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 Subregional Headquarters for the Caribbean  
 CARIBBEAN DEVELOPMENT AND CO-OPERATION COMMITTEE



REPORT ON NATIONAL WORKSHOP  
 ON  
 WOMEN IN DEVELOPMENT PLANNING  
 (Budget Study)



UNITED NATIONS  
 ECONOMIC COMMISSION FOR LATIN AMERICA AND THE CARIBBEAN  
 Subregional Headquarters for the Caribbean



NATIONAL WORKSHOP OF WOMEN IN DEVELOPMENT PLANNING

Review of the Impact of Budget Allocations  
on the Situation of Women  
in Saint Vincent and the Grenadines  
9, December 1985, Kingstown

1. The ECLAC/CDCC Secretariat in collaboration with the Women and Development Unit (WAND), the University of the West Indies (UWI) and the Government of Saint Vincent and the Grenadines convened a national workshop on Women in Development Planning in Saint Vincent and the Grenadines on 9 December 1985.
2. The workshop was held at the UWI, Extra-Mural Centre in Kingstown, Saint Vincent and the Grenadines.
3. Represented at the workshop were the Ministries of Health, Education, Agriculture, Community Development, non-governmental organizations involved in community development, social services, agricultural projects; and workers' and employers' organizations. There were 24 participants. These included health aid workers, teachers and school supervisors, agricultural extension workers, community workers, trade-unionists, etc.
4. The general focus of the workshop was to promote community participation in development planning. More specifically, the workshop's objectives were:
  - (a) To assess the extent to which women benefited from government services;
  - (b) To suggest action for increasing women's access to, and benefits from government services; and
  - (c) To identify issues of concern to women in the provision of government services.
5. The workshop was intended to serve as a complement to the selective social services analysis entitled "Women as Recipients of Services Allocated in the National Budget of Saint Vincent and the Grenadines" (LC/CAR/G.150).
6. The workshop was conducted by WAND in collaboration with United Nations ECLAC/CDCC and the Women's Affairs Unit in the Ministry of Tourism, Information, Culture and Women's Affairs in Saint Vincent and the Grenadines.

7. The opening activities of the workshop were chaired by the Coordinator, Women's Affairs of Saint Vincent and the Grenadines. The ECLAC/CDCC representative presented a background to the research study and the role of ECLAC in providing not only information on factors critical to (national) programme planning and development, but also an opportunity for women themselves to voice their comments and concerns; The representative of WAND expressed pleasure at the opportunity for collaboration at the national and regional levels, and indicated that the success of the workshop would rest on the participation of all present.

8. The Minister of Tourism, Information, Culture and Women's Affairs opened the workshop. In his short address he indicated his pleasure that organizations like WAND and ECLAC were concerned with practical applications and implementation of research findings. He reaffirmed the interest and commitment of the Government of Saint Vincent and the Grenadines in programmes to improve the situation of women.

9. The methodology applied included group dynamic exercises which promoted a positive climate for interaction and sharing throughout the workshop. An assessment of participants' attitudes vis-à-vis a range of issues concerning gender relations was considered important for the relevance of data which the investigation of the workshop would produce. To this effect exercises such as the "Attitude Temperature Scale" proved very useful.

10. A general review was made of the various services provided by the Government.

The workshop noted with satisfaction that the budget of Saint Vincent and the Grenadines contained a reasonable allocation of resources for the social sector. However, it was felt that there was room for improvement in terms of the efficiency of programme implementation in areas for which resources had been allocated.

11. For a more specific review of some services, participants worked in four separate groups dealing respectively with education, health, welfare and extension services and legal status issues. Each group was given the task of identifying concern/issues within their topic area:

- (a) The issues;
- (b) The extent to which women benefited from government's programmes and spending;
- (c) Women's concerns about the issues;
- (d) Actions necessary to improve women's access to and benefits from these services.

12. The findings and recommendations with respect to each service reviewed have been presented in chart form. (See Annex I attached).

13. In the subsequent plenary session, the workshop identified action strategies for effective implementation of the workshop recommendations. (See Annex II)

14. The conclusions of the workshop groups were found to corroborate the findings of the research study. It was agreed that the workshop's discussions had brought a rich and practical dimension to the research findings.

15. The major concerns identified by research study and workshop together were:

(a) Health

The majority of funds was spent on hospital services. More funding was needed for comprehensive community health and educational activities for women as health care beneficiaries and providers. More widespread coverage was needed in maternal leave provisions.

(b) Education

Minimal funds were allocated for pre-school leavers. There was a need for upgrading of facilities at primary and secondary schools. Girls had equal access, but tended not to enter technical fields.

(c) Welfare and extension services

Some systems were inefficient in meeting community needs. Greater sensitivity was needed to specific constraints affecting women's participation.

(d) Legal status issues

The Constitution upholds equal rights - but some laws continued to be discriminatory. Action was needed to ratify ILO conventions, enforce

laws and review policies affecting wages, child maintenance, domestic violence, property control, etc. Women needed more information and education on legal rights.

16. In their evaluation, participants indicated the following: the links between the research findings, the policy issues and their own practical experience was very important; the participatory approach helped to create a very positive feeling and encouraged a sharing of ideas; the workshop was very timely, in that it was held at a critical point of the women's movement in Saint Vincent and the Grenadines; collaboration among regional agencies and between regional and national agencies had proven very effective; the workshop had bridged the gap between research and people's understanding of the issues.

Annex I

Summary of Workshop Discussions and Recommendations

WORKSHOP 1 - EDUCATION

SERVICE	BENEFIT TO WOMEN	CONCERNS OF WOMEN	RECOMMENDATIONS FOR ACTION
1. Pre-school	Equal access for boys and girls.	<ul style="list-style-type: none"> <li>* To few pre-schools.</li> <li>* Costly - children from poor families cannot afford.</li> </ul>	<ul style="list-style-type: none"> <li>* Need for assistance to establish pre-school facilities.</li> <li>* Standardize day care - pre-school services.</li> </ul>
2. Primary School 5 - 15 years	Equal access for boys and girls - but both boys and girls kept home by parents for household/other tasks.	<ul style="list-style-type: none"> <li>* Inadequate facilities</li> <li>* Overcrowding.</li> <li>* Poor sanitation and water supply.</li> <li>* Textbooks change too often.</li> <li>* Insufficient trained teachers.</li> </ul>	<ul style="list-style-type: none"> <li>* Upgrade facilities and sanitation.</li> <li>* Standardize textbooks.</li> </ul>
3. Secondary School 11 - 19 years	Higher enrolment rates of girls.	<ul style="list-style-type: none"> <li>* Some private schools function without government support.</li> <li>* Inadequate preparation of students for local job market.</li> <li>* Teen parenthood.</li> <li>* Drugs</li> <li>* Inadequacy of training teachers.</li> </ul>	<ul style="list-style-type: none"> <li>* Government should contribute to teachers salaries in private schools.</li> <li>* Make curriculum more relevant to national development needs.</li> <li>* Introduce family life education programmes.</li> <li>* Train teachers more in handling adolescents.</li> </ul>
4. Teachers College	Equal access for men and women.	<ul style="list-style-type: none"> <li>* Tutors not responsive to present day training needs of St. Vincent.</li> <li>* Training based too much on foreign values, and inadequate for local situation.</li> </ul>	<ul style="list-style-type: none"> <li>* Revise teacher training curriculum to be more relevant to needs of St. Vincent</li> </ul>
5. University	Equal access for men and women	<ul style="list-style-type: none"> <li>* Areas of studies offered introduce and maintain gender bias.</li> </ul>	<ul style="list-style-type: none"> <li>* Ensure that women are equally recommended for training abroad/in prestigious fields.</li> </ul>
6. Adult Education	Equal access. Women benefit particularly from informal courses.	<ul style="list-style-type: none"> <li>* Programmes (e.g. literacy) do not reach those who need it most.</li> </ul>	<ul style="list-style-type: none"> <li>* Increase government priority for non-formal adult education.</li> </ul>

WORKSHOP 2 - HEALTH SERVICES

SERVICES	BENEFITS TO WOMEN	CONCERNS OF WOMEN	RECOMMENDATIONS FOR ACTION
<p>1. Maternal and child health services including Family Planning, Post-natal care, Immunization, Domiciliary Midwifery.</p>	<p>All services benefit women in particular.</p>	<p><u>Inadequate services</u> for screening e.g. Cancer Screening.  <u>Need</u> Manpower Cytologist - Nurse.  <u>Need</u> facilities - Laboratory.  <u>Need</u> More finance - fees charged can be prohibitive.  <u>Need</u> equipment for antenatal tests.</p>	<p><u>Facilities/Staff</u>            (a) More equipment and more staff should be available;            (b) <u>or</u> Satellites should be developed, i.e. regional locations where these services should be available;  <u>or</u> Adequate and regular transportation so that specimens can be delivered to central location for testing to reduce need for clients to travel to city.</p>
<p>2. Medical Officers clinics/ consultations.</p>	<p>Benefits from some services vary depend on geographical areas/areas of residence.</p>		
<p>3. Health Education</p>	<p>Some services more readily available in rural areas than in the city and vice versa.</p>	<p><u>Lack of Education</u> - Myths and fears still exist regarding the use of contraceptive methods.             Obesity is seen as a sign of good health.</p>	<p><u>Educational Programmes</u>            Women need to see themselves as important members of the society. They have the power to decide for themselves. Methods of Family Planning need to be well understood.             Knowledge of the human body, human growth and development both physical and psychological (mental and emotional) needs to be understood.</p>
<p>4. Public Health Services - including:            Environmental Sanitation;            Food Handlers Clinics;            Vector Control; and            Communicable Diseases.</p>	<p>Benefits include prevention of diseases;            Control of diseases.            Diet.</p>		<p>Knowledge also of health services available in the Community. Information on nutrition and obesity needs to be understood, how obesity develops. Mothers as well as grandmothers (the extended family members) need to understand as part of Preventive Health Programmes.</p>



SERVICE	BENEFIT TO WOMEN	CONCERNS OF WOMEN	RECOMMENDATIONS FOR ACTION
<p>5. Hospital Services (including accident and emergency; dental services; medical and surgical services; ophthalmic and orthopaedic services).</p>			
<p>6. Community Health Services (including maternity, school-health; follow-up clinics)</p>		<p><u>Maternity Leave</u> This does not exist for some female workers or is inadequate. This reduces breast feeding capabilities of women.</p>	<p><u>National Policy</u> Maternity leave for all categories of women needs to be drafted and approved. This should be spear headed by the National Breast Feeding Co-ordinating Committee in collaboration with the Women's Desk (National Machinery for Women).</p>
<p>7. Mental Health Services</p>		<p><u>Mental Health</u> Mental institution, building staff and facilities are inadequate.</p> <p><u>Drug Abuse</u> An increasing problem in the society.</p> <p><u>Child Abuse</u> A serious concern in the community. No organization to which cases can be referred or reports of suspected cases of abuse can be reported.</p>	<p><u>Mental Health</u> The building of the mental hospital, the facilities and staff are not adequate. The staff is mainly untrained personnel. Mental Health Services need more attention.</p> <p>It would be useful for a non-governmental organization to become involved in this area.</p>

WORKSHOP 3 - WELFARE AND EXTENSION SERVICESA. SOCIAL WELFARE

ISSUE	BENEFIT TO WOMEN	CONCERNS OF WOMEN	RECOMMENDATIONS FOR ACTION
1. Child maintenance		<ul style="list-style-type: none"> <li>* Embarrassment in open court hearing.</li> <li>* Scant legal representation.</li> <li>* Gross inadequacy of maintenance payments awarded by the courts.</li> <li>* Men's responsibility seen only as financial.</li> <li>* Women reluctant to take men to court.</li> </ul>	<ul style="list-style-type: none"> <li>* Need for the establishment of a family court.</li> <li>* Need for proper representation at court.</li> <li>* Development of an education programme on parenting for men and women.</li> <li>* Maintenance payments should be on a sliding scale according to the income of fathers.</li> </ul>
2. Juvenile Probation	Little benefit	<ul style="list-style-type: none"> <li>* Inadequate follow-up for delinquents.</li> <li>* Lack of reform school/home for girls.</li> </ul>	<ul style="list-style-type: none"> <li>* Establishment of a reform school for girls and boys.</li> <li>* Education on parental guidance.</li> </ul>
3. Poor Relief	Equal benefit for men and women.	<ul style="list-style-type: none"> <li>* Delivery services are inadequate.</li> </ul>	<ul style="list-style-type: none"> <li>* Establishment of better systems for disbursements, e.g. cheques payable through Post Office or supermarkets.</li> <li>* Increased allowances.</li> </ul>
4. Housing assistance	Great benefit	<ul style="list-style-type: none"> <li>* Clear criteria is lacking.</li> <li>* Service is misused.</li> <li>* Differences in benefits received in town and country.</li> </ul>	<ul style="list-style-type: none"> <li>* Establishment of criteria to permit priority in benefits to the more needy.</li> <li>* Field workers to take more responsibility in identifying needs.</li> <li>* Assessment system to be upgraded.</li> </ul>
5. Marital Counselling	Neither women nor men benefit.		<ul style="list-style-type: none"> <li>* Establishment of marital counselling services support for existing private counselling agencies.</li> </ul>
6. Family Assistance	Some benefit	<ul style="list-style-type: none"> <li>* Benefits are inadequate.</li> <li>* Types of benefits available are not widely known.</li> </ul>	<ul style="list-style-type: none"> <li>* Benefits should be increased.</li> <li>* Provision of more education about family assistance.</li> </ul>
7. Home for the Aged		<ul style="list-style-type: none"> <li>* Overcrowded and poor conditions.</li> </ul>	<ul style="list-style-type: none"> <li>* District homes needed.</li> <li>* Need for better services and programmes in the homes.</li> </ul>

B. EXTENSION SERVICES  
AGRICULTURE

ISSUE	BENEFIT TO WOMEN	CONCERNS OF WOMEN	RECOMMENDATIONS FOR ACTION
8. Field Officers Technical Information.	Less benefit for women.	<ul style="list-style-type: none"> <li>* More attention paid to male farmers.</li> <li>* Most of technology geared towards export agriculture.</li> <li>* Inadequate information on marketing and food utilization.</li> <li>* Not enough emphasis on female farmers.</li> </ul>	<ul style="list-style-type: none"> <li>* Extension workers should provide more information on crops grown for local consumption.</li> <li>* Establishment of better marketing informing system/service.</li> <li>* Need for more female extension officers.</li> </ul>
9. Training in Agriculture		<ul style="list-style-type: none"> <li>* Women are discriminated against in getting training opportunities.</li> <li>* Women's multiple role prevent them from participating.</li> <li>* Lack of sensitivity to the need for women to be included in training programmes.</li> </ul>	<ul style="list-style-type: none"> <li>* The Ministry should recommend more women for training.</li> <li>* Women need to be specially encouraged to participate in training activities.</li> </ul>

C. COMMUNITY DEVELOPMENT SERVICES

10. Community Development/ Informal Education: skill training and craft development.	Equal access, however, more women than men participate in craft training.	<ul style="list-style-type: none"> <li>* Inadequate marketing services and training - especially for craft.</li> <li>* Lack of government policy on craft development.</li> </ul>	<ul style="list-style-type: none"> <li>* More emphasis should be placed on skill development rather than on academic training.</li> <li>* Need for better marketing.</li> <li>* Establishment of a craft policy corporation with strong management and training capabilities.</li> <li>* Need for community centres in some areas.</li> </ul>
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LAWS AND GOVERNMENT PRACTICES ENSURING WOMEN'S RIGHTS	LAWS AND PRACTICES WHICH HINDER WOMEN'S RIGHTS	MAIN CONCERNS OF WOMEN	ACTIONS NECESSARY TO IMPROVE STATUS OF WOMEN
1. Matrimonial Homes Act and Domestic Violence and Matrimonial Proceedings Act.	<ul style="list-style-type: none"> <li>* Courts Agreement</li> <li>* Denial of Maternity rights.</li> <li>* Medical consent Act</li> </ul>	<ul style="list-style-type: none"> <li>* Violence in all its forms physical, psychological and social.</li> </ul>	<ul style="list-style-type: none"> <li>* Action on resolutions re violence against women.</li> <li>* Implementation of machinery for a "closed" court for certain family cases.</li> </ul>
2. Status of Children Act Guardianship of Children's Act Maintenance of Children's Act	<ul style="list-style-type: none"> <li>* Loopholes in maintenance of Children</li> </ul>	<ul style="list-style-type: none"> <li>* Maternity and paternity benefits.</li> <li>* Maintenance benefits.</li> <li>* Child care Services, and benefits.</li> </ul>	<ul style="list-style-type: none"> <li>* Participation of fathers in parenthood.</li> <li>* Machinery under maintenance of Children's Act to ensure collection of awards without resorting to the Court.</li> </ul>
3. Legislation re Civil Service Act.	<ul style="list-style-type: none"> <li>* Minimum wage laws especially for Agriculture and Industrial Workers.</li> <li>* Absence of Labour Code</li> <li>* Failure to ratify ILO Conventions.</li> </ul>	<ul style="list-style-type: none"> <li>* Property rights.</li> <li>* Discriminatory labour laws.</li> <li>* Equality in pay and employment opportunities, and credit facilities.</li> <li>* Recognition of the value of domestic labour.</li> </ul>	<ul style="list-style-type: none"> <li>* Revoke, revise and enact laws bringing benefits to women and increasing of credit for women.</li> </ul>
	<ul style="list-style-type: none"> <li>* Suppression of Laws on Women's Rights.</li> <li>* Laxity in implementation of Existing Laws.</li> </ul>	<ul style="list-style-type: none"> <li>* Incorrect information about the Women's Movement.</li> <li>* Efforts to deal with issues affecting women still done at a volunteer level.</li> <li>* Removal of death duties on matrimonial home.</li> </ul>	<ul style="list-style-type: none"> <li>* Establishment of free counselling services and legal aid.</li> </ul>

Annex II

ACTION STRATEGIES EFFECTIVE IN PROMOTING CHANGE

1. Mobilizing/organizing people.
2. Making representation on issues.
3. Confrontation - political and otherwise.
4. Providing information - based on research and documentation and using to build people's awareness of issues/concerns.
5. Implementation/action - when people see for themselves they are more likely to accept.
6. Lobbying/making representation to politicians and other persons in positions of power.
7. Changing legislation.
8. Bringing people together around similar interests.
9. Positive and collective thought to guide action.
10. Marches and demonstrations to draw public attention.

ACTION STRATEGIES WITH LIMITED EFFECT IN  
PROMOTING CHANGE

1. Individual - one-to-one approach.
2. Talk/talk and no action.
3. Corporal punishment.
4. Planning without people's participation.
5. Poor implementation of legislation.
6. Engage in action without proper skills.

