

Follow-up materials to **Tech and Tools** included: **The Tech and Tools Book**, **The Tech and Tools Report**, a poster and postcard with the slogan, "If it's not appropriate for women, it's not appropriate," a slide tape on women's access to appropriate technology entitled, "Women and Appropriate Technology: If It's Not Appropriate for Women, It's Not Appropriate," and an issue of **The Tribune** entitled, "Food Technologies: A Woman's Issue."

Was the Tech and Tools event useful?

Eighty-six percent (86%) of those who responded to Survey 2, and who had attended the Nairobi conference, also stated that they had visited the **Tech and Tools** event. Almost all (92%) found it useful to their work. Fifty-five percent (55%) of respondents to Survey 2 who did not attend the Nairobi meetings had heard about **Tech and Tools**.

Were the Tech and Tools follow-up materials useful?

The Tech and Tools Book was ranked number one in usefulness, compared to other IWTC publications, by 18% of English-speaking respondents to Survey 2. Seventeen percent (17%) of respondents found **The Tech and Tools Report** most useful.

When asked which of IWTC materials they had used or would find potentially useful, 45% of respondents to Survey 2 indicated **The Tech and Tools Book**, and 32% indicated **The Tech and Tools Report**.

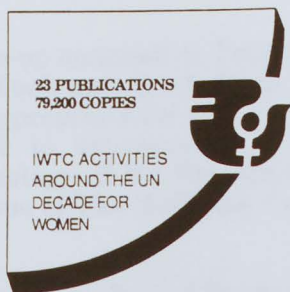
Finally, respondent to Survey 2 were asked to describe the ways in which the **Tech and Tools** materials (primarily **The Tech and Tools Book**) had been useful to them. Responses included:

"It encouraged us to form an Appropriate Technology committee in our community."

"We tried to emulate some of the technologies shown in the book."

"It stimulated the holding of an annual event focused on women and appropriate technology."

When reading the statistics gathered regarding these materials, it should be taken into account that, at the time of the evaluation, **The Tech and Tools Book** was available only as a sale item and thus, had limited distribution. Also, respondents were not asked to comment on the posters, postcards or the slide-tape presentation related to **Tech and Tools**.



UN DECADE FOR WOMEN

DECADE UPDATE SERIES	
1	"What is Decade Update?"
2	"Forum '85. Going & Staying"
3	"Forum '85. What to Expect What Not To Expect"
4	"Forum '85. Countdown"
5	"Decade Post Date: Women of the World Gather in Nairobi "
DECADE FOR WOMEN INFORMATION RESOURCES FOR 1985 SERIES	
1	Bibliography UN Documents
2	Women's Periodicals Worldwide
3	Special Issues of Women's Periodicals
4	Forum '85 Activities List
5	Images of Nairobi
6	Women Write About Nairobi
WHAT'S HAPPENING MEMOS	
1	Useful Addresses for Forum '85
2	Legal and Constitutional Issues
3	Media Part I: for Journalists
4	Media Part II: for Journalists
5	Resources for U.S. Participants
6	Proposed Activities for Forum '85
7	Media Notes I
8	Media Notes II
9	Some Highlights of Forum '85
10	Practical Information...
BRIEFING PAPERS	
UN Resolutions and Decisions that Refer Specifically to Women, 36th General Assembly	
UN Resolutions and Decisions that Refer Specifically to Women, 37th General Assembly	
UN Economic and Social Council: Resolutions and Decisions that Refer Specifically to Women	
IWTC MANUAL: Rights of Women: International Conventions Relating to Women	
DECADE PUBLICATIONS (SPANISH)	
Imágenes De Nairobi	
Noticias Sobre El Decenio 1	
Noticias Sobre El Decenio 2	
Noticias Sobre El Decenio 3	

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Section 5

IWTC ACTIVITIES AROUND THE UN DECADE FOR WOMEN

IWTC's support to the Decade for Women has taken two forms:

1. Direct participation and assistance in the planning, implementation and follow-up to the two major NGO Decade for Women world meetings (Copenhagen, 1980 and Nairobi 1985);
2. Ongoing commitment to collecting and disseminating information about United Nations and other multi-lateral initiatives and decisions relevant to the Decade for Women and, thus, to women's lives worldwide.

A shared and on-going objective of both aspects of IWTC's Decade activities is to make information about international trends and opportunities related to women and development, whether governmental or non-governmental, more accessible to women worldwide and, complementarily, to ensure that women have the opportunity to have input into these initiatives. Some of the ways in which IWTC achieves this objective include:

- publishing synopses and guides that report, in simple language, on international conventions, declarations and agreements;
- producing slide-tapes, posters, postcards and other highly visual materials that capture the essential thrust of a specific international gathering or agreement, as a means of stimulating interest and involvement of larger numbers of women worldwide;
- developing training and other resource materials that report on ways in which women's groups can use or have used international agreements and initiatives as the basis for their advocacy and activist strategies to pressure government's for legal, social and/or economic reforms.

IWTC's close proximity to the United Nations headquarters in New York, and its close links to all Decade-related activities, provide the rationale for the multiple roles it has played in this regard. See Appendix A for the list of publications that include IWTC resource materials produced to make information on UN Decade for Women policy and programme initiatives more widely available, as well as those materials produced specifically for the world meetings.

Finally, it is of note that IWTC is the repository of the archival material from the NGO world meetings in Mexico (1975), Copenhagen (1980) and Nairobi (1985). These archives include participant requests and registration forms, workshop requests and reports, fundraising and financial records, newspaper clipping files, and other historical information about the meetings that might be useful to those planning future international women's gatherings and/or analyzing the successes and challenges of those held previously.

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5.1. U.N. DECADE FOR WOMEN WORLD MEETINGS: Collaboration and Communication Materials

Between 1976 and 1986, IWTC was one of the main channels of communication for activities related to the U.N. Decade for Women World Conferences and NGO Forums in Copenhagen, 1980, and in Nairobi, 1985. IWTC's activities related to the world conferences of the Decade have included both communication/information activities before, during and after the events, as well as two-week long programmes during the actual meetings. For example, in 1980, IWTC organized **VIVENCIA** at the NGO Forum in Copenhagen, a space in which hundreds of workshops on communications, information and networking ran continuously throughout the period of the Forum; and, in 1985, IWTC co-organized **TECH AND TOOLS: An Appropriate Technology Event for Women at Forum '85**. (The evaluation findings on the 1985 **Tech and Tools** activities and publications are included in Section 4 of this report, entitled Technical Assistance and Training).

A variety of factors, including IWTC's proximity to the NGO Forum Planning Committee's offices, well-developed skills in computerizing mailing lists and creating data bases, and experience in developing communication strategies, figured in the close working relationship and multiple forms of assistance that IWTC offered to the organizing of the Nairobi NGO Forum. IWTC developed a 3-pronged communication strategy, prior to the Nairobi meeting to ensure the more involved and informed participation of women from the Third World in the meetings. In keeping with this commitment, IWTC:

- Developed and disseminated three series of special publications; **Decade Update** described the plans for the Nairobi conference as they evolved (40,000 copies distributed); **Decade for Women Information Resources** described conference events, contact lists, bibliographies, and conference summaries (19,000 copies distributed); and **What's Happening?** flyers described how to get to Nairobi, register, etc. (40,000 copies distributed) (Appendix A);
- Assisted the NGO Forum Planning Committee in such areas as computerizing participant and workshop lists, identifying resource people from women's groups worldwide, etc., thereby extending the reach of the Planning Committee as far as possible;

- Held briefings in the months prior to the NGO Forum, for Third World women and others who came to the IWTC offices for up-to-date information about how they could participate in the Nairobi meetings.

The data presented below applies primarily to materials and activities on behalf of planning for the UN Decade for Women world gatherings in 1985. No specific questions were asked in any of the 3 surveys about the effect of IWTC's role in preparing informational materials and events prior to the 1980 UN Decade meetings in Copenhagen.

How useful were IWTC's materials related to the 1985 Decade meetings?

In view of the numbers of resource materials IWTC produced before, during and after the UN Decade for Women world meetings in 1985, a number of questions were posed in both Survey 1 and Survey 2 to determine the extent to which IWTC's materials were viewed as useful. Among questions asked were:

How did respondents learn about the Decade for Women meetings?

Did they attend the meetings?

Are their organizations engaged in follow-up activities?

Data from Survey 2 indicated:

53% of respondents found out about the 1985 Decade for Women conferences through IWTC publications:

"The Decade Update series kept my organization informed about the Forum '85 and Nairobi Conference." (Tanzania/Survey 1)

21% actually attended the Nairobi conference:

"During the Kenyan conference, it (IWTC) was the only source that provided information about the NGO Forum." (Zimbabwe/Survey 1)

75% reported awareness of follow-up activities to the UN Decade for Women:

"As I am asked to speak regularly on...the outcome of the Decade, they (IWTC) provide resources not easily available elsewhere." (Barbados/Survey 3)

71% are actually involved in follow-up activities to the UN Decade for Women

"Your slide-tape presentation on the Nairobi Forum '85 helped to set the stage for discussion on the Status of Women at the 1986 European Guide Conference in Portugal." (Austria/Survey 1)

And, from Survey 1 we learned that:

16% of respondents ranked the special issues of **The Tribune** on United Nations Decade for Women meetings as most useful of all newsletter topics.

"It (IWTC) has opened the doors to contact with other international groups and participation in the Women's Conference." (Sri Lanka/Survey 1)

How did respondents perceive IWTC's role in spreading information about the Decade for Women generally?

Various respondents to Survey 3 offered the following insights into the effect of IWTC's communication role in publicizing Decade for Women activities generally:

"The Tribune Center has been able to work as a clearinghouse of information about the Decade. Without it we wouldn't have been informed of the programmes and strategies that have come out of the Decade Conferences." (Venezuela)

"I have been the beneficiary of a great deal of help from them, both in Copenhagen (1980) and in the preparation and execution of Forum '85. They have been one of the most useful groups with whom we are involved." (Costa Rica)

"It is difficult for me to conceive of the Decade without the Tribune Centre. Its role and contribution have been of critical importance to all that has happened. Some events could not have taken place without its involvement. Now that the Decade is over, their contribution is even more critical to keeping the momentum going."
(Barbados)

In looking at future roles that IWTC can play regarding the Decade for Women, one respondent to Survey 3 suggested that IWTC continue its work around the Decade by:

*"...promoting the **Forward-looking Strategies**, ensuring that women know about them, and suggesting ways for determining what their impact has been."* (Venezuela)

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- resource centr

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Section 6

IDEAS FOR THE FUTURE: A Preliminary Assessment Only

In the area of future directions and needs, the findings from the three surveys undertaken had much to offer. However, this section of the report needs a considerable amount of time for analysis and discussions in depth with many groups and people. It is therefore expected that this section will be expanded greatly during the coming year. The following comments and findings should be taken as preliminary only.

6.1. NEEDS OF IWTC'S CONSTITUENTS

Respondents to Survey 2 were asked one specific question about what they would need to strengthen their organization's work with women, and several other specific questions about the kinds of information that would be most useful to them.

Respondents from Survey 3 were asked specifically about needs that they saw in the area of:

- future information
- training
- computers, and
- resource centres

As collaborators, it was considered that they would have more in-depth knowledge of IWTC's capabilities. It should be noted that the majority of Survey 3 questions were posed in the context of future needs to which IWTC could respond, so answers may have been affected by their perceptions of IWTC's capabilities.

No questions in Survey 1 were designed to elicit specific statements about respondents' future needs.

Comments from Survey 2 and Survey 3 are described below.

What training and technical assistance needs did respondents identify?

Both Survey 2 and Survey 3 respondents mentioned training as a critical and consistent need. In Survey 2, types of training that were consistently identified included:

- leadership training
- human resources training
- training in business skills
- consciousness-raising
- training in practical skills, and
- training of organizers

When asked specifically about use of computers in their organizations, of those respondents to Survey 2 whose organizations used computers:

- Seventy-four percent (74%) indicated that more training in use of computers was needed
- Forty percent (40%) suggested that the Tribune Centre should provide training in use of computers, and 21% suggested that IWTC should produce and disseminate training manuals related to using computers.

Survey 3 participants also mentioned various types of training that they would find useful. These included:

- workshops in production of materials
- international training programmes on communications skills and new technologies
- management training, and
- training for Third World women's centres on how to use computers.

What information and communication needs did respondents identify?

The majority of comments made related to information/communication needs focused on the *types* of information that respondents felt they needed.

Amongst types of information identified as important to the future work of respondents to Survey 3 were:

- more publications in local languages
- contact lists, with names and addresses, of women involved in media
- more examples of strategies that women have used in specific regions that have proven successful, and
- more information on scholarships and other opportunities for Third World women

Questions posed in Survey 2 about resource centres revealed interesting data about documentation of relevance to women. Fifty-six percent of respondents' organizations had a resource centre containing information on women's issues. Of those whose organizations did not have such a resource centre, 58% felt there was a need for one. No other questions were asked regarding resource centres, so it is not possible to determine what needs, if any, exist regarding creating and maintaining these collections.

In Survey 2, twenty-seven percent (27%) indicated that more direct communications and information were needed for them to adequately participate in continuing initiatives of the UN Decade for Women.

What specific thematic areas were identified as priority future needs?

The majority of respondents to Survey 2 identified funding, when asked what they needed to strengthen their organization's work with women.

Survey 3 respondents identified:

- work with low-income women on income-generating projects

- more intensive work with the poorest women, since their numbers are growing so rapidly
- the need to establish a link between feminist theory and the actions women are taking worldwide
- more analysis of the relationship that exists between grass roots groups and support centres
- more information on appropriate technology
- strategies for confronting discrimination against women in political life
- more information on the plight of women and children as refugees, victims of war and armed conflicts, and
- the need for women's projects to have a productive bias rather than a welfare bias.

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●25% work excl
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6.2. HIGHLIGHTS OF EXTERNAL EVALUATION FINDINGS

This section will highlight those findings of the external evaluation that seem to be most pertinent to IWTC's programme, both retrospectively and in considerations of the future. The data presented below is intended to encapsulate the various factors discussed in the previous five sections, in preparation for Section 6.3. to follow, which discusses implications of the findings on future considerations for planning IWTC's services and activities.

ABOUT THE IWTC CONSTITUENCY...

THEY ARE INDIVIDUALS, MOSTLY WOMEN, WHO ARE EXPERIENCED, COMMITTED ACTIVISTS,

- 48% have worked on women's issues for 8 or more years
- 86% are active with two or more organizations with a concern for women
- 58% are in the 30 - 45 year age range

THEY WORK PRIMARILY IN ORGANIZATIONS WITH PROGRAMMES DIRECTED TOWARD THE RURAL AND URBAN POOR..

- 81% of the organizations work with low-income people
- 34% offer direct services to the community, 58% provide both direct and indirect
- 81% offer training programmes
- 25% work exclusively in rural areas, 56% work in both urban and rural areas

ABOUT THE USE OF IWTC MATERIALS BY THE CONSTITUENCY

THE TRIBUNE, A NEWSLETTER DESIGNED TO BE USED AND SHARED BY AN ACTIVIST AUDIENCE...

- an overwhelming majority share **The Tribune** with others...94% in Survey 1, and 90% in Survey 2
- approximately one-third use it as a training material...44% in Survey 1, and 32% in Survey 2
- over half, 54%, use it as a basis for group discussion
- 61% use it as background material for their own presentations
- 21% reproduce it and 8% translate it into their own languages
- 21% stated they had written away for materials mentioned in the newsletter

IN SHORT, PEOPLE ACTUALLY DO THINGS WITH THE NEWSLETTER. IN FACT...

- 67% of respondents see **The Tribune** as quite helpful to their work

THE DATA OFFERED INSIGHTS INTO WHAT TYPE OF INFORMATION AND WHAT KIND OF MATERIALS THE CONSTITUENTS FIND ARE OF MOST USE AS WELL AS WHAT SUBJECT AREAS ARE OF GREATEST INTEREST...

- information on women's projects and issues is considered the "most useful" type of information in **The Tribune**
- training materials, practical "how-to" manuals and resource guides are considered the most useful types of materials

- information about economic issues, i.e. small business and marketing, is considered the subject of greatest interest

THE EMPHASIS ON ECONOMIC ISSUES AND PRACTICAL INFORMATION IS ALSO REFLECTED IN CONSTITUENTS SELECTIONS OF "MOST USEFUL" PUBLICATIONS'

- small business/marketing was considered the "most useful" topic covered by **The Tribune**
- **Ideas on Proposal Writing and Women and Small Business** were considered to be potentially useful by the greatest number of English-language respondents
- **Mi Proyecto: Como Financiarlo**, a training manual on financial management and fund-raising was considered to be potentially useful to the greatest number of Spanish-language respondents

INSIGHTS WERE GLEANED ABOUT THE VALUE RESPONDENTS PLACE ON MAKING CONTACT WITH EACH OTHER, IN NETWORKING...

- the ability to network and increased contacts with others was one of the two most valued aspects of collaboration with IWTC mentioned by Survey 3 respondents
- the **Information Kit for Women in Africa** was viewed as potentially useful by more than two-thirds of the respondents in Africa

AND ABOUT THE IMPORTANCE OF OTHER TYPES OF SUPPORT AND ASSISTANCE OFFERED BY IWTC...

- 53% of respondents found out about the UN Decade for Women conferences held in 1985, through **The Tribune**, IWTC's newsletter
- access to skills and expertise along with an ability to network were the two most valued outcomes of working with IWTC mentioned by Survey 3 respondents

RESPONDENTS WERE ALSO ASKED TO IDENTIFY THE ONE ITEM THAT WOULD ENABLE THEIR GROUP TO WORK MORE EFFECTIVELY...

- funding was the most frequently identified need of respondents in Survey 2; followed by
- training...on a wide range of issues

THROUGHOUT THE SURVEY, THE FINDINGS REVEALED THAT THE DECADE FOR WOMEN HAS MADE A DIFFERENCE...

- one-third of all organizations have a women's programme officer
- over half, 56%, have resource centres with materials specifically on the development needs of women
- three-fourths of the respondents are aware of follow-up activities to the UN Decade for Women, and
- 71% of the respondents are themselves active in these follow-up programmes to the Decade
- 21% of IWTC's constituency are under 30, they represent a younger generation of activists concerned with issues affecting women

6.3. FUTURE DIRECTIONS FOR IWTC

While the emphasis of the evaluation was on looking at the relative use and value of the information and services that IWTC offered to its constituency in the period from 1976 - 1986, many ideas about future programme priorities and directions can be extrapolated from the responses. In the paragraphs below, IWTC's stated objectives will be related to summaries of the findings mentioned in previous sections, along with a projection of how these findings might indicate future programmatic adaptations and/or directions for the organization.

Please note that, as stated in the introductory section of this evaluation, IWTC has developed five objectives as guidelines for its work. For the purposes of this summary, the objectives have been grouped in terms of their relevance to the findings.

Objective 1: To provide a communications link for the sharing of information, ideas and resources among those working on behalf of women.

and

Objective 4: To link together groups and individuals who are working on similar research, action or advocacy activities.

What do the findings tell us?

IWTC's constituents reflect the target audience that IWTC is trying to reach. The data shows that;

- Thirty one percent (31%) of Survey 1 respondents and 40% of Survey 2 respondents work in women specific organizations.
- Sixty percent of Survey 2 organizations serve both men and women.

Even in organizations whose constituents are not primarily women, special efforts are being made to focus on the role of women in the development process as indicated by the large percentage of organizations with a women's programme officer or department (34%), and/or a

resource centre that contains materials specifically on the development needs of women (56%).

The evaluation findings also indicate that IWTC is providing a communications link for these groups. Available data suggests that the main way in which it serves this purpose is through **The Tribune**. The extent to which Survey 2 respondents use the newsletter to find out about women's issues worldwide (69%), to share information on women's issues (63%) and to share information on women's projects (53%) is a strong indication of **The Tribune's** function as a linking vehicle.

What does the data suggest about the future?

Various specific comments from Surveys 1, 2 and 3 offer ideas on programmatic adaptations or revisions that IWTC may consider in its efforts to link groups working on similar issues. Amongst specific suggestions were:

- a) Inclusion of a section in **The Tribune** on questions and answers, through which readers could communicate directly with each other
- b) Provision of more in-depth information about successful women's projects
- c) More in-depth information on women's activities in specific world regions, picking up on work begun with the regional resource books.

Additionally, interpretation of some of the responses to questions about contact lists, (56% of Survey 1 respondents find contact lists useful, while only 21% of respondents actually made contact), suggests that any actions IWTC can take to make it easier for groups to write or to make contact in other ways could be extremely useful. Inclusion in **The Tribune** of pre-printed information request cards, which groups could send to request information, and increased co-sponsorship of international exchanges or meetings are amongst various ideas that might address this issue.

Finally, the growing use of computers worldwide, the expressed interest of so many of the respondents in Surveys 2 and 3 in additional training in this area, and the experience that IWTC has already acquired in providing women's groups with computer know-how and resources are elements that could be considered in formulating more regular and accessible training programs. Presumably, with these computer skills, groups would find it easier to make contact and share information.

Objective 2: To strengthen the institutional capabilities of women's groups that work as advocates of change.

and

Objective 5: To increase women's access to information and support their efforts to make best use of that knowledge.

What do the findings tell us?

The comments from collaborators that responded to Survey 3 provide the most substantive information on this objective of the Tribune Centre. The majority of respondents rated as the two most frequent outcomes of working with IWTC to be:

- access to skills and expertise, and
- an increased ability to network and make contacts.

This would indicate that these two objectives are being served. Further comments indicate that the specific types of skills and expertise being acquired include:

- a) improved access to donor agencies and greater facility at writing proposals
- b) skills at organizing training workshops and developing training materials
- c) greater familiarity with training techniques and issues related to marketing and economic development
- d) development of communication strategies
- e) computer skills and familiarity with other women's groups using computers.

Other types of assistance provided by IWTC that were mentioned as being valuable were:

- f) help with identification of problems, and
- g) assistance in building regional networks.

The comments made in relation to the acquisition of these skills indicate that the respondents feel that contact with IWTC does add new dimensions to their programmes and capabilities.

What does the data suggest about the future?

The findings from all three surveys speak strongly for an acceleration of IWTC's role as a collaborator in:

- the development of training materials
- the training of women's groups in specific skills
- funding and financial development
- computer skills and information

The fact that funding was mentioned by the majority of respondents to Survey 2 when asked what they needed to strengthen their organization's work, is an indication that IWTC is on the right track in putting a strong emphasis on publications and activities that more widely distribute information and skills related to financial development. Likewise, a continued emphasis on spreading information and skills related to computers is also supported by the data.

The high rate of respondents whose organizations engage in training (81% of respondent organizations in Survey 2) suggests that IWTC may want to expand the work it does in providing information and skills directly related to training women.

Finally, another key to the fulfillment of this objective seems to be the direct, collaborative work that IWTC is able to do with women's groups. Throughout Survey 2 and 3, comments were frequently made about the need for even closer working relationships and more collaboration. Requests were also registered for IWTC involvement in the organization of specific skill training workshops that bring women from different countries and regions together.

Objective 3: To support groups working to ensure that the contributions of rural and urban women to development are recognized and to promote the participation of women in all aspects of decision- and policy-making related to development policies and plans.

What do the findings tell us?

An important finding of Survey 2 was that 60% of respondents work with organizations that serve the needs of both men and women, and that 50% of respondents to Survey 1 work in organizations involved in community development. This would indicate that there is a significant amount of integration in the projects and programmes in which respondents are involved and that the materials are used in a manner which, ultimately, will affect users' perceptions of women's contributions to and participation in development.

The high level of interest that respondents in both Survey 1 and 2 showed in IWTC materials covering mainstream development issues -- i.e., appropriate technology and small business development -- may indicate that these materials are being used to support efforts to involve rural and urban women in these types of projects. Data to support this idea may also be found in indications of how many users of IWTC materials either replicate them, use them in groups discussions and as background materials for their own presentations. For instance, amongst Survey 1 users of the newsletters, 21% reproduce sections, 54% use it for group discussions and 61% use it as background material for their own presentations.

It is more difficult to relate the findings about IWTC services directly to their effect on promoting the participation of women in aspects of development decision- and policy-making. No direct questions were asked that would have elicited direct comments related to this part of the objective. The 16% of respondents to Survey 1 (21% English-speaking and 9% Spanish-speaking) who found the special editions of **The Tribune** on UN Decade for Women related activities and events most useful of all newsletters, may represent the part of the constituency that has the greatest interest in and access to bilateral and multilateral agencies and, thus, may make greater use of materials IWTC produces to increase women's abilities to use these initiatives to influence policies and programmes.

What does the data suggest about the future?

IWTC's commitment to producing strong, positive images and information about women's multiple roles and capabilities seems to effectively serve its constituency in activist, advocacy and educational programmes on behalf of women. There seems to be general agreement that this aspect of IWTC's work needs to continue.

Several respondents to Survey 3 suggested that IWTC work more in the policy arena. Their suggestions that IWTC attempt to exert more direct influence through donor agencies and through lobbying in the USA as

ways of promoting increased access for Third World women to decision-making and policy-making bodies is an area that may deserve more careful consideration and strategizing.

The suggestion by one Survey 3 respondent that IWTC and other international groups working on behalf of women, meet annually to ensure that there is no replication of effort, indicates an activity that may contribute to the formulation of more effective and targeted strategies for influencing policy-makers. The development of more training manuals that describe practical strategies for advocacy and pressure groups may also contribute to the fulfillment of this objective.

IWTC PUBLICATIONS

- IWTC's Newsletters
- Networking and Technical Assistance
- IWTC Activities
- Other Types of Activities
- IWTC Workshops
- Internships.....

IWTC BOARD OF DIRECTORS

IWTC INTERNATIONAL

IWTC STAFF.....

INTERNATIONAL EVALUATION

SURVEY INSTRUMENTS

- Survey 1.....
- Survey 2.....
- Survey 3

METHODS AND LIMITATIONS

PREVIOUS EVALUATIONS AND PUBLICATIONS

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APPENDIX A

IWTC'S NEWSLETTER: THE TRIBUNE

#	TITLE	PAGES	DATE	PRINT RUN
1.	Women's Activities Around the World	16	9/76	2,000
2.	Special Publications about Women's Activities	16	10/76	2,500
3.	Projects from Nine World Regions	18	1/77	3,000
4.	Women, Marketing, and Small Industries	17	3/77	3,000
5/6.	Rural Women	32	1/78	3,500
7.	Women and Appropriate Technology	32	7/78	3,500
8.	Women and International Year of the Child	32	1/79	4,000
9.	Women and Appropriate Technology, Part II	32	4/79	4,000
10.	Women and Food Production	32	8/79	4,000
11.	Copenhagen: NGO Forum	24	1/80*	4,500
12.	Copenhagen: Health, Education, Employment	32	2/80*	4,500
13.	Women's Network	32	3-4/80*	4,500
14.	Women and Media	30	1/81*	5,200
15.	Women, Money and Credit	32	2/81*	6,000
16/ 17.	Women Organizing	48	3-4/81*	6,000
18.	Women Making Money	32	1/82*	6,000
19.	Women's Centres Worldwide	40	2/82*	6,500
20.	Women and Water	40	3/82*	7,000
21.	Women and Graphics: A Beginner's Kit	64	4/82*	7,000
22.	The Decade for Women... 1985 and Beyond	40	1/83*	8,000

#	TITLE	PAGES	DATE	PRINT RUN
23.	Women and Media 2	40	2/83*	6,500
24.	Women Moving Appropriate Technology Ahead	40	3/83*	6,500
25.	Women and More Graphics	40	4/83*	6,500
26.	The Decade for Women... 1985 and Forward	40	1/84*	6,500
27.	Technology and Small Business: Women's Perspectives	32	2/84*	6,500
28.	Women and Water, Part 2	40	3/84*	6,500
29.	Finding Our Own Way: Participatory Training Activities for Women Worldwide	32	4/84*	6,500
30.	Reviewing the Decade for Women	32	1/85*	7,000
31.	Women and Marketing	32	2/85*	7,000
32.	Peace is a Women's Issue	40	3/85*	7,000
33/			4/85*	
34.	Women and Funds	60	1/86	7,000
35.	Women, Work and Trade Unions	40	2/86*	7,000
36.	Food Technologies: A Woman's Issue	48	3/86*	7,000

* Stated in quarters, not months

NEWSLETTER COLLECTIONS

A.	Women Organizing	114	1984	3,000
B.	Women Using Media for Social Change	106	1984	3,000
C.	Women and Small Business	116	1986	3,000
D.	Women Taking Hold of Technology	116	1984	3,000
E.	La Mujer y la Pequeña Empresa	115	1985	2,000

LA TRIBUNA (Spanish)

#	TITLE	PAGES	DATE	PRINT RUN
1.	Actividades de la Mujer en América Latina	32	6/78	1,000
2.	El Año Internacional del Niño	32	1/79	2,000
3.	La Mujer y la Tecnología Apropriadada	32	5/79	2,500
4.	La Mujer y la Producción de Alimentos	32	9/79	2,500
5.	El Foro de Copenague	24	7/80	3,000
6.	La Mujer, la Salud, el Empleo y la Educación	32	2/80*	3,000
7.	Redes de Comunicación de la Mujer	32	3-4/80*	3,000
8.	La Mujer y los Medios de Comunicación	32	1/81*	3,800
9.	La Mujer el Dinero y el Crédito	32	2/81*	3,800
10/ 11.	Las Mujeres se Organizan	48	3-4/81*	3,800
12.	La Mujer y el Dinero	32	1/82*	4,200
13.	Centros de Recursos	40	2/82*	4,200
14.	La Mujer y el Agua	40	3/82*	4,200
15/ 16.	La Mujer y el Diseño	70	1/83	4,200
17.	La Mujer y los Medios de Comunicación #2	40	2/83*	4,500
18.	La Mujer Impulsa la Tecnología Apropriadada	40	3/83*	4,500
19.	La Mujer y Otros Diseños	40	4/83*	4,500
20.	La Tecnología y la Pequeña Empresa:	32	1/84*	5,200
21.	El Decenio para la Mujer	32	2/84*	5,200
22.	La Mujer y el Agua 2	32	3/84*	5,200

#	TITLE	PAGES	DATE	PRINT RUN
23.	Buscando Nuestro Camino	32	4/84*	5,200
24.	Examen y Análisis del Dcenio para la Mujer	32	1/85*	5,200
25.	El Mercado: ¿Qué es y por qué es necesario para la Mujer?	32	2/85*	5,200
26.	La Paz ...es un Asunto de Mujeres	40	3/85*	6,000
27/28.	Las Mujeres y la Financiación	60	4/85* 1/86	6,000
29.	La Mujer, el Trabajo y los Sindicatos	40	2/86*	6,000
30.	La Mujer, y las Tecnologías de Alimentos	48	3/86*	6,000

* Stated in quarters, not months

NETWORKING AND I
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RESOURCE BOOKS
...
Resource Book Focusing
... Development
... Resource Book
... Resource Book
... for Women in
... Kit for Women
... Available Since...
NETWORKING PUBLICATIONS
... Are the Women?
... Worldwide:
... Directory
... International Media
... Reference Report
... International Media Network:
...
... International Media Network:
...
... Mujeres Espacios
... (Spanish)
NOTES
...
... Review of Regional
... 1977-1982
... Materials for Women:
... Possibilities for
...
... Share

NETWORKING AND REGIONAL COLLABORATIVE ACTIVITIES

REGIONAL RESOURCE BOOKS

TITLE	PAGES	DATE	PRINT RUN	COLLABORATOR
Caribbean Resource Book Focusing on Women in Development	239	1978	1,000	NAS - 1980 WAND
APCWD Women's Resource Book 1978	234	1978	1,000	NAS-1979 APCWD
APCWD Women's Resource Book 1979	356	1979	1,000	NAS-1981 APCWD
Information Kit for Women in Africa	192	1981	5,000	NAS - 1983 ATRCW
Caribbean Resource Kit for Women	320	1982	2,000	WAND

NAS = Not Available Since...

OTHER NETWORKING PUBLICATIONS

Where on Earth Are the Women?	105	1978	500	
Women's Centres Worldwide: Preliminary Directory	28	1982	500	
Women's International Media Network Conference Report	26	1982	200	
Women's International Media Network: Network Contacts	12	1982	1,000	
Women's International Media Network: Participants	19	1982	500	
Centros de Mujeres: Espacios de Mujeres (Spanish)	215	1986	1,000	Flora Tristan Peru

WORKING NOTES

TITLE	PAGES	DATE	PRINT RUN
A Report and Review of Regional Resource Books: 1977 - 1982	31	1983	100
Regional Resource Materials for Women: Prospects and Possibilities for Collaboration	6	1983	100
Information to Share	16	1982	100

TECHNICAL ASSISTANCE AND TRAINING

TITLE	PAGES	DATE	PRINT RUN	COLLABORATOR
Ideas on Proposal Writing and Financial Technical Assistance	80	1980 1987	4,500	
The Tech and Tools Book: A Guide to Technologies Women are Using Worldwide	190	1986	6,000	ITDG
Clip Art: Feminist Logos	20	1986	1,000	
Clip Art: Rural Women in Action	24	1986	1,000	
Movilizando La Mujer	287	1980	2,500	
Mi Proyecto: Como Financiarlo	300	1983	1,000	

WORKSHOPS/MEETINGS

Funding Issues for Women's Projects	24	1980	200	New Transcency
Sisters of Invention: Report on the Asian and Pacific Women's Small Technologies and Business Forum	28	1983	1,000	YWCA
The Tech and Tools Report	24	1985	200	

WORKING NOTES

IWTC and Its CPT: The Story of A Small International Women's Organisation and Its Word Processor	12	1983	100	
IWTC and Its Word Processor: What We Would Have Done Differently Had Hindsight Been Foresight	9	1984	100	

IWTC ACTIVITIES AROUND THE UN DECADE FOR WOMEN

DECADE PUBLICATIONS

#	TITLE	PAGE	DATE	PRINT RUN
DECADE UPDATE SERIES 1-5				
1	What is Decade Update?	4	3/84	7,000
2	Forum '85. Going & Staying	4	9/84	7,000
3	Forum '85. What to Expect What Not To Expect	4	3/85	8,000
4	Forum '85. Countdown	4	6/85	6,500
5	Decade Post Date: Women of the World Gather in Nairobi	8	11/85	7,500

DECADE FOR WOMEN INFORMATION RESOURCES 1-6

1	Bibliography	22	6/84	1,000
2	Women's Periodicals	34	10/84	1,200
3	Special Issues of Periodicals	34	11/84	1,000
4	Forum '85 Activities List	70	5/85	14,000
5	Images of Nairobi	60	6/86	2,000
6	Women Write About Nairobi	52	9/86	1,000

WHAT'S HAPPENING MEMOS 1-10

1	Useful Addresses	2	11/84	500
2	Legal and Constitutional Issues	2	4/85	500
3	Media Part I: for Journalists	2	4/85	500
4	Media Part II: for Journalists	2	4/85	500
5	Resources for U.S. Women	2	4/85	500
6	Proposed Activities for Forum '85	2	5/85	500
7	Media Notes I	2	6/85	500
8	Media Notes II	2	6/85	500
9	Some Highlights of Forum '85	2	6/85	500
10	Practical Information...	2	6/85	500

DECADE PUBLICATIONS (continued)

TITLE	PAGE	DATE	PRINT RUN	COMMENT
UN DECADE ACTIVITIES				
UN Resolutions and Decisions that Refer Specifically to Women, 36th General Assembly	28	1982	500	NAS - 1984
UN Resolutions and Decisions that Refer Specifically to Women, 37th General Assembly	51	1983	500	NAS - 1984
UN Economic and Social Council: Resolutions and Decisions that Refer Specifically to Women	38	1983	500	NAS - 1985
Rights of Women: International Conventions Relating to Women	160	1983	500	NAS - 1984

NAS = Not Available Since

DECADE PUBLICATIONS (SPANISH)

Imágenes De Nairobi	64	1986	1,000	
Noticias Sobre El Decenio 1	4	1984	5,000	
Noticias Sobre El Decenio 2	4	1984	5,000	
Noticias Sobre El Decenio 3	4	1984	5,000	

OTHER TYPES OF

SLIDE/TAP

FRAME

Women's Year 80
 Women 80
 Speak Out 80
 Meet Together: 80
 Technology: 80
 80
 80
 160

POSTER

POSTCARD

80
 appropriate for Women, 80
 No Country
 Their Pots
 Printing Presses
 Credit is Due

CATIONS (continued)

DATE	PRINT RUN
1982	500
1983	500
1983	500
1983	500

OTHER TYPES OF PRODUCTIONS

SLIDE/TAPES

TITLE	FRAME	DATE	COPIES
The International Women's Year Tribune, 1975	80	1975	50
Declaration of American Women	80	1977	50
Caribbean Women Speak Out	80	1978	50
Women of the World Meet Together: Copenhagen Forum 1980	80	1980	50
Women and Appropriate Technology: The Guyana Experience	80	1980	100
The Issue is Women	80	1982	50
Women Celebrate the Decade	80	1986	100
Images of the Decade	160	1986	100

POSTERS

#	TITLE	DATE	COPIES
1.	Information Is Power	1985	500
2.	If It's Not Appropriate for Women, It's Not Appropriate	1985	3,000
3.	As A Woman I Have No Country	1985	1,000
4.	And They Shall Beat Their Pots and Pans Into Printing Presses	1985	1,000
5.	Give Credit Where Credit is Due	1985	2,000

POSTCARDS

#	TITLE	DATE	COPIES
1.	Information Is Power	1986	500
2.	If It's Not Appropriate For Women, Its Not Appropriate	1985	5,000
3.	As A Woman...	1985	5,000
4.	And They Shall Beat Their Pots and Pans Into Printing Presses	1985	5,000
5.	Give Credit Where Credit is Due	1985	5,000

CATIONS (SPANISH)

1986	1,000
1984	5,000
1984	5,000
1984	5,000

POSTCARDS (Spanish)

1.	No Mas Porque Somos Ma	1986	3,000
2.	La Violencia Contra La Mujer Es La Guerra Perpetua	1986	3,000
3.	Si No Es Apropiada Para La Mujer No Es Apropiada	1986	3,000

IWTC WORK

Themes/subjects

Latin America	Integration Women in I (Communic
Pacific	Low-cost me developmen
Latin America	Communica strategy dev ment for A.
Latin America	Communica strategy dev ment for A.
Scandinavia (Copenhagen)	VIVENCIA, working cen for participi at NGO For
Pacific	Low-cost m developmen for A.T.
Latin America	Media wksh for Family Educators
Latin America	Appropriate nology Edu Materials
Latin America	Identifying developing ches to fun agencies
Pacific	Communic Workshop
Latin America	Project dev workshop
Latin America	Project dev workshop

IWTC WORKSHOPS: 1977- 1986

<u>Date</u>	<u>Place</u>	<u>Theme/subject</u>	<u>Collaborator</u>	<u># participants</u>
In the region:				
6/77	Barbados Caribbean	Integration of Women in Dev. (Communications)	WAND	25 women & men
1/78	South Pacific	Low-cost media development	World YWCA	50 women
1/80	Guyana Caribbean	Communications strategy develop- ment for A.T.	Women's Revo- lutionary and Socialist Movement	50 women
4/80	Jamaica Caribbean	Communications strategy develop- ment for A.T.	WAND	30 women and men
7/80	Global (held in Copenhagen)	VIVENCIA, net- working center for participants at NGO Forum	NGO Planning Cttee	2,500
8/80	South Pacific (Fiji)	Low-cost media development for A.T.	South Pacific Commission/ CETC	40 women fr S. Pacific
11/80	Antigua Caribbean	Media wkshp for for Family Life Educators	Pan American Health Org	11 field workers
4/81	Fiji, S. Pacific	Appropriate tech- nology Educational Materials Dev.	South Pacific Commission/ CETC	40 women fr. S. Pacific
5/81, 4/82	Colombia Lat. America	Identifying and developing approa- ches to funding agencies	Federación Nacional de Cafeteros	30 women & men from 13 groups
1982	Kenya	Communications Workshop	World YWCA	30 women
7/82	Zimbabwe Africa	Project development workshop	ATRCW	40 women
4/82	Costa Rica L. America	Project development workshop	Instituto Nacional de Aprendizaje	30 women

<u>Date</u>	<u>Place</u>	<u>Theme/subject</u>	<u>Collaborator</u>	<u># participants</u>
6/83	Cuba L. America	Project Development workshop	Fed. de Mujeres Cubanas	40 women
11/83	Philippines Asia	Small business & A.T. workshop	World YWCA Approtech-Asia	30 women from 16 Asia/Paci- fic countries
7/85	Nairobi/Global	Tech and Tools An A.T. event	World YWCA ATAC	6,400
3/86	Venezuela	Marketing skills for low-income women	Círculos Feme- ninos Populares	25 women

In New York/Washington D.C.:

8/77		Low-cost media development		Francophone Africa
1979		3 low-cost media workshops		60+ parti- cipants all 3rd world regions
1979		2-week wkshp on Information, Comm. and Networking		16 women from all 3rd world regions
2/81		Low cost media dev- elopment	AHEA	15 women from 12 countries
1982		Women's interna- tional media net- work workshop	Women's Institute for Freedom of the Press	70 women
11/84 and 2/85		Training on micro- computers		8 women from 8 countries

(NOTE: In addition to specific workshops listed above, IWTC regularly organizes a minimum of 2 half-day workshops annually for 40 participants from developing countries brought to the United States by the Centre for Development and Population Activities (CEDPA). During most years, an additional 2 - 4 full day workshops are organized for other US and Canadian NGOs that bring participants from developing countries to the United States.)

INTERNSHIPS

1980 3 mon.	Ethiopia	development of Info. Kit for Women in Africa	ATRCW	Mekdes Gebre Medhin
7/81 3 mon.	Barbados Caribbean	development of Caribbean Resource Kit	WAND	Lesley Whatley
8/81 1 mon. each	Belize Caribbean	Funding skills & resource centre development	Belize Org. for Women	Zoila Ellis Kaye Vernon
1982 2 mon.	Papua New Guinea	Project develop- ment intern		Pauline Onsa
1983 2 mon.	Philippines Asia	Project develop- ment training	Association for Community Educ. Services	Celia Santos
1983 1 mon.	Nicaragua and Cuba	Low-cost media and project development	Federación de Mujeres Cubanas/ AMNLAE	Carolina and Magda Enriquez
1984 summer	India	student intern	Mt. Holyoke	Mallika Dutt
1985 3 mon.	Perú	Development of women's centre directory	Flora Tristán	Roxana Carrillo

(NOTE: In addition to interns and associates from developing countries, IWTC frequently hosts 1 - 3 interns yearly from local universities and high schools. These are students with an interest in development and Third World women's issues.)

APPENDIX B

IWTC BOARD OF DIRECTORS

IWTC's Board of Directors is an international group. Its composition augments IWTC's outreach into the Third World, the United Nations system, a variety of academic disciplines, and other nongovernmental organizations.

Noreen Clark, President: Dr. Clark is Professor and Chair of the Department of Health Behaviour and Health Education at the University of Michigan School of Public Health. Dr. Clark has developed and conducted programmes in non-formal education in the U.S., Africa, and Asia. She is the Editor of Health Education Quarterly and an Associate of the Synergos Institute. Dr. Clark serves on the Board of Directors of the Freedom from Hunger Foundation and Family Care International.

Rose Catchings, Vice-President: As Executive Secretary for the Ministry of Women and Children, World Division, United Methodist Church of the USA, Ms. Catchings has worked extensively with church members and community developers in the U.S. and abroad on human assistance programmes, administering a large budget of church funds.

Cecilia Lotse, Treasurer: Ms. Lotse, from Sweden, is a Funding Officer with the Programme Funding Office of UNICEF. Prior experience includes special assignments with: The UN Development Fund for Women (UNIFEM) to develop public information materials for the promotion of the participation of women in development; the Rockefeller Foundation as Coordinator of Development Review; and the UN Development Programme, as a country officer with the UN Capital Development Fund, recruitment officer, and as a programme officer in Botswana.

Anne S. Walker, Executive Director: (See IWTC Staff Appendix D)

Dame Nita Barrow: Dame Nita is currently the Ambassador for Barbados to the United Nations. In 1985, she was Convener of the NGO Forum for the Decade for Women in Nairobi, coordinating the activities of NGO Planning Committees in New York, Geneva, Vienna and Nairobi. She is President of the International Council on Adult Education, Former President of the World YWCA, one of the Presidents of the World Council of Churches, and a member of the Commonwealth Eminent Persons Group on the question of South Africa. Dame Nita retired in 1983 from a distinguished career as Director of the World Council of Churches Medical Commission in Geneva.

Lourdes Benería: Dr. Benería, originally from Spain, is Professor of City and Regional Planning and Women's Studies at Cornell University, USA. Major areas of interest include: Labour economics, international economics and economic development, and a wide range of women and development issues. She is also the Director of the Program on International Development and Women at Cornell. Dr. Benería served as a member of the Committee on the Status of Women in the Economics Profession, American Economics Association, during 1984-87.

Cecily Cannan-Selby: Dr. Selby is Professor of Science Education at the New York University School of Education, Health, Nursing and Arts Professions and Chairperson of the Department of Mathematics, Science and Statistics Education. She is an author, speaker and teacher with an extensive background in science, education, management and communications. Her previous experience includes: Co-Chair, National Science Board Commission on Pre-College Education in Science, Mathematics and Technology, Chair of the Education Committee, New York Hall of Science and National Executive Director of the Girl Scouts, USA. Dr. Selby currently serves as a trustee of several institutions of higher learning and as a director of US corporations.

Ruth Engo: Dr. Engo is from Cameroon. She has worked with the Government of Cameroon as head of social problems in the Department of Labour, technical advisor to the Ministry of Labour, and more recently as Director of Labour. Since March 1976, she has been editor in chief of the magazine "Le Monde du Travail" (The World of Labour). Dr. Engo participated in the 39th Session of the UN General Assembly representing Cameroon on the Third Commission on matters pertaining to International Youth Year and the status of women. She is presently a consultant with the United Nations Development Fund for Women (UNIFEM).

Doris Hess: Dr. Hess' expertise is in the area of communications and organizational development. She is with the Board of Global Ministries of the United Methodist Church of the USA, and lived and worked in the Philippines for 10 years. She is actively involved in supporting the development of women and media networks worldwide.

Ceciwa Khonje: Ms. Khonje, from Zambia, is Chief of the African Unit of United Nations Radio. As a broadcaster and television producer/director, she has been editor of Africa Desk, Radio Netherlands World Service, Executive Director of Multimedia Zambia, and has worked as a free-lance correspondent for the BBC and the Voice of Germany. Ms. Khonje has produced and directed films, among them a film on women's income-generating projects run under the auspices of the YWCA of Zambia.

Shirley Malcom: Dr. Malcom, an ecologist by training, is Program Head of the Office of Opportunities in Science, American Association for the Advancement of Science, Washington, D.C. Her responsibilities include the promotion of programmes designed to enhance the status of, and increase the number of women, minorities and disabled persons in the fields of science, engineering and technology. At both the national and international level, Dr. Malcom has been active in encouraging the development of intervention programmes for girls in science and technology.

Marcia Pinkett-Heller: Ms. Heller is Assistant Professor of Health Sciences at Jersey City State College in Jersey City, New Jersey. Her previous teaching positions include Director of Science and Technology and Career Development at Passaic Community College and Assistant Professor in the School of Public Health at Columbia University. Her international experience includes work in Colombia and Venezuela as well as in the Caribbean.

APPENDIX C

IWTC INTERNATIONAL ADVISORY COMMITTEE

The IWTC International Advisory Committee was set up in the early days of the Tribune Centre, and represents women from several of the groups and committees with which IWTC was first associated. In particular, several of the members were participants and leaders at the International Women's Year World Conference and Tribune in Mexico City, 1975, from which the idea to form an international women and development "clearing-house" of information for women involved in development projects, first came.

The International Advisory Committee is presently undergoing a reorganization as part of IWTC's overall evaluation and consolidation programme. Individuals are being sought from each of the world regions with which we work, who would be able to collaborate with IWTC Staff and Board in the planning and development of activities within each of IWTC's four major issue areas: Women Organizing; Communication Support Services; Community Economic Development; and Appropriate Technology.

The following have been members of IWTC's International Advisory Committee from 1976 - 1988, and we thank them most sincerely for their interest and support through these years:

1976-1988

Ryoko Akamatsu.....	Japan
Peggy Antrobus.....	Barbados
Brigalia Bam.....	S. Africa
Ela Bhatt.....	India
Ester Boserup.....	Denmark
Elise Boulding.....	USA
Esmeralda Arboleda.....	Colombia
Sookja Hong.....	Korea
Aziza Hussein.....	Egypt
Rounaq Jahan.....	Bangladesh
Devaki Jain.....	India
Annie Jiagge.....	Ghana
Ruth E. Lechte.....	Fiji
Brigitte Linner.....	Finland
Patchanee Natpracha.....	Thailand
Elizabeth O'Kelly.....	UK
Isabel Picó.....	Puerto Rico
Elizabeth Reid.....	Australia
Virginia Saurwein.....	USA

APPENDIX D

IWTC STAFF

There are currently eight full-time staff members, and seven part-time staff. The staff combine experience in non-formal adult education, communications strategies and techniques, low-cost media development and production, programme design and management, library techniques and administration. Staff members represent, as well, a broad range of international experience and expertise.

Anne S. Walker

Executive Director (1976 -)

Anne oversees project development and direction, staff administration, coordination of activities with individuals and groups in other countries, and the planning, development and production of IWTC publications. One of the founders of IWTC, she has expertise and experience in educational and training materials design and development, formal and non-formal education, women and development activities and community organizing. Anne's professional interests include the role of women's organizations in development and the use of media (specifically low-cost publications, newspapers, radio and video) as a tool for social change.

Anne is an Australian. From 1962 until 1972, she lived and worked in Fiji in the South Pacific, helping to start the programmes of the Fiji YWCA, particularly in the areas of early-childhood education, youthwork and women and development activities. She served as YWCA National Programme and Youth Club Director (11 years) and was active in a number of community organizations, including Nuclear-Free Pacific activist groups, Fiji National Youth Council, Fiji National Advisory Council on Unemployment, Fiji National Women's Council amongst others.

In addition to her years of experience in the South Pacific, as Director of IWTC she has worked in Africa, Western Asia, Latin America and the Caribbean. A feminist activist, artist and writer, Anne was trained first in Early Childhood Education in Melbourne, Australia. She now also holds an M.S., Ed.S and Ph.D. in Education (Instructional Systems Technology) from Indiana University, USA.

Vicki J. Semler

Associate Director (1977-)

Vicki is responsible for project design, organizational planning and programme coordination. With other IWTC staff, she collaborates in the design and development of IWTC training activities and publications. Her specific areas of interest and expertise are in participatory research and training, evaluation, organizational development and learning materials design, particularly as it relates to issues of technology transfer.

Vicki's prior work experience includes development of communication strategies, programme design and learning materials development in the areas of feminist perspectives on family planning communications. Vicki's field experience covers work in Latin America, Africa, Asia, the Caribbean and the South Pacific. She holds a Masters degree in Latin American Studies and a Ph.D. in Education (I.S.T.) from Indiana University, USA.

Alice Quinn

Financial Associate (1985 -)

Alice has responsibility for financial management and forecasting, project proposal and budget development and coordination of outreach efforts with the funding community. In addition, Alice coordinates IWTC's work on financial strategies and organizational management issues designed to strengthen and support the work of women's organizations in the Third World.

Prior to joining IWTC in 1985, Alice was a co-director of the National Congress of Neighborhood Women, a community-based organization working with low-income women in neighborhood revitalization projects. Alice has pursued graduate work in the field of community economic development and has a particular interest in working on economic and organizing issues of working class women.

Victoriana Mejia Marulanda

Latin American Coordinator (1978-)

Vicky is coordinator of the Latin American programme area. Her responsibilities include the editing of *La Tribuna*, correspondence with a Spanish-speaking constituency numbering more than 6,000, and the development of Spanish-language training materials. Vicky's interest and expertise includes the development of learning materials and training activities specifically in the area of financial and organizational management and income-generating activities for women. She had primary responsibility for the development of two IWTC training manuals in Spanish, *Movilizando la Mujer* (a

project development manual) and *Mi Proyecto: Como Financiarlo*, (a financial management manual).

Vicky, a Colombian, is fluent in Spanish, English and French. Her prior experience includes university level teaching and management positions in the corporate sector. She holds a B.A., an M.A. and an A.B.D (All-But-Dissertation) in Latin American Literature from the University of Michigan.

Joanne Sandler

Special Projects Coordinator (1979 -)

Originally IWTC's Financial Coordinator (1979-1983), Joanne is now responsible for the coordination of IWTC special projects, including the micro-computer networking project and the reorganization of IWTC's Resource Centre. Other projects in which she has played a coordinating role include Tech and Tools, an appropriate technology event for women at Forum '85, marketing workshops in Latin America, and the production of a slide/tape set on appropriate technology. Joanne's professional expertise and experience include the design of participatory training activities, financial management programmes and the writing and development of training manuals. Among the IWTC publications she has produced or co-produced are: *The Tech and Tools Book: A Guide to Technologies Women Are Using Worldwide*; *Mi Proyecto: Como Financiarlo*, and other publications related to information technology and women's income-generating activities.

Joanne has field experience in Asia, Africa and Latin America. She holds a Masters degree in International Administration from the School for International Training, Vermont, USA.

Angela Luecht

Administrative Officer (1986 -)

Angela is responsible for various administrative tasks of the Tribune Centre, which include the designing and computerizing of organizational, marketing and dissemination systems. With her computer expertise, she also provides training and support for staff in the use of computers.

Prior to joining IWTC, Angela was director/teacher at the Elizabeth Seeger Microcomputer Resource Centre, a not-for-profit organization which provides computer training, consultation and services to other not-for-profit organizations and women. She holds a B.A. in Early Childhood and Elementary Education and a Masters degree in Education (Mathematics) from William Paterson College, N.J., USA.

Vanessa Davis

Office Services (1982 -)

Vanessa carries out a wide range of office support staff functions. With the increasing use of the micro-computer within IWTC operations, she has primary responsibility for the inputting and maintaining of computerized accounts of *The Tribune* subscriptions, publication sales and inventory. Vanessa is also a member of an IWTC working group established to evaluate and streamline office systems and information management.

Vanessa is an active member of several community-based and church groups in her neighborhood.

Grace Jung

Graphics Associate (1984 -)

Grace works in collaboration with the IWTC Executive Director in graphic design and layout of IWTC publications. She is a skilled calligrapher and has experience in photography and typography, as well as illustration. With the advent of a Macintosh computer and laser printer at IWTC, Grace has now become skilled at computer design and layout techniques, assisting greatly in the changeover at IWTC from manual cut-and-paste techniques, to desk-top publishing processes.

Grace holds a Bachelors degree in Fine Arts from Cooper Union School of Art. She is bi-lingual in English and Chinese.

Sherazade Boualia

French Programme Associate (Part-time) (1988 -)

Sherazade handles the requests for information and publications received from French-speaking countries of the Third World. She is a doctoral candidate at Columbia University, New York, in the Department of Applied Linguistics and her studies are focused on gender attitudes towards languages in a multilingual environment. Sherazade, an Algerian citizen, is fluent in French, Algerian Arabic and English.

Liza Lim

Bookkeeper (Part-time) (1984 -)

Liza handles all bookkeeping functions for IWTC's financial operations as well as providing a variety of support services to the Financial Associate. She has a

B.Sc. degree in Finance (New York University) and is currently working as a Staff Accountant for VIACOM International Inc. Liza is bilingual in English and Spanish and is a member of the National Honor Society Phi Theta Kappa.

Magdalena Tjimbongoro Marenga

Resource Centre Assistant (Part-time) (1988 -)

Magdalena comes from Namibia. Her responsibilities at IWTC include classifying, cataloging and filing books and periodicals received from women's groups worldwide by the IWTC Resource Centre.

She has worked as a librarian at the Selly Oak College, Birmingham, and the School of Oriental and African Studies Library, London, UK and the UN Dag Hammarskjold Library as well as for private collectors.

Magdalena received her M.A. degree in Library and Information Studies in 1986 from the University College, London, UK, and is interested in pursuing further studies in the field of library and information science to complete Ph.D. studies.

Lisa Miller

Word Processing Services (1987 -)

Lisa maintains IWTC's computerized worldwide mailing list of more than 14,000 women and women's groups in 160 countries. She is a community organizer in NYC who for the last seven years has concentrated on solidarity work around Latin America and Southern Africa issues and concerns. She is currently doing graduate work in economic development at the New School, NY.

Maria Negroni

Latin American Associate (Part-time) (1986 -)

Maria, a citizen of Argentina, provides a variety of services to IWTC's Latin American programme, including translating publications, editing and writing. She is a lawyer, and is presently a doctoral student in Latin American Literature at Columbia University. Maria is fluent in Spanish, French and English. She is a published novelist and poet, and presented a paper at the International Conference on the Literature of Women in Latin America, held in August 1987 in Santiago, Chile.

Debra Reiner

Resource Centre Assistant (Part-time) (1988 -)

Deb assists the Special Projects Coordinator in maintaining IWTC's Resource Centre. She helps reorganize and focus Resource Centre holdings, working primarily with the periodicals relevant to IWTC, and assists visitors doing research at the Resource Centre.

Deb is working towards her undergraduate degree in Psychology and Elementary Education, and also holds a position at the Hunter College Women's Studies Program, where she is compiling the mailing list for the 1990 International Interdisciplinary Congress of Women. Prior experience includes working in college libraries in New York and Pennsylvania, and in various New York City public elementary schools as a student teacher. She has done volunteer work in the Pediatrics division of Mount Sinai Medical Center, as well as with various choral, religious, literary, and women's groups.

Elsie Theodore

Office Assistant (1988 -)

Elsie undertakes a variety of general administrative support tasks primarily focused on ensuring that requests for publications received from Third World countries are packaged and mailed. Her responsibilities include the filing of correspondence and assistance with bulk mailing to specialized lists. She also undertakes various filing tasks in the Resource Centre and provides support for special projects on request.

Elsie is currently a junior at Washington Irving High School. She is bilingual in English and French. She is a member of the Manhattan Borough President's Youth Advisory Committee of New York and is studying to be a photo-journalist/editor.

EXT
Wasilewski, P
Murison.....
Brill.....
Evaluators
Carafa.....
Beth Cox.....
Quintos-Deles
Mills.....
Pumulo Muya
Rodriguez.....
Lucia Toro.....
WASILEWSKI
Scientist with
primarily on th
of various health
her Ph.D fr
MURISON. M.
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development,

APPENDIX E

EXTERNAL EVALUATION TEAM

Yvonne Wasilewski, Ph.D.....	Data Analysis and Preparation of Final Report
Sarah Murison.....	Coordinator of Country Evaluators
Alida Brill.....	Survey Design and Methodology

Country Evaluators

Yara Carafa.....	Bolivia
Elizabeth Cox.....	Papua New Guinea
Teresita Quintos-Deles.....	Philippines
Sonia Mills.....	Jamaica
Virginia Pumulo Muyatwa...	Zambia
Marta Rodriguez.....	Colombia
Olga Lucía Toro.....	Colombia

YVONNE WASILEWSKI, Ph.D. Dr. Wasilewski is currently an Associate Research Scientist with Columbia University, New York, USA. Her work focuses primarily on the design of research studies that examine the impact of various health issues on low-income, urban, minority families. She received her Ph.D from Columbia University in Socio-Medical Sciences.

SARAH MURISON. Ms. Murison is currently with the Women and Development section of UNDP. Previous consultancies included work with UNIFEM and other UN Agencies in the areas of development planning and administration including procedures analysis and project identification. Ms. Murison is a Ph.D candidate at London University where she earned a Masters degree in African Areas Studies.

ALIDA BRILL. Ms. Brill is currently serving as a consultant on survey design and methodology for numerous national research studies. She was formerly a Programme Officer at the Russell Sage Foundation, where she initiated and directed a national grants programme on the Changing Role of Gender in American Institutions.

YARA CARAFA, Country Evaluator, Bolivia. Ms. Carafa is the National Coordinator for a project sponsored by UNDP/UNIFEM to improve rural women's abilities in milk production. She has worked with women's groups in rural and urban settings for over 20 years in the areas of programme development, training and material development.

ELIZABETH COX, Country Evaluator, Papua New Guinea. Ms. Cox is currently affiliated with the Educational Research Unit of the University of Papua New Guinea. Since 1976, she has been undertaking research on the dynamics of community participation and collective organization generally, and has also worked extensively in the area of nutrition, health and subsistence agriculture.

TERESITA QUINTOS-DELES, Country Evaluator, Philippines. Ms. Quintos-Deles is currently active in a number of women and development projects including the Philippine Women's Research Collective for which she has served as Coordinator since 1984. She was formerly the Programme Coordinator of the Social Development Index in Manila, Philippines, which provides training and resource assistance to staff of educational institutions.

SONIA MILLS, Country Evaluator, Jamaica. Ms. Mills has undertaken numerous consultancies in the women and development field for both governmental and non-governmental organizations. In 1985, she worked as an information consultant to IWTC and served as the liaison between IWTC and the NGO Forum '85 Planning Committee for the non-governmental (NGO) Forum '85 held in Nairobi, Kenya to mark the end of the UN Decade for Women.

VIRGINIA PUMULO MUYATWA, Country Evaluator, Zambia. Ms. Muyatwa has undertaken substantive research over the past 3 years in a variety of areas related to economic self-reliance and appropriate technology. She was formerly with the University of Zambia and is currently pursuing doctoral work in agricultural economics at the University of Manitoba in Canada.

MARTA RODRIGUEZ, Country Evaluator, Colombia. Ms. Rodriguez is an Associate researcher in the Economics Department of the University of the Andes in Bogota, Colombia. As part of her work, she is evaluating women's projects and organizing a regional workshop on information analysis and qualitative evaluation techniques. She has conducted extensive field work over the last 10 years, on several issues related to women including work, housing, health and the demographic impact of rural to urban migration.

OLGA LUCIA TORO, Country Evaluator, Colombia. Ms. Toro has been a consultant to numerous national and international agencies working in the area of health, family planning and population studies. She was formerly the Executive Director of the Centro de Informacion y Recurses para la Mujer in Bogota, Colombia, an organization that seeks to educate Colombian women about sexuality, family and reproductive rights.

APPENDIX F

SURVEY 1



A. ABOUT THE NEWSLETTER

- A1. What particular topics covered in the IWTC newsletter have you found to be most useful? (Please number in order of usefulness, with #1 being the most useful)

Small business/marketing Appropriate technology Media/graphics
 Organising/networking UN Decade for Women meetings & information
Other (please specify) _____

- A2. Which sections of the newsletter do you find most useful? (Please number in order of usefulness, as above)

Contact lists Bibliographies
 Information on women's projects United Nations news
Other (please specify) _____

- A3. Do you like the way the information is presented? Yes No

Which aspects of the presentation do you find most useful? _____

What suggestions do you have for changing the presentation? _____

- A4. How have you used the newsletter? (Please check)

Reproduced sections in you own publications Used graphics/drawings in your own publications
 Wrote for materials in resource section As background materials for your papers or presentations
 in group discussions in training sessions
 translated into other languages
Other (please specify) _____

- A5. Have you shared the newsletter with others? Yes No

- A6. What suggestions do you have for topics to be covered in future newsletters (please specify) _____

- A7. How did you learn about the IWTC newsletter?

From a colleague/friend At a seminar In a publication
Other (please specify) _____

- A8. How long have you been receiving the IWTC newsletter?

1 year 2-3 years 4-6 years 7+ years

B. ABOUT OTHER IWTC PUBLICATIONS

- B1. What kinds of materials are most useful for you? (Check as many as apply)

Training manuals Contact lists Resource books Clip Art
 Slide tapes Bibliographies "How-to" manuals
Other (please specify) _____

B. ABOUT OTHER IWTC PUBLICATIONS (continued)

- B2. Please check any of the IWTC materials listed below that you have received.
- 1. Caribbean Resource Kit
 - 2. Women Using Media for Social Change
 - 3. Clip Art: Feminist Logos
 - 4. Women Taking Hold of Technology
 - 5. Clip Art: Rural Women
 - 6. Women and Small Business
 - 7. Women Organizing
 - 8. Mid-Decade Directories
 - 9. Information Kit for Women/Africa
 - 10. Women's Centres Worldwide
 - 11. APCWD Women's Resource Book 1978/79
 - 12. Ideas on Funding & Proposal Writing
 - 13. Working Notes: IWTC's Computer Experience
 - 14. Where on Earth Are the Women
 - 15. Working Notes: Regional Resource Books
 - 16. Information Resources for 1985 Series
 - 17. Slide/tapes
 - 18. Rights of Women
 - 19. Decade Update Series
 - 20. Sisters of Invention
 - 21. UN Resolutions on Women

B3. Please circle those above that you have found most useful.

B4. How have you used these publications? (Please put the number of the publication next to the category of use you have made of it)

- Reproduced sections in your own publications
- Used graphics/drawings in your own publications
- Wrote for materials in resource section
- As background materials for your papers or presentations
- In group discussions
- In training sessions
- Translated into other languages
- Other (please specify) _____

C. OTHER TYPES OF ACTIVITIES

C1. What other kind of contact have you had with IWTC? _____

C2. Please describe how contact with IWTC has been useful to you in your work?

D. YOU AND YOUR ORGANISATION

D1. What issues do you see as most serious for women in your country?

D2. Which of the following categories best describe your group/organisation?
(Check as many as apply)

- National
- International
- Regional
- Local
- Rural
- Urban
- Non-governmental
- Governmental
- Intermediary
- Research
- Women-specific
- Community development
- Affiliate of international org.

Other (please specify) _____

D3. Are you working with a women's programme or project? Yes No
Please describe

SURVEY 2



IDENTIFICATION

Country: _____ Interviewer's Initials: _____
Date of Interview: _____ Duration: _____
Person previously known by Interviewer: Yes No
Respondent Female Male

PART I YOUR ORGANISATION AND YOUR WORK

NOTE 1. I WOULD LIKE TO ASK YOU ABOUT THE WORK YOU DO WITH WOMEN AND/OR ABOUT WOMEN'S ISSUES.

1. About how long would you say you have been involved with work relating to women?
2. What was it that first prompted you to work in this area?
3. Could you list the main organisations that you work with in the area of women in development, whether on a paid or on a voluntary basis.
 1. _____
 2. _____
 3. _____
 4. _____

NOTE 2. NOW I WOULD LIKE TO ASK YOU A FEW QUESTIONS ABOUT THE GROUP OR ORGANISATION THAT YOU WORK WITH THAT RECEIVES THE TRIBUNE NEWSLETTER

4. What is the name of the organisation that you would like to use as the background for this interview? (This may be any organisation selected by the respondent, but should be one with significant concern for women)
5. Which of the following categories best describe this organisation? (Interviewer, please check as many as apply)

1. <input type="checkbox"/> National	2. <input type="checkbox"/> International
3. <input type="checkbox"/> Regional	4. <input type="checkbox"/> Local
5. <input type="checkbox"/> Urban	6. <input type="checkbox"/> Rural
7. <input type="checkbox"/> Church Affiliate	8. <input type="checkbox"/> Affiliate of an International Org.
9. <input type="checkbox"/> Political Party Affiliate	10. <input type="checkbox"/> Government Agency
11. <input type="checkbox"/> University Affiliate	
6. What is the main work of this organisation?
7. If your organisation provides a direct service to women, which of the following kinds of service do you provide. (Check as many as apply)

1. <input type="checkbox"/> Health	2. <input type="checkbox"/> Legal
3. <input type="checkbox"/> Violence against Women	4. <input type="checkbox"/> Reproductive Rights
5. <input type="checkbox"/> Employment	6. <input type="checkbox"/> Co-op or Small Business
7. <input type="checkbox"/> Education	8. <input type="checkbox"/> Food
9. <input type="checkbox"/> Agriculture	10. <input type="checkbox"/> Sanitation
11. <input type="checkbox"/> Water	12. <input type="checkbox"/> Housing
13. <input type="checkbox"/> Other (please specify)	

8. Does your organisation serve only women or both women and men?
1. Women only ___ go to question 11
 2. Both Women and Men ___ go to question 9
9. Does your organisation have a women's programme officer or a women's department
1. Yes ___ go to question 10
 2. No ___ go to question 11
10. Does this programme officer or department have any difficulties or problems in carrying out their work? Please explain.
11. Does your organisation have resource centre or library that has material specifically on women's issues?
1. Yes ___ go to question 13
 2. No ___ go to question 12
12. Do you feel there is a need in your organisation for such a resource centre?
1. Yes ___ go to question 14
 2. No ___ go to question 14
13. How does it obtain its material
1. Acquisitions budget
 2. Exchange arrangements
 3. local materials
 4. Government publications
 5. Other (please specify)
14. Does your organisation sponsor or organise training courses for women?
1. Yes ___ go to question 15
 2. No ___ go to question 17
15. About how often?
1. daily
 2. weekly
 3. monthly
 4. twice a year
 5. once a year
 6. a mix of these
 7. other (please specify)
16. What form does this training take?
1. Discussion groups
 2. Workshops
 3. Formal Classroom Teaching
 4. Demonstration
 5. Hands-on Experience
 6. Other
17. What are your organisation's main sources of funding. (Interviewer, please indicate which 3 of these are the most important by numbering from 1 - 3)
1. publications sales
 2. membership dues
 3. grants

4. loans
5. Income generating activities
6. Government Budget
7. Fees for services rendered
8. Donations
9. Other (please specify)

NOTE 3. NOW I WOULD LIKE YOU TO DESCRIBE THE KINDS OF PEOPLE YOU WORK WITH IN YOUR PROGRAMS.

18. With these people, do you mostly have:
 1. direct contact
 2. indirect contact
 3. both direct and indirect contact
 4. other (please specify)
19. Would you say that the people you serve are
 1. Not literate
 2. Barely literate
 3. Functionally literate
 4. Fully literate
 5. other (please specify)
20. If the people you serve are literate, have most of them received primary, secondary or higher levels of education?
 1. Primary
 2. Secondary
 3. Higher
 4. Other _____
21. Do these people mainly live in
 1. Urban areas
 2. Rural areas
 3. Both
22. To which income group do these people mainly belong (interviewer, please check one or more)
 1. Low
 2. Medium
 3. High
23. How would you describe the main activities that these people perform. (probes: street vendors, small scale farmers, trade unionists, university students, agricultural technicians)
24. Before we move on, is there anything else you would like to say about your work with women or women's issues which would give us a more complete picture of the work that you do?
25. In particular, could you tell me if there is anything you need to strengthen your organisation's work with women?

PART II PUBLICATIONS/MATERIALS

NOTE 4. THE TRIBUNE CENTRE PRODUCES MANY DIFFERENT PUBLICATIONS. IN THE NEXT PART OF THE INTERVIEW I AM GOING TO ASK YOU SOME QUESTIONS ABOUT THE PUBLICATIONS, WHAT YOU THINK OF THEM, AND HOW YOU HAVE USED THEM SO THAT THEY MIGHT BE IMPROVED OR CHANGED FOR THE YEARS AHEAD.

26. As you know, the Tribune Centre publishes the Tribune newsletter. In general, how helpful would you say the newsletter is to you in your work?
1. extremely helpful
 2. quite helpful
 3. somewhat helpful
 4. not really helpful
27. When you receive the Tribune newsletter, do you
1. Read it from cover to cover
 2. Flip through it
 3. File it for future reference
 4. Give it away
 5. Throw it away
28. Has there ever been a particular issue (or issues) of the Tribune newsletter that stood out in your mind for some reason?
1. Yes ___ go to question 29
 2. No, or not really ___ go to question 31
29. If YES, could you recall what it was about?
30. Can you describe why they stood out in your mind?
31. The Tribune newsletter contains a number of different kinds of information. These are: Information on women's projects; information on women's issues; resources and publications; and information on meetings, courses etc.

Of these four, which one(s) have you found most useful or helpful to you?
(Interviewer, please number 1-4 in order of most to least useful.)

1. Information on women's projects
 2. Information on women's issues
 3. Resources and Publications
 4. Information on meetings, courses etc
32. Could you explain why _____ is the most useful or helpful and _____ is the least helpful or useful?
33. Are there any other types or kinds of information that would be useful to you in your work with women?

NOTE 5. NOW I WOULD LIKE TO ASK A SERIES OF QUESTIONS ABOUT THE "LIFE" OF A TRIBUNE NEWSLETTER.

34. Do you share the Tribune newsletter with others?
1. Yes ___ go to question 35
 2. No ___ go to question 37

- COMMUNICATIONS/MATERIALS
- PRODUCES MANY DIFFERENT
 EW I AM GOING TO ASK YOU
 ON, WHAT YOU THINK
 AT THEY MIGHT BE IMPOR
- ublishes the Tribune newsletter
 r is to you in your work?
- letter, do you
- ue (or issues) of the Tribune
- uestion 31
- about?
- i in your mind?
- number of different kinds of
 cts; information on women
 on meetings, courses etc.
- found most useful or helpful
 rder of most to least useful
 projects
 issues
 s
 courses etc
- the most useful or helpful
- information that would be
- A SERIES OF QUESTIONS
- with others?
- 4
35. Do you share the Tribune newsletter by:
1. Personal contact
 2. Leading discussions
 3. Preparing background documents or papers
 4. Briefings
 5. Giving talks/speeches
 6. Reproducing parts of it in various ways
 7. Radio or television
 8. Other _____
36. Which materials do you share
1. Information on women's projects
 2. Information on women's issues
 3. Resources and publications
 4. Information on meetings, groups etc
 5. Other _____
37. Have you reproduced sections of the Tribune Newsletter in your own publications?
1. Yes ___ go to question 38
 2. No ___ go to question 40
38. Have these most often been:
1. Text
 2. Graphics
39. Do you recall the topic(s)? (please specify)
40. Have you ever used parts of the newsletter for training sessions?
1. Yes ___ go to question 41
 2. No ___ go to Note 6
41. What was the topic of the training session?
- NOTE 6. THE NEXT FEW QUESTION ADDRESS THE ROLE OF "NETWORKING" IN YOUR ACTIVITIES FOR WOMEN.
42. How do you find out about women's organisations in other parts of the country, or in other countries?
1. Personal contacts
 2. Newsletters
 3. Workshops/Conferences
 4. Don't know of any other organisations
 5. Other _____
43. How do you find out about training and funding opportunities?
1. Personal contacts
 2. Newsletters
 3. Workshops/Conferences
 4. Don't know of any other organisations
 5. Other _____
44. Have you ever contacted groups or projects mentioned in an IWTC publication?
1. Yes ___ go to question 46
 2. No ___ go to question 45

45. Do you find that there are particular barriers or obstacles or anything else which may prevent your organisation from making contact? Please specify.
46. Have you requested funding and/or technical assistance from any of the organisations listed in any Tribune publication?
1. Yes
 2. No
47. Have you ever been mentioned in Tribune Centre publications
1. Yes _____
 2. No _____
- 48.

NOTE 7. NOW I WOULD LIKE TO SHOW YOU SOME OTHER IWTC PUBLICATIONS YOU MAY HAVE USED IN YOUR WORK. PLEASE TELL ME WHICH ONES YOU HAVE USED AND HOW USEFUL OR EFFECTIVE THEY WERE. (Interviewer will show the following IWTC publications:)

49. Have you used any of the following:
1. Women Using Media
 2. Women Taking Hold of Technology
 3. Women and Small Business
 4. Women Organising
 5. Tech and Tools Report
 6. Tech and Tools Book
 7. Ideas on Proposal Writing and Financial/Technical Assistance
 8. Clip-Art Books (Rural Women in Action and Feminist Logos)
 9. Caribbean Resource Kit for Women
 10. Information Kit for Women in Africa
 11. APCWD Information Kit (Asia)
 12. Working Papers: Tribune Centre's Computer Experiences
 13. Working Papers: Region Resource Kits
50. Which of these are, or could be (if you have not seen them before), most useful for your work? (Interviewer, please encourage; discussion of what would be useful in these volumes to the respondent. Explain their contents as fully as possible)
1. _____
 2. _____
 3. _____
51. Now I would like us to turn to the specific topics covered in the four bound volumes of Tribune Newsletters that you have just seen. As you can see, these books deal with issues upon which the Tribune Centre focuses in its work. Would you comment on these issues in relations to your work

	Don't Know	Very Relevant	Somewhat Relevant	Not Relevant	Have Not Used
1. Women Organising	----	----	----	----	----
2. Women and Appropriate Technology	----	----	----	----	----

	Don't Know	Very Relevant	Somewhat Relevant	Not Relevant	Have Not Used
3. Women and Small Business	----	----	----	----	----
4. Women and Media for Social Change	----	----	----	----	----

52. On the topics which you rated very relevant or somewhat relevant to your work, please tell me what sorts of information or other assistance, such as training, manuals, study tours etc., would be useful to you.

PART III THE UNITED NATIONS

NOTE 8. I'D LIKE TO ASK YOU NOW ABOUT SOME ACTIVITIES RESULTING FROM THE INTERNATIONAL WOMEN'S YEAR AND THE UNITED NATIONS DECADE FOR WOMEN (1976-1985)

53. Can you recall what made you aware of the United Nations Decade for Women? (interviewer, if the respondent is unaware of the Decade for Women check here _____ and proceed straight to Note 11)
54. Did you attend any of the three conferences of the International Women's Year and the UN Decade for Women?
1. Mexico City (1975)
 2. Copenhagen (1980)
 3. Nairobi (1985)
 4. all three
 5. none of the three
55. Are you aware of any follow-up activities taking place as a result of the International Women's Year and the United Nations Decade for Women?
1. Yes
 2. No
56. Is your group participating in any of these activities?
1. Yes _____ go to question 56
 2. No _____ go to question 57
57. Is there a kind or type of information you feel you lack or need in order to participate better in such follow-up activities?
58. Do you know of any improvements in the situation of women of this country as a result of the United Nations Decade for Women? Please explain.

NOTE 9. THE IWTC PRODUCED A SERIES OF PUBLICATIONS RELATED TO THE UNITED NATIONS DECADE FOR WOMEN WORLD CONFERENCES AND NON-GOVERNMENTAL ORGANIZATION FORUMS. I WOULD NOW LIKE TO ASK YOU A FEW QUESTIONS ABOUT THESE.

59. Did you find out about any of these conferences or forums through Tribune publications?
1. Yes
 2. No
60. Have you used any of the following: (interviewer should show documents to respondent)
1. Mid-Decade Directories
 2. Information Resources for 1985 #1 - 6
 3. Decade Update Series (1 - 5)
 4. Special Issues of Tribune newsletter (Nos. 22, 26, and 30)
 5. None ___ go to Note 10
61. Which of these did you find most useful or helpful?
1. _____
 2. _____
 3. _____
62. Could you explain in what way or ways you have used them?
1. Preparation for a United Nations conference or Non-governmental forum
 2. Enabled respondent to attend such meetings
 3. Enabled respondent to register to run a workshop at the Nairobi meeting
 4. General information passed on to others who then went to meetings
 5. Contacts with other organisations
 6. General information
 7. Other (please specify)

NOTE 10. DURING THE NAIROBI CONFERENCE IN 1985 THE IWTC HELD A "TECH AND TOOLS" EVENT AT THE NON-GOVERNMENTAL ORGANISATIONS' FORUM '85. THIS WAS AN EXHIBITION OF APPROPRIATE TECHNOLOGY FOR WOMEN

63. Did you attend the NGO Forum '85
1. Yes ___ go to question 64
 2. No ___ go to question 66
64. Did you attend or participate in the "Tech and Tools" Event?
1. Yes ___ go to question 65
 2. No ___ go to Note 11
65. Was it useful to you in your work or otherwise?
66. If you did not go to Nairobi, have you heard before now of the "Tech and Tools" Event?
1. Yes
 2. No
67. Whether you were at Nairobi or not, have you used any of the Tribune Centre's "Tech and Tools" follow-up productions?
1. The Tech and Tools Report
 2. The Tech and Tools Book
 3. The Slide/tape set "Women and Appropriate Technology"
 4. Tribune newsletter #38 "Women and Food Technologies"
 5. None ___ go to Note 11
68. Could you describe how useful they have been to you.

PART III COMPUTERISATION

NOTE 11 MANY ORGANISATIONS HAVE BEGUN TO DO SOME OF THEIR WORK WITH COMPUTERS. THE TRIBUNE CENTRE IS BECOMING INCREASINGLY COMPUTERISED, AND IS SHARING ITS EXPERIENCES WITH ITS READERSHIP. I WOULD LIKE NOW TO ASK YOU SOME QUESTIONS ABOUT THIS PART OF THE TRIBUNE CENTRE'S WORK.

69. Do you have computers, word processing equipment or the like at your place of work?
1. Yes ___ go to question 70
 2. No ___ go to question 73
70. What are these computers used for?
1. Word Processing or Publications
 2. Data Files/Mailing Lists
 3. Finances/Spread Sheets
 4. Other _____
71. Do you yourself use this equipment?
1. Yes ___ go to question 72
 2. No ___ go to question 73
72. Are there any other uses for computers that you know of for which you or your organisation need training?
1. Yes
 2. No
73. What kinds of support might the Tribune Centre be able to provide to assist you with computerised aspects of your work? (probes: manuals, training seminars, information of appropriate software, national or international computer link-ups)

PART V IMPRESSION

NOTE 12 NOW I WOULD LIKE TO ASK YOU A FEW QUESTIONS WHICH WILL HELP THE TRIBUNE CENTRE TO UNDERSTAND HOW IT IS SEEN BY THE PEOPLE WHO RECEIVE THE TRIBUNE NEWSLETTER.

74. In your opinion, what range of services do you think the Tribune Centre offers?
1. _____
 2. _____
 3. _____
75. Of these, which are the two most important for you in your work with or for women?
1. _____
 2. _____
76. How did you learn about the Tribune Centre?
1. through its publications
 2. through other publications
 3. personal contacts
 4. other (please specify)

77. Have you ever written IWTC for a reason other than to request a publication?
 1. Yes
 2. No
78. Could you suggest ways to improve communication link between IWTC and women's groups?

PART VI PERSONAL DEMOGRAPHICS

NOTE 13 NOW I AM GOING TO ASK YOU JUST A FEW QUESTION ABOUT YOURSELF.

79. Education: (open ended)

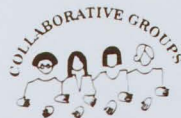
Could you tell me something about your education?
 (Interviewer to fill in according to what Respondent says):

1. elementary school
 2. high school graduate or equivalent
 3. some college
 4. college graduate
 5. graduate school
 6. vocational or technical school
 7. training with a government agency
 8. training with a non-governmental organisation
 9. other (please specify)
80. How would you describe yourself professionally, e.g. nurse, lawyer, journalist, etc.
81. What are the main tasks of your job? (Please give a mini-job description)
82. What is your age?
- | | |
|--------------------------------------|-----------------------------------|
| 1. <input type="checkbox"/> Under 30 | 2. <input type="checkbox"/> 30-45 |
| 3. <input type="checkbox"/> 45-55 | 4. <input type="checkbox"/> 55-65 |
| 5. <input type="checkbox"/> over 65 | |
83. Where were you born?
84. If not in country of interview, how long have you been in this country?

Thank you.

Interviewer will leave a gift of Postcards, Tribune Centre Information Leaflet and Resource Catalogue.

SURVEY 3



1. What kinds of collaborations have you engaged in with the International Women's Tribune Centre?
 - a. Publication/Production
 - b. Preparation for a United Nations event
 - c. Organising a Workshop
 - d. Participating in a Workshop
 - e. Staff Exchange, Internship, etc.
 - f. On-call advice/consultation/resource
 - g. Other _____

2. In your view, what were the main benefits your organisation gained from the collaboration? (PLEASE NUMBER FROM 1-6 IN ORDER OF IMPORTANCE)
 - a. Access to skills/expertise/experience
 - b. Funding Support
 - c. Improved management/technical skills for your staff
 - d. Networking/contacts
 - e. Logistical Support/Obtaining Equipment
 - f. Other _____

3. If you would like to, please feel free to make any evaluative comments you care to regarding the outcome of this collaboration. _____

4. What are your perceptions of the Tribune Centre's primary contributions to both development and the women's movement? _____

5. Please describe your organisation's priorities with regard to development and women. _____

6. In your opinion, does the Tribune Centre reflect pretty accurately the issues that are relevant to the women you work with? Please elaborate. _____

7. Does the fact that the Tribune Centre is located in New York enhance or detract from its contribution to your work?
 - a. Enhances Detracts fromDo you have any further comments to make on its location? _____

8. Could you suggest directions the Tribune Centre might take which would be particularly helpful in your work, and for the priorities that you listed in Question 5. _____

9. With regard to the above question, are there specific things that the Tribune Centre should change, in its organisation, procedures, priorities etc.? _____

10. In your opinion, are there any issues on which the Tribune Centre should take a stronger stand or should cover in more depth or in greater detail? _____

11. Finally, would you take a few minutes to consider how best a group such as the Tribune Centre can work to support women in the third world. _____

If you would like to, please use this space for overflow, or any additional comments you would like to make. _____

APPENDIX G

METHODS AND LIMITATIONS OF EVALUATION

Survey 1

A significant feature of IWTC's constituency is its geographical dispersal throughout the world. This fact, coupled with financial constraints led evaluators to choose self-administered questionnaires as a first step to obtain basic information about this constituency. These questionnaires provided the basis for Survey 1. The questionnaire was designed by the evaluation team.

The sample for Survey 1 was obtained in the following manner:

Questionnaires were mailed from the IWTC New York office to all Spanish and English-speaking recipients of **The Tribune**. French recipients were not included in the study because activities in this language had just begun at the beginning of the evaluation process.

No pre-addressed, pre-stamped envelopes could be provided to recipients of Survey 1, as they were sent to over 100 countries, and stamps were not available for each of these countries. The six countries that took part in Survey 2 were sent stamped, addressed envelopes, addressed to the country evaluator. The country evaluator monitored the return of these questionnaires. Within five weeks after the initial mailing, reminder notices were mailed, along with another copy of the questionnaire to those recipients who had not yet responded to the first mailing. Another reminder notice was sent five weeks after that. Questionnaires sent to recipients in other countries were monitored by the external evaluation team in New York. Five weeks after the initial mailing, reminder notices and duplicate questionnaires were sent to them also. Five weeks later another reminder notice was sent.

The English-language questionnaire was mailed in February, 1986. It was sent as a companion to **The Tribune**, Newsletter #32: "Women and Peace". The Spanish-language questionnaire was mailed in April, 1986, and accompanied **La Tribuna**, Numero 26, "La Paz es un Asunto de Mujeres". A cover letter explaining the purpose of the questionnaire was also sent.

Nine-thousand, two-hundred and seventy-five questionnaires (9,275) were mailed to readers of **The Tribune**. One thousand, nine-hundred and twenty-six (1,926) were returned, a response rate of 21%. The response rate for English recipients was 21%, and for Spanish recipients 19%.

A greater response rate might have been possible if the following factors had not been present:

1. Respondents could not be sent pre-addressed envelopes in all countries because of the number of countries involved.

2. Many respondents have little access to postal services due to their isolated location, and
3. International mail services are unreliable and mail is frequently lost or sent to the wrong address.

The response rate is considered very satisfactory given the problems associated with conducting this survey. However, because the questionnaire is self-administered, we anticipate some response bias due to self-selection. Therefore, the reader should interpret the results accordingly.

Data from the questionnaires was analysed using the SAS Statistical Package for the Social Sciences.

Survey 2

The purpose of Survey 2 was to probe more deeply into the characteristics of IWTC's constituency, their use of IWTC publications, and their perceptions of IWTC's activities during the United Nations Decade for Women. Other questions that were asked to provide information for future plans and programmes of IWTC included respondents' assessment of organizational needs, their use of computers, and their interest in or use of resource centres on women's issues. The survey instrument was a 16-page structured questionnaire containing open-ended and closed Likert scale questions designed by a member of the evaluation team. The survey instrument was field tested in Colombia and in the Philippines in February, 1986. Interviewing began in June, 1986, and ended in June, 1988.

The sample for Survey 2 was obtained in the following manner. Six countries were selected to represent the five developing country regions of Africa, Asia, the Caribbean, Latin America, and the South Pacific. Countries were chosen on the basis of:

- size of mailing list
- variety of groups and individuals on the list
- types of contact maintained with IWTC over the years (internships, workshops, consultancies, seminars, etc.), and
- activities undertaken in that country on behalf of women.

In-country evaluators (one per country) were hired by the evaluation team to interview respondents. Country evaluators were responsible for contacting potential respondents, conducting the interviews, and writing a summary report of the results. Criteria for hiring evaluators included the following factors:

sensitivity to women's issues; experience administering questionnaires; and good writing skills.

Evaluators were given a randomly selected list of individuals from the newsletter mailing list excluding individuals who responded to the questionnaire in Survey 1. Potential respondents were contacted by phone or letter and screened for eligibility for participation. Criteria for participation included:

- individuals actively working in women's concerns in their country
- individuals working with low-income women; in rural and urban settings
- representative of governmental and non-governmental organizations.

Each country evaluator was asked to make as many calls as possible or send as many letters as needed to identify 25 people willing to participate. In Colombia, evaluators were asked to identify 40 individuals, since IWTC's services have been utilized more extensively there. Respondents eligible for participation who consented to the interview were interviewed in person by evaluators. Time for administration of the interview was approximately one hour. Completed interviews were reviewed and summarized by in-country evaluators, and sent to IWTC headquarters for analysis by the evaluation team.

One-hundred and sixty-five (165) questionnaires were dispatched to country evaluators. One hundred and thirty-one (131) were completed and returned, a response rate of 79%. The response rate for English-language recipients was 73% and for Spanish-language recipients 89%.

The response rate for Survey 2 is high. This fact, coupled with the random nature of the sample, gives a relatively high degree of confidence in its representativeness with one exception. Due to transportation and communication difficulties, evaluators were not able to contact many of IWTC's constituents living and working outside of major urban areas. Papua New Guinea was an exception to this. Therefore, individuals from urban settings may be somewhat over-represented in the sample.

Data from Survey 2 was analysed using the SPSSX Statistical Package for the Social Sciences.

Survey 3

The objective of Survey 3 was to gain more qualitative information on the usefulness of IWTC's publications and activities, as perceived by individuals representing international, regional, and national organizations with whom IWTC had undertaken collaborative projects. These collaborations may have included:

- preparation for a United Nations event
- preparation of a publication or activity
- organizing or participating in a workshop
- on-call consultation, or
- staff exchange or internship.

A second objective was to obtain feedback on the strengths and weaknesses of IWTC and suggestions for possible future directions, from constituents who have had close contact with the organization and, therefore, better understand its capabilities. The survey instrument was a four page self-administered questionnaire consisting of open-ended questions devised by a member of the evaluation team. It was mailed in June, 1987, and the last questionnaire was coded for analysis in June, 1988.

The sample for Survey 3 was obtained in the following manner. Questionnaires were mailed from New York to all individuals and organizations (one individual per organization) with whom IWTC had collaborated. Forty-four questionnaires were mailed. Eighteen were returned, a response rate of 41%. The response rate for Spanish recipients was 30%. The response rate for English recipients was 45%.

Although Survey 3 provided respondents with the opportunity to criticize the organization's activities, there were few criticisms. When they occurred, they were stated primarily in the form of suggestions. This suggests that respondents who participated in this study were those who had positive experiences as collaborators. This particular bias should be taken into consideration when considering the results of Survey 3.

PREVIOUS

List of Evaluation
Systems, 1976-19

Report and Re

Prepared in Augu
describes the ori
including the ac
chronological d
questionnaires th

Review of Mov

This report prese
developed to gath
project developmen
use by for women

IWTC Internal Mo

IWTC maintains q
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- 4).The
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APPENDIX H

PREVIOUS EVALUATIONS OF IWTC PUBLICATIONS

List of Evaluation Reports and Procedures of IWTC Publications and Systems, 1976-1986

A Report and Review of IWTC Regional Resource Books, 1977-1982:

Prepared in August 1983. This report provides background information that describes the origins and development of IWTC regional resource books, including the adaptation and updating of each book as part of their chronological development. Findings are presented from one-page questionnaires that were included with each book.

A Review of Movilizando La Mujer, Robert Arrove, 1982

This report presents an analysis of data from two survey instruments developed to gather information on the use and usefulness of the IWTC project development training manual, **Movilizando la Mujer**, developed for use by for women and women's groups in Latin America,

IWTC Internal Monitoring Systems:

IWTC maintains quarterly internal monitoring systems which provide the following information:

- 1).The numbers of incoming letters received, listed by region within each language area
- 2).The number of new names added to the mailing list by language area
- 3).The number of people using the IWTC Resource Centre
- 4).The number of people receiving **The Tribune** each quarter

APPENDIX I

TABLES

TABLE 1	Response Rates for Surveys 1, 2 and 3
TABLE 2	Summary of Descriptive Statistics for Survey 1
TABLE 3	Summary of Descriptive Statistics for Survey 2

TABLE 1

Response Rate for Surveys 1, 2 and 3

Survey 1			
Language	Sent Questionnaire #	Returned #	Response Rate %
<u>English:</u> (Africa, Asia, Pacific, Caribbean, Western Asia, Europe N. America, Aust./NZ)	4968	1104	22
<u>Spanish:</u> (Latin America)	4307	822	19
Total	9265	1926	21

Survey 2			
Language	Commissioned #	Completed #	Response Rate %
English	100	73	73
Spanish	65	58	89
Total	165	131	79

Survey 3			
Language	Sent Questionnaire #	Returned #	Response Rate %
English	31	14	45
Spanish	13	4	30
Total	44	18	41

<u>Most Useful Topic in The Tribune:</u>	English n=1104 %	Spanish n=822 %	Total n=1926 %
small business/marketing	17	28	22
organizing/networking	16	32	23
appropriate technology	13	8	11
U.N. Decade for Women	21	9	16
Media/graphics	4	6	7

Publications Requested:

Women Using Media for Social Change	22		
Clip Art: Feminist Logos	18	34	25
Women Taking Hold of Technology	22		
Clip Art: Rural Women	19		
Women and Small Business	28	40	33
Women Organizing	20		
Information Kit for Women/Africa	19		
Ideas on Funding & Proposal Writing	27		
Decade Update Series	36	49	41
U.N. Resolutions on Women	17		
Mi Proyecto: Como Financiarlo			
Movilizando la Mujer			

Most Useful Other Publications:

training manuals			59
contact lists			53
resource books			64
clip art			33
slide tapes			25
bibliographies			42
"how-to" manuals			54

How Used Publications:

reproduced sections	13	20	16
wrote for materials	12	13	13
group discussions	29	51	39
translate	8	2	5
graphics	13	16	15
background materials	35		
training sessions	24	46	34

English
104
%

Spanish
n=822
%

28
32
8
9
6

34

40

49

20
13
51
2
16

46

TABLE 2

Summary of Descriptive Statistics for Survey 1

Characteristics of Respondent's Organization: % (n=1926)

rural	33
urban	36
both	17
women-specific	31
community development	50

Have Shared Information in The Tribune with others:

yes	94
no	2
missing	4

Liked Presentation of Information:

yes	96
no	4
missing	

How Used The Tribune:

	English n=1104 %	Spanish n=822 %	Total n=1926 %
reproduced section	21	22	21
wrote for materials	31	35	33
group discussion	44	67	54
translate	12	2	8
graphics	25	28	26
background materials	61	-	61
training sessions	37	54	44

Most Useful Section in The Tribune:

contact lists	13	13	13
information on women's projects	53	60	56
bibliographies	5	5	5
U.N. news	6	3	5

TABLE 3

Summary of Descriptive Statistics for Survey 2

<u>Sociodemographic and Other Characteristics of Respondent:</u>	%
<u>Education:</u>	
high school graduate/less than high school graduate/ vocational school	27
some college/college graduate	37
graduate school	36
<u>Age:</u>	
under 30 years of age	21
30 to 45 years	58
45 to 55 years	12
over 55 years	7
missing	2
works with four or more organizations on women's development issues	45
has worked with women for eight or more years	48
<u>Characteristics of Respondent's Organization:</u>	
<u>Main work is:</u>	
community development	29
women's rights	26
business and industry	15
teaching and research	10
media	8
<u>Organization serves:</u>	
women only	40
both women and men	60
has a woman's programme officer or department	34
has a resource centre	56

Organization is:

national	55
international	23
regional	23
local	38

Provides services:

directly	34
indirectly	38
both	58

Organization offers training courses:

yes	81
no	19
training courses are in workshop format	93
training courses are in group discussion format	59

Type of People Organization Serves:

urban	19
rural	25
both	56

low income	81
medium income	62
high	19

not literate/barely literate/functionally	30
fully literate	15
some combination of both	55

Use/Potential Use and Usefulness/Potential Usefulness of IWTC Publications

<u>Name of Publication</u>	<u>% Used</u>	<u>% Used or Would Find Potentially Useful (n=73)</u>	<u>% Ranked #1 in Use or Potential Usefulness (n=73)</u>
Women Using Media	19	45	27
Women Taking Hold of Technology	23	32	17
Women and Small Business	25	47	26
Women Organizing	19	40	17
Tech and Tools Report	27	32	17
Tech and Tools Book	23	45	18
Ideas for Proposal Writing & Funding	22	47	35
Clip Art Books	25	33	25
Caribbean Resource Kit	10	14	0
Information Kit for Women in Africa	18	29	29
APCWD Information Kit Asia	10	16	8
Working Paper's IWTC's Computer Exp.	1	8	1
Working Paper's Reg.Resource Kit	0	8	8
Mi Proyecto Como Financiarlo	48	72	36 (n=61)
Movilizando la Mujer	43	71	15 (n=61)
<u>How The Tribune is Used:</u>			<u>%</u>
shared			90
reproduced			25
used for training			32
used to contact groups listed in			21
used to request funds			14
<u>Information Shared Most:</u>			
information on women issues			63
information on women's projects			59

Perceived Usefulness of TWTC

%
Used

% Used
or Would
Find Potentially Useful
(n=73)

19
23
25
19
27
23
22
25
10
18
10
1
0

45
32
47
40
32
45
47
33
14
29
16
8
8

72
71

<u>Information Reproduced Most:</u>		%
text		28
graphics		33
both		39
respondent finds out about other women's organization through The Tribune		69
respondent finds out about training and funding opportunities through The Tribune		45
<u>Most Useful Information in The Tribune:</u>		
information on women's projects		34
information on women's issues		41
resources and publications		10
information on meetings and courses		3
missing		12
<u>Publications:</u>		
mean number of publications used by respondent's organization		2
<u>How helpful is The Tribune to your work?</u>		%
extremely		30
quite		37
somewhat		23
not really		3
missing		7
<u>Why info is useful</u>		
can compare local situations		14
useful practical		27
other		62
<u>Why info is not useful</u>		
too distant		29
can not participate		22
other		9

<u>International Women's Year and the UN Decade for Women</u>	%
attended Mexico City conference	1
attended Copenhagen conference	8
attended Nairobi conference	21
found out about any of the conferences from an IWTC publication	53
attended Tech and Tools Event	16
heard of Tech and Tools Event	55
used Tech and Tools Book	32
respondent's organization is participating in follow-up activities (regardless of attendance)	71
<u>Improvements in Respondent's Country as Result of UN Decade for Women:</u>	
creation of a national machinery	14
improved self-concept of women	10
raised awareness of women's issues	12
other	64
<u>Computers:</u>	
respondent's organization has a computer	49
<u>Use computer for:</u>	
word processing or publications	81
data files/ mailing lists	77
<u>Kinds of computer support IWTC could provide:</u>	
training	40
national/international link-up	22
manuals	21
information	21