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Thirty-eighth meeting of the Presiding Officers  
of the Regional Conference on Women  
in Latin America and the Caribbean

Mar del Plata, Argentina, 7-8 September 2005

**ACTIVITIES OF THE ECLAC SECRETARIAT TO SUPPORT THE INTEGRATION OF A  
GENDER PERSPECTIVE INTO THE ECONOMIC AND SOCIAL DEVELOPMENT OF  
LATIN AMERICA AND THE CARIBBEAN**

(1 January 2004-30 June 2005)

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## I. INTRODUCTION

The activities carried out by the Women and Development Unit between 1 January 2004 and 30 June 2005 fall under subprogramme 5 of the programme of work of the Economic Commission for Latin America and the Caribbean (ECLAC) and its associated bodies for the 2004-2005 biennium, “Mainstreaming the gender perspective into the regional development process”. The work of the Unit focused on the follow-up to the Regional Programme of Action for the Women of Latin America and the Caribbean and the Platform for Action of the Fourth World Conference on Women, with special emphasis on the new measures and initiatives recommended in the Mexico City Consensus and in the Millennium Development Goals deriving from the Millennium Declaration adopted at the Millennium Summit (New York, 6-8 September 2000).

During this period, the Women and Development Unit achieved significant successes at the technical level and in the area of cooperation with countries in the region. As regards cooperation, the successes achieved related in particular to the consultation processes on economic labour policies. Gender mainstreaming in Argentina led to the creation of a Gender and Health Unit within the Ministry of Health and the Environment, and to the adoption of provincial agreements and standards for incorporating the gender perspective in employment policies at the local level. All of these initiatives stand out as viable models that remain part of the agenda of the parties involved.<sup>1</sup> Studies carried out on the status of women in financial spheres in Chile, Uruguay and Costa Rica generated a positive response from business sectors. Moreover, they have helped to open up communication channels between the women’s movement, national women’s bureaux and the private financial sector, whereby solutions can be proposed and opportunities created for new interpretations and analyses relating to the integration of women with higher levels of education into the labour force.

The publication of the regional inter-agency report on the implementation of the Millennium Declaration: *The Millennium Development Goals: a Latin American and Caribbean perspective*<sup>2</sup> represented an important step by ECLAC towards mainstreaming the gender perspective. In addition to addressing the issues relating to Goal 3 “Promote gender equality and empower women”, the report incorporates the concept of gender equity in a manner consistent with the rights approach adopted therein. For its part, the Statistics and Economic Projections Division has systematically included aspects of gender equity in poverty studies and in the construction of indicators, which has resulted in a greater availability of statistical resources for users in individual countries. The Social Development Division and the Latin American and Caribbean Demographic Centre (CELADE)- Population Division of ECLAC have continued to collaborate with the Women and Development Unit on issues of the family, ageing and reproductive health, thereby opening up new forums for discussion aimed at reconciling paid work and the work of care-giving, which falls mainly on women.

In terms of its contribution to the study of the status of women in the region, the Women and Development Unit has directed its work towards the analysis of labour policies and policies for achieving the Millennium Development Goals. In addition, it has undertaken studies on social protection and poverty in preparation for the forthcoming session of the Commission, scheduled to be held in Montevideo in 2006.

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<sup>1</sup> See <http://www.eclac.cl/mujer/proyectos/gtz/paises/argentina.htm>.

<sup>2</sup> José Luis Machinea, Alicia Bárcena, and Arturo León (Coord.), *The Millennium Development Goals: a Latin American and Caribbean perspective* (LC/G.2331), Santiago, Chile, ECLAC, 2005.

Another task being pursued is the creation of a database on gender indicators in the Caribbean. This task was carried out in collaboration with the United Nations Population Fund (UNFPA) in response to a request made several years ago by the Governments of this subregion.<sup>3</sup>

As shown in the present report, the Commission has been consistent in its approach to gender mainstreaming, in terms of both content and form: it has maintained a specific programme for the Women and Development Unit while opening up opportunities for bilateral coordination outside of the regular programme.

Status reports on all of these activities are published periodically on the website of the Women and Development Unit.<sup>4</sup>

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<sup>3</sup> See country profiles of the Caribbean on the page “Gender statistics” of the ECLAC website at <http://www.eclac.cl/mujer/proyectos/perfiles/default.htm>.

<sup>4</sup> See <http://www.eclac.cl/mujer>.

## II. MAIN ACTIVITIES

### A. FOLLOW-UP TO THE BEIJING PLATFORM FOR ACTION AND THE REGIONAL PROGRAMME OF ACTION FOR THE WOMEN OF LATIN AMERICA AND THE CARIBBEAN

#### 1. Ninth session of the Regional Conference on Women in Latin America and the Caribbean

The ninth session of the Regional Conference was convened by the Executive Secretary of ECLAC in compliance with the provisions of the Regional Programme of Action of 1977 and held in Mexico City from 10 to 12 June 2004. The Conference elected new Presiding Officers from Mexico (Chairperson), Argentina, the Bolivarian Republic of Venezuela Brazil, Chile, Colombia, Cuba, Guatemala, Honduras, Netherlands Antilles, Paraguay, Puerto Rico, Saint Vincent and the Grenadines (Vice-Chairpersons) and Ecuador (Rapporteur).<sup>5</sup>

The conclusions of the debates were adopted as the Mexico City Consensus, which was ratified as resolution 605(XXX) of the thirtieth session of ECLAC (San Juan, Puerto Rico, 28 June-2 July 2004); at that session, it was further agreed that the Consensus would serve as the region's contribution to the forty-ninth session of the Commission on the Status of Women, scheduled to be held in New York from 28 February to 11 March 2005. This last decision was reaffirmed at the thirty-seventh meeting of the Presiding Officers of the Regional Conference on Women (Santiago, Chile, 29-30 November 2004).

The civil society organizations that attended the ninth session of the Regional Conference as observers held several working meetings during the session and presented to that body a declaration in which they affirmed their unswerving faith in democracy and its institutions, reiterated their support for the Beijing Platform for Action and expressed the wish that the women and men delegates attending the Conference would "meet the hopes and expectations of the millions of women and people in the region in a determined bid to bring democracy, justice and human rights to everyone, male and female".

In parallel to the official activities of the ninth session of the Regional Conference, the United Nations bodies, with support from ECLAC, organized four side events on emerging issues identified as being of special interest for the member countries of the Presiding Officers of the Regional Conference: the Millennium Development Goals (the United Nations Women's Fund (UNIFEM), the United Nations Development Fund (UNDP), the United Nations Population Fund (UNFPA) and ECLAC), new technologies (Regional Training Program on Gender and Public Policies (PRIGEPP and the International Telecommunication Union (ITU)), race and gender (International Labour Organization (ILO)) and migration (UNFPA).<sup>6</sup>

<sup>5</sup> ECLAC (2000), *Report of the Ninth Session of the Regional Conference on Women in Latin America and the Caribbean* (Mexico City, Mexico, 10-12 June 2004) (LC/G.2256(CRM.9/6)), Santiago, Chile.

<sup>6</sup> The papers presented at these events are available at the website <http://www.eclac.cl/cgi-bin/getprod.asp?xml=/mujer/noticias/noticias/2/15032/P15032.xml&xsl=/mujer/tpl/p1f.xsl&base=/mujer/tpl/top-bottom.xsl>.

## 2. Subregional preparatory meetings

Following a request formulated by the Presiding Officers at their thirty-fifth meeting (Havana, Cuba, 28-29 April 2003), ECLAC organized three subregional meetings and two subregional forums preparatory to the ninth session of the Regional Conference with a view to reviewing the preliminary version of the position paper prepared by ECLAC and organizing the work of the Conference.

The participants at the subregional preparatory meeting for Mexico and Central America (Tegucigalpa, Honduras, 5-6 February 2004), the subregional preparatory meeting for the Caribbean (Kingstown, Saint Vincent and the Grenadines, 11-13 February 2004) and the subregional preparatory meeting for South America (Brasilia, Brazil, 23-24 March 2004) welcomed the draft document presented by the ECLAC secretariat and provisionally entitled *Caminos y atajos hacia la equidad de género en América Latina y el Caribe*, noting that it had been prepared in such a way as to enable the Governments of Member Countries serving as Presiding Officers of the Regional Conference on Women to analyse the preliminary version, amend it and make additions from a subregional perspective.<sup>7</sup>

## 3. Meetings of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean

Since the ninth session of the Regional Conference, the Presiding Officers held one meeting, which was attended by representatives of a wide range of United Nations agencies and bodies and intergovernmental entities.

At the thirty-seventh meeting of the Presiding Officers, held on 29 and 30 November 2004 in Santiago, Chile, the member States newly elected as Presiding Officers underscored the importance of the Mexico City Consensus as a basis for formulating public policies in countries of the region and as the region's contribution to the Commission on the Status of Women, which was scheduled to hold its forty-ninth session from 28 February to 11 March 2005. In addition, they agreed on the regional strategy for participating in the activities being organized within the United Nations system to celebrate the tenth anniversary of the Fourth World Conference on Women; they agreed to attend the special session of the Economic and Social Council for analysing gender mainstreaming in the United Nations system; to follow up the third goal deriving from the Millennium Declaration, namely to promote gender equality and empower women; and to incorporate the gender perspective in the other goals.

## 4. Meetings of experts

As part of its regular programme of work for the 2004-2005 biennium and within the framework of the project, "Democratic governance and gender equality in Latin America and the Caribbean", financed by the United Nations Development Account, ECLAC, in collaboration with the National Women's Council of Ecuador (CONAMU), organized a meeting of experts on policies and programmes for overcoming

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<sup>7</sup> ECLAC (2004), Report of the Subregional Meeting for Mexico and Central America Preparatory to the Ninth Session of the Regional Conference on Women in Latin America and the Caribbean (LC/L.2095), Santiago, Chile, 2004; Report of the Subregional Preparatory Meeting for South America: Towards the Ninth Session of the Regional Conference on Women in Latin America and the Caribbean (LC/L.2119), Santiago, Chile, 2004; and Report of the ECLAC/CDCC fourth Caribbean Ministerial Conference on Women: review and appraisal of the Beijing Platform of Action (LC/CAR/L.1), Port of Spain, 2004.

poverty from the perspective of democratic governance and gender (Quito, Ecuador, 25 August 2004). The purpose of the meeting was to provide a perspective from which to evaluate and compare these issues so as to determine the interrelationship between democratic governance, gender and poverty alleviation programmes in their dimensions of citizenship, institutionalization of programmes and coordination with social and economic policies. In addition to identifying the problems, opportunities and obstacles that these programmes raise in relation to governance and gender equity, the meeting formulated guidelines for a future public policy and research agenda.

## 5. Meetings of bodies of the United Nations system

During the period under consideration, ECLAC participated in the third and fourth sessions of the Inter-Agency Network on Women and Gender Equality (IANWGE) (New York, 23-26 February 2004 and 22-25 February 2005). The first of these meetings was devoted to the follow-up of the Fourth World Conference on Women (Beijing, 1995) and the twenty-third special session of the United Nations General Assembly entitled “Women 2000: gender equality, development and peace for the twenty-first century” (New York, 5-9 June 2000). The members of the Network took note of the importance of inter-agency cooperation in areas such as the status of indigenous women, the role of women in export services and the improvement of national accountability on gender issues identified in the development goals pursued at the international level, including the Millennium Development Goals. Lack of sex-disaggregated data was identified as one of the main challenges in measuring advances in gender mainstreaming. In this regard, ECLAC decided to participate in the creation of a new task force on mechanisms for analysis, monitoring and information from a gender perspective.<sup>8</sup>

While pursuing the work started at their previous session and monitoring fulfilment of the Millennium Development Goals, the participants at the fourth IANWGE meeting held a workshop entitled “Ten-year review of gender mainstreaming: Focusing on results” in which they carefully examined ways of refocusing the work of the Network with a view to strengthening the impact of gender mainstreaming on the status of women worldwide. They presented a series of recommendations designed to orient the future work of the Network in this direction and prepared a declaration for presentation at the forty-ninth session of the United Nations Commission on the Status of Women (New York, 28 February-11 March 2005) for the purpose of “drawing attention to the continuing central relevance of efforts to promote gender equality to the achievement of international development and security, and emphasizing the need to ensure appropriate action by all United Nations system entities and coordination mechanisms”.<sup>9</sup>

ECLAC was also represented at the forty-eighth and forty-ninth sessions of the Commission on the Status of Women (New York, 1-12 March 2004 and 28 February-11 March 2005). The first of these was devoted to a follow-up of the role of men and children in achieving gender equity and to equal participation by women in conflict prevention, management and resolution as well as in post-conflict peace-building. The second was devoted to examining the application of the Beijing Platform for Action and the outcome of the special session of the General Assembly entitled “Women 2000: gender equality,

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<sup>8</sup> See *Report of the Third Session of the Inter-Agency Network on Women and Gender Equality (IANWGE/2004/REPORT)*, available on line at <http://www.un.org/womenwatch/ianwge/annualmeetings/2004/ianwge2004report.pdf>.

<sup>9</sup> See *Report of the Fourth Session of the Inter-Agency Network on Women and Gender Equality (IANWGE/2005/REPORT)*, available on line at <http://www.un.org/womenwatch/ianwge/annualmeetings/2005/ianwge2005report.pdf>.



development and peace for the twenty-first century”, and to considering the current challenges and forward-looking strategies for the advancement and empowerment of women and girl children. ECLAC presented the paper “Análisis de la medición de la pobreza desde la perspectiva de género” at the high-level round table “Remaining challenges in relation to statistics and indicators, building on the discussions at the High-level round table organized in 2004 by the 48th session of the Commission on the Status of Women as well as available data from the World’s Women: Trends and Statistics (2005) and the World Survey on the Role of Women in Development (2004)” held on 8 March 2005.

Representatives of ECLAC also participated in the twenty-first session of the Subcommittee of the Executive Committee on Women, Health and Development of the Pan American Health Organization (PAHO) (Washington, D.C., 14 and 15 March 2005), at which advances in gender mainstreaming at PAHO itself were reviewed. On this occasion, ECLAC presented the document “Transversalización de la perspectiva de género en CEPAL. Lecciones aprendidas” and made a presentation to the “Panel on the achievement of Goal 3 of the Millennium Development Goals: to promote gender equality and empower women”.

ECLAC also contributed to the preparation of the background material made available to the experts who attended the Expert Group Meeting on Violence against Women: a statistical overview, challenges and gaps in data collection and methodology and approaches for overcoming them, convened by the United Nations Division for the Advancement of Women (Geneva, 11-14 April 2005). The Women and Development Unit also collaborated with the Division in organizing a legal symposium on the application of international provisions on human rights at the national level (Santiago, Chile, 25-27 May 2005), which was attended by judicial officers from 11 Latin American countries. The symposium was followed by a training workshop designed for 22 civil servants responsible for the preparation of reports by the same countries to the Committee on the Elimination of Discrimination against Women (CEDAW) (Santiago, Chile, 30 May-1 June 2005).

During the same period, ECLAC intensified its work in coordination with the UNFPA and UNIFEM on the inter-agency project “Use of gender indicators in public policy-making”.

## **6. Inter-agency meetings**

Within the framework of the activities in follow-up to the Regional Programme of Action, ECLAC organized the twelfth Meeting of Specialized Agencies and Other Bodies of the United Nations System on the Advancement of Women in Latin America and the Caribbean, which was held in Santiago, Chile, on 30 November 2004. The organizations represented analysed the activities underway that called for further coordinated action by the United Nations system; they commented on their contribution to the comparative regional report being coordinated by ECLAC on the follow-up to the Millennium Development Goals, with emphasis on the incorporation of the gender perspective in the eight Goals in question.

ECLAC also participated in the activities carried out at the national level by the inter-agency Gender Theme Group, which consists of organizations of the United Nations system with offices in Chile. During the period under consideration, this group focused on the follow-up to the Millennium Development Goals and the 10-year review of the Programme of Action of the International Conference on Population and Development (ICPD). Participants also exchanged information on a working methodology for studying poverty and gender. The group also supported the publication in November 2004 of the study *Femicidio en Chile*, prepared by the Citizenship and Human Rights Area of the

Corporación La Morada. The other organizations participating in the group with ECLAC were the Office of the United Nations High Commissioner for Human Rights, Food and Agriculture Organization of the United Nations (FAO), ILO, Pan American Health Organization/World Health Organization (PAHO/WHO), UNDP, ITU, United Nations Educational, Scientific and Cultural Organization (UNESCO), UNFPA, United Nations Children's Fund (UNICEF) and UNIFEM.

## B. PROJECTS AND TECHNICAL ASSISTANCE

### 1. Projects

As in previous years, the execution of projects accounted for a significant part of the work programme of the Women and Development Unit. The projects "Changes in pension systems and their impact on overcoming inequalities between men and women" and "Productive development and gender equity in Latin America" were completed and the relevant studies and reports of expert meetings held in the previous biennium were published.<sup>10</sup> The Unit continued to execute three projects initiated in previous bienniums: "Use of gender indicators in public policy-making", "Capacity-building of national machineries for governance with the gender perspective in Latin America and the Caribbean" financed by the United Nations Development Account and "Labour policies with a gender focus".

#### (a) "Changes in pension systems and their impact on overcoming inequalities between men and women"

The project "Changes in pension systems and their impact on overcoming inequalities between men and women", begun in November 2000 with financial support from the Government of the Netherlands, had been concluded in 2003 as regards the studies and expert meetings listed in its work schedule, with the exception of the publication of a compendium highlighting the activities in question. To this end, the book "Los sistemas de pensiones en América Latina: un análisis de género" was published in the *Cuadernos de la CEPAL* series. This book examines in depth the gender dimension of the reforms to the pension systems in the region and seeks to help to "reform the reforms" by taking into consideration shortcomings in the treatment of gender problems and to provide for adequate financing of the measures required to satisfy the demands of tax authorities.<sup>11</sup> The book was launched during the thirty-seventh meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean (Santiago, Chile, 29 and 30 November 2004); on that occasion, statements were made by the Executive Secretary of ECLAC and the former Director of the Bureau of Labour of Chile.

<sup>10</sup> See ECLAC (2004), *Activities of the ECLAC secretariat to support the integration of a gender perspective into the economic and social development of Latin America and the Caribbean* (1 January 2000 to 31 December 2003) (LC/L.2083 (CRM.9/4)), Santiago, Chile.

<sup>11</sup> See the foreword of José Luis Machinea, Executive Secretary of ECLAC in Flavia Marco (coord.) (2004), "Los sistemas de pensiones en América Latina: un análisis de género", *Cuadernos de la CEPAL series*, N° 90 (LC/G.2262-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), United Nations Publication, Sales No. S.04.II.G.129.

**(b) “Productive development and gender equity in Latin America”**

The project “Productive development and gender equity in Latin America”, begun during the second half of 2003 with financial support from the Government of the Netherlands, completed its activities with the preparation of inputs that were to be used to incorporate the gender perspective in the position paper “Productive development in open economies”. In the end, it was not possible to use these inputs in the document, which was presented by ECLAC at its thirtieth session (San Juan, Puerto Rico, 28 June-2 July 2004).<sup>12</sup> The project conclusions were, however, incorporated in the document “Un marco de análisis para el fomento de las políticas de desarrollo productivo con enfoque de género”, currently being published, which contains recommendations arising from the analysis of public policies on gender equity and the principal programmes for productive development. Annexed to the publication is a series of bibliographic notes that constitute an annotated bibliography.

**(c) Use of gender indicators in public policy-making**

The inter-agency project “Use of gender indicators in public policy-making”, which ECLAC has been executing since October 2000 with financial support from UNFPA and UNIFEM, has stepped up its activities for constructing an integrated and flexible system of gender indicators that will strengthen the capacity of countries in the region to use gender indicators in public policy-making. The project is being executed by the Women and Development Unit in close collaboration with the Statistics and Economic Projections Division and CELADE. Further support is being provided by the other four regional commissions, the specialized agencies and other organizations within the United Nations system.

In 2004, the project activities were geared mainly towards completing the production of gender indicators and making them available for use by the countries in the region. Thus, the household surveys for the years 1994 and 2002 were processed for approximately 18 countries in order to update the available data and complete the historical perspective being offered to users. In its concern to pursue the measurement of unpaid work, the Women and Development Unit also published three studies on conceptual and methodological aspects of time use surveys.<sup>13</sup>

In addition, data from the most recent censuses available for Bolivia (2001), Brazil (2000), Ecuador (2001), Guatemala (2002) and Panama (2000) were processed in order to carry out a gender analysis, especially in areas where the sample coverage in the household surveys is insufficient and in others where the information collected in the census proves especially important for describing the population according to racial and ethnic background. The tabulation plan included the thematic areas of population, fertility, activity and education.

The analysis of this set of information, which is available on the ECLAC web page on Gender statistics, will soon be published as a book on the status of women and men in the region. Currently 22 country profiles are available for countries in the region. These were based on a minimum set of indicators as well as on a series of regional comparative socio-economic indicators on the following topics: population; fertility; household and family; education; labour and income; poverty; health; and

<sup>12</sup> See ECLAC (2004), *Productive development in open economies*, (LC/G.2234(SES.30/3)), Santiago, Chile.

<sup>13</sup> See Rosario Aguirre, Cristina Carrasco y Cristina García Sainz (2005), *El tiempo, los tiempos, una vara de desigualdad, Mujer y desarrollo series*, No. 65 (LC/L.2324-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), United Nations Publication, Sales No. S.05.II.G.71.

political empowerment. In 2003, a historical line was prepared on the basis of the household surveys available in the region for the year 1994. This information was supplemented in 2004 by data up to the period 1980/1990 for some strategic indicators relating to fertility, education, employment and poverty, and up to 1970 for unwanted fertility. The profiles of Latin American countries and regional information available on line up to around 2002 were updated on the basis of data from 2002 household surveys.

To date, a substantial shortcoming in the project was the absence of gender statistics on the countries of the Caribbean. However, as from the second half of 2004, thanks to financial support from UNFPA, the ECLAC Subregional Headquarters for the Caribbean started to execute the project “Development of Social Statistical DataBases and a Methodological Approach for a Social Vulnerability Index (SVI) for Small Island Developing States”, with a view to preparing a set of gender indicators for the subregion which would be compatible with the regional database available at ECLAC for Latin America. The tabulation plan was defined in conjunction with the Women and Development Unit, which supervised the data-processing exercise and carried out a technical cooperation mission to support the international consultant hired in Port of Spain. Its purpose was to review the advances achieved in the gender statistics base for the countries of the Caribbean and to evaluate the next steps to be taken in order to formulate a strategy for strengthening the production of gender statistics in countries of the subregion—including the organization of workshops with experts from the Caribbean and the design of indicators specific to the subregion. It was thus possible to construct a base line for the countries of the Caribbean incorporating data for 1990 for 14 countries and to start to process 2000 data for 5 countries. In 2005-2006, these data will be supplemented with information from the 2000 round of censuses under a new project funded by UNFPA and UNIFEM. The initial version of the Caribbean database, including country profiles and comparative data relating to the subregion, is already available on the ECLAC web page on “Gender statistics”.

In collaboration with CELADE and, once again, with funding from UNFPA, the Women and Development Unit reviewed the information entered in 2001-2002 in the regional system of indicators for the follow-up to the Beijing Platform for Action and supplemented it with data updated to 2002 using the R+G4xPlan application of the programme “Retrieval of data for small areas for microcomputer” (REDATAM). This programme was made available to users on the Internet at the end of June 2005, together with the regional systems of indicators prepared by CELADE for the follow-up to the programmes of action of the International Conference on Population and Development (Cairo, 1994) and the Second World Assembly on Ageing (Madrid, 2002). All the methodological notes relating to the design of indicators will be completed and made available to users of the System. During the second half of 2005, the information generated for the Caribbean countries will also be incorporated.

As already mentioned in the previous report, the information produced within the framework of this project was used to prepare a proposal for additional indicators for the follow-up of the Millennium Development Goals, on the basis of which a pilot study on “Las Metas del Milenio y la Igualdad de Género. El caso de Perú”, was prepared with financial support from UNIFEM and published in the first half of 2004.<sup>14</sup> Since the beginning of 2004, new studies have been undertaken with the agreement of UNIFEM to complete the series of Andean countries and others will be conducted on Central America and the Southern Cone. Meanwhile, the Government of Mexico has decided to carry out its own national study and the Government of Italy provided financing for preliminary studies conducted in Costa Rica, Haiti, Honduras, Panama and the Dominican Republic; these studies have served as inputs for the

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<sup>14</sup> See Rosa Bravo (2004), *Las metas del Milenio y la igualdad de género: el caso de Perú, serie Mujer y desarrollo*, N° 55 (LC/L.2126-P/E), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), United Nations publication, Sales No. S.04.II.G.53.

preparation of the inter-agency report on the follow-up of the Millennium Development Goals being coordinated by ECLAC.<sup>15</sup> The studies of Mexico and Nicaragua<sup>16</sup> have already been published, while those of Argentina, the Bolivarian Republic of Venezuela, Bolivia, Colombia and Ecuador are being revised prior to publication; the studies on Brazil, Guatemala and Paraguay, agreed on by UNIFEM, are still in progress. This follow-up effort is being supplemented with a compendium comparing the 16 studies carried out in Latin America, which is scheduled for completion in late 2005.

Lastly, ECLAC has continued to work in collaboration with other organizations in the United Nations system on the preparation of the *Guía de asistencia técnica para la producción y el uso de indicadores de género*. The first draft of this text had been presented by the Women and Development Unit at the Inter-agency Coordination Meeting on Gender Statistics (Santiago, Chile, 7-10 October 2002), organized jointly with FAO, ILO, PAHO, UNICEF, UNFPA, UNIFEM, IDB and the Latin American Faculty of Social Sciences (FLACSO). As mentioned in the previous report, the *Guía* is intended to serve as guidelines to organizations in the United Nations system who are providing technical assistance to Governments engaged in the collection, processing, analysis, dissemination and use of gender indicators in the areas of education, the family and households, health, population, labour and the economy, political empowerment of women and violence against women. The editing required to ensure that the different chapters are conceptually and methodologically consistent was carried out with financial support from UNFPA. The final version of the *Guía* is due to come out in the second half of 2005.

**(d) Democratic governance and gender equality in Latin America and the Caribbean**

During the period under review, the project “Democratic governance and gender equality in Latin America and the Caribbean”, begun in 2002 with the approval of the General Assembly and financial support from the United Nations Development Account, came to an end. All the scheduled activities were completed and the principal objectives were fulfilled. In this regard, networks were set up and strengthened between political/institutional stakeholders, civil society organizations, legislators and government bodies that promote governance.

At the thirty-fourth meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean (Santiago, Chile, 5-6 September 2002), the ECLAC secretariat presented the project to representatives of member countries of the Conference, who welcomed it and decided to act as its monitoring body. Thus, it was the Governments of the region who participated, through the national machineries for the advancement of women, in the selection of participating countries,<sup>17</sup> the identification of relevant issues, the co-management of the project at the national level and the joint financing of the project. Special mention should be made of the case of Mexico, which provided almost 100 % of funding for the project.

<sup>15</sup> See José Luis Machinea, Alicia Bárcena and Arturo León (coords.), *The Millennium Development Goals: a Latin American and Caribbean perspective* (LC/G.2331), Santiago, Chile, ECLAC, 2005.

<sup>16</sup> See Instituto Nacional de las Mujeres (INMUJERES) (2005), *Las metas del Milenio y la igualdad de género: el caso de México, Mujer y desarrollo series*, No. 67 (LC/L.2339), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), United Nations publication, Sales No. S.05.II.G.83; and Isidoro Espinosa (2005), *Las metas del Milenio y la igualdad de género: el caso de Nicaragua, Mujer y desarrollo series*, No. 68 (LC/L.2353), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2005, United Nations publication, Sales No. S.05.II.G.92.

<sup>17</sup> In accordance with the criteria adopted at the Thirty-fourth Meeting of the Presiding Officers, the following countries participated in the project: Brazil, Dominica, Dominican Republic, Honduras, Mexico, Paraguay, and Saint Vincent and the Grenadines.

<b>Agenda for democratic governance and gender equality derived from the project</b>	
Points of convergence between the feminist agenda, public policies on gender and policies on democratic governance in selected countries	Reforms to electoral systems, changes in political culture and political representation of women.
	Poverty and democratic governance from the perspective of gender equity
	Respect for diversity and particular attention to underprivileged groups
	Good government, governance and gender equity
Institutionalization of gender equity as one of the main components of democratic governance	Transparency and institutional stability of gender machineries during periods of government transition
	Gender mainstreaming and institutionalization

Originally entitled “Capacity-building of national machineries for governance with the gender perspective in Latin America and the Caribbean”, the project sought to strengthen the analytical capacity of national machineries with a view to mainstreaming the gender perspective in the governance agenda. Thus, it did not attempt to propose a given management model, but rather sought to generate opportunities for dialogue in countries in order to establish social and institutional networks and discuss strategies and modalities for developing governance with gender equity. To that end, the project required the national women’s bureaux and international organizations to assume a leadership role. For their part, the Presiding Officers had a decisive role to play in monitoring the design, implementation and outcome of this project. This has been an important achievement of the project, which, from the outset, benefited from the active participation of ministers and authorities of the countries selected as well as those of other countries in the region.

During the ninth session of the Regional Conference on Women in Latin America and the Caribbean (Mexico City, 10-12 June 2004), the ministers and authorities of the national women’s bureaux that were participating in the project (Brazil, Dominica, Dominican Republic, Ecuador, Honduras, Mexico and Paraguay) met to carry out an evaluation, which is available on the Unit’s website.<sup>18</sup> Subsequently, following the thirty-seventh meeting of the Presiding Officers of the Regional Conference, the same participants met at the International Seminar on Democratic Governance and Gender Equality (Santiago, Chile, 1-2 December 2004), where, together with experts, they assessed the advances achieved in the thematic area of governance as it impinged on poverty, political empowerment and new technologies. These two meetings underscored the importance of the project and assessed it in its different dimensions, as explained below:

**(i) Institutional weakness**

The authorities and experts referred in particular to the periods of transition in national government, when the status, mission and agenda of gender institutions tend to be called into question. Such situations have arisen, for example, in Brazil, Paraguay and Ecuador, where the project supported the efforts of women’s organizations to promote or strengthen the status of machineries for the advancement of women, facilitating agreements, promoting the exchange of experiences and proposing solutions. This was possible thanks to the project’s capacity to intervene on a timely basis in actions undertaken by civil society and the political authorities of the sector. The subsequent reflection and early warning capacity have enabled national machineries to mobilize themselves in order to put forward

<sup>18</sup> See <http://www.eclac.cl/mujer/proyectos/gobernabilidad/act-regionales.htm>.

arguments that justify having an independent high-level body as indicated in the commitments made by States at United Nations meetings, in particular the Beijing Platform for Action.

The project provided an opportunity to monitor closely discussions taking place in the selected countries. In all of these countries, the existence, place and resources of the machineries for the advancement of women are the subject of evaluation and usually become an adjustment variable for administrative reforms. However, experience during the period has led to the conclusion that, notwithstanding the obstacles, the trend towards institutionalization is dominant in the region and is part of the political agendas in particular that of the women's movement.

**(ii) Social and institutional networks**

In addition to the execution of project activities, new subregional networks were generated on specific topics such as political culture, electoral reforms (Mexico, Honduras), poverty, gender and race (Brazil) and social policies, gender and poverty (Ecuador). A network of regional experts on governance was also set up, as none had existed before the project, and virtual communication networks were established between ministers and authorities of gender machineries and between the latter and civil society, thanks to the incentive provided by the project for the use of new technologies. Moreover, the opportunities for dialogue between the State and society facilitated the dissemination of new knowledge and proposals, as occurred at the First National Conference on Policies for Women, held in Brasilia in July 2004.

**(iii) Political empowerment**

The project increased the scope for analysing the political empowerment of women, with emphasis on the study of the linkages between political empowerment, electoral systems and democratic culture. Studies were carried out in Honduras, Mexico and Brazil. In addition, a regional study was prepared on quota laws and electoral systems, which provided the authorities in each country with elements of comparative legislation that were relevant for the changes being introduced.<sup>19</sup> Furthermore, the International Seminar on Constitutional Reforms and Gender Equity, organized in collaboration with the Electoral Tribunal of Bolivia (Santa Cruz, Bolivia, 21-23 February 2005), was an opportunity to exchange experiences on constitutional reform, which included changes conducive to gender equality.

**(iv) The political dimension of poverty**

From the time the project was conceived, one of the primary concerns of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean was to demonstrate the linkages between the fight against poverty and democracy. The project has highlighted the links between poverty as it affects women and democracy in the case of Brazil, Ecuador, Chile, Mexico and Argentina, showing the interrelationship between poverty alleviation and the consolidation of democratic institutions. These studies revealed the growing recognition for the role played by women as beneficiaries of monetary transfer programmes, subsidies and other benefits channelled through the women of the family.<sup>20</sup> The

<sup>19</sup> See Line Bareiro, Oscar López, Clyde Soto y Lilian Soto (2004), *Sistemas electorales y representación femenina en América Latina, Mujer y desarrollo serie*, N° 54 (LC/L.2077-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), United Nations publication, Sales No: S.04.II.G.20.

<sup>20</sup> See Ceres Prates, "Os programas de combate a pobreza no Brasil e a perspectiva de genero no periodo 2000-2003: avancos e possibilidades", *Mujer y desarrollo series*, No 63 (LC/L.2309-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), United Nations Publication, Sales

over-representation of women in the execution of anti-poverty programmes has been documented in these countries and has allowed for significant changes in the design of some of the programmes, which were also the subject of the international seminar on policies and programmes for overcoming poverty from the perspective of democratic governance and gender, organized as part of the project (Quito, Ecuador, 26-27 August 2004).

**(v) Use of information technologies**

Although information technologies were not considered one of the original components of the project and initially were used to facilitate communication between member countries of the Presiding Officers of the Regional Conference, the issue of electronic government and its relevance for governance were soon raised by national authorities. Consequently, the strategy was modified in order to adopt a cross-cutting approach to the project, facilitating the establishment of a vast network of actors, who intervened throughout the preparatory process for the ninth session of the Regional Conference on Women in Latin America and the Caribbean (Mexico City, 10-12 June 2004). The ministers and authorities of national machineries for women participated in this process using new media for deliberation, which were tested in electronic forums held prior to two of the subregional meetings preparatory to the ninth session of the Conference (the Subregional Meeting for Mexico and Central America (Tegucigalpa, Honduras, 5-6 February 2004) and the Subregional Preparatory Meeting for South America (Brasilia, Brazil, 23-24 March 2004); these forums paved the way for holding virtual meetings of the Presiding Officers, as approved at their thirty-sixth meeting (México City, 9 June 2004).

This unique experience with electronic forums at the ministerial level enabled participants to share the assessment of the situation in their countries from the perspective of gender equity and governance, the advances made, the problems and obstacles encountered and the strategies implemented. This has provided an overview of the region while highlighting the unique features of each one of its societies. This experience was reinforced by the creation of the digital journal “Gobernabilidad democrática y género”, which is presented as a facility whereby actors concerned with the issues can dialogue and exchange experiences. To date, three issues of this journal have been published.<sup>21</sup>

**(vi) Contribution to knowledge**

The preparation of regional and national assessments has permitted the design of impact and political dialogue strategies, within the framework of State reform, on the situation of national machineries for women in the region and their systems of dialogue within and outside the State. The documents produced have helped to widen the scope of the debate to the regional level, to elaborate and disseminate arguments, generate schools of thought, mobilize political, social and institutional forces and foster the inclusion of issues of democratic governance and gender equity in public and institutional agendas.

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No: S.05.II.G.58; and Hildete Pereira and Lourdes Bandeira, “A pobreza e as políticas de género no Brasil”, *Mujer y desarrollo series*, No. 66 (LC/L.2322-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), United Nations Publication, Sales No. S.05.II.G.67. The following studies are also forthcoming: Amparo Armas, “Estrategias de superación de la pobreza y equidad de género: El bono de Desarrollo Humano”; Lieve Daeren, “Mujeres pobres: ¿Prestadoras de servicios y/o sujetos de derechos? Los programas de reducción de la pobreza en América Latina desde una mirada de género”; and Claudia Serrano, “Políticas y programas de pobreza en América Latina”.

<sup>21</sup> See issues 1 (July 2004), 2 (November 2004) and 3 (April 2005) of the Revista Digital “Gobernabilidad democrática y género” at <http://www.eclac.cl/mujer/revista/default.asp>.



In the Caribbean, activities under this project were carried out in Dominica and in Saint Kitts and Nevis with a view to supporting the preparation of assessments for policy-making, thus providing women's bureaux with tools for negotiation and accountability at the domestic government level (Dominica) or before the Committee for the Elimination of Discrimination against Women (CEDAW).<sup>22</sup>

In Latin America, in addition to the documents mentioned here and those published prior to the period under review, the following documents are being prepared: “Fortalecimiento da Secretaria Especial de Políticas para as mulheres para avançar na transversalização da perspectiva de género nas políticas públicas” (Brazil); “La equidad de género y el programa de Bono de Desarrollo Humano de Ecuador” “Fortaleciendo los mecanismos de participación equitativa y democracia para atender a las necesidades y demandas de las mujeres en el marco de las reformas del Estado en Honduras”; “Cultura y participación política en México”; “Fortalecimiento de la Secretaría de la Mujer en la transición de gobierno de 2003 a partir de la sistematización y análisis de las demandas de las organizaciones de mujeres” and “Fortalecimiento de la Secretaría de la Mujer en la transición de gobierno de 2003, a partir de la generación de acciones de consenso, alianzas y advocacy con diferentes actores del poder público” (Paraguay).

In short, in concluding the project, the body of knowledge produced forms a database that includes (i) the socio-political processes of the last decade, such as constitutional reforms, State reforms, participation of actors and women in these processes and in new policy-making methods; (ii) the status of gender machineries in each country in the region, bearing in mind their position within the State structure, their participation in government decision-making bodies and scope for intermediation with civil society; (iii) the advances at the national level in mainstreaming and institutionalizing the gender perspective in public policies and State institutions; and (iv) advances at the national level in eliminating obstacles to the political empowerment of women and in establishing societal covenants for gender equality. This information makes it possible to monitor the processes of institutionalization over time, and the stability or instability of national machineries for gender equity in each country of the region.

**(e) “Labour policies with a gender focus”<sup>23</sup>**

The project “Labour policies with a gender focus”, which the Women and Development Unit has been executing since 2003 with financial support from the German Agency for Technical Cooperation (GTZ), has continued its activities in the six countries directly involved in the project development and has continued to prepare studies of regional scope. These include the document *Legislación laboral en seis países latinoamericanos. Avances y omisiones para una mayor equidad*, which is important as an advocacy instrument.<sup>24</sup>

The focus of the project is labour, since this ties in with economic and social aspects of development and is one of the arenas in which the struggle to overcome poverty and extend citizenship and economic rights for women takes place.

<sup>22</sup> The studies “Situation análisis women and men in Dominica. Education, politics, finance, tourism” y “Un análisis de la participación política de las mujeres en la República Dominicana: obstáculos y potencialidades” are forthcoming.

<sup>23</sup> See <http://www.eclac.cl/mujer/proyectos/gtz/Default.htm>.

<sup>24</sup> See Eleonor Faur, Natalia Gherardi and Laura C. Pautassi, “Legislación laboral en seis países latinoamericanos. Avances y omisiones para una mayor equidad”, *Mujer y desarrollo series*, No. 56 (LC/L.2140-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2004, United Nations publication, Sales No. S.04.II.G.68.

The current phase, which was started in 2003, applies a methodological strategy already tested in the first phase of the project. Its principal objective is to support technical and political processes as well as knowledge production and the formulation of sectoral employment policies with gender equity in the selected countries.<sup>25</sup> The study “La investigación social en el campo de las políticas públicas: aciertos, desventajas y potencialidades”, was prepared with a view to deepening the conceptual base of the project strategy and is a thought-provoking analysis which has been used in various events held within the framework of the project.

The health and tourism sectors were studied in Argentina and Ecuador, respectively, with reference to local policies, since these same areas had been covered in the previous phase albeit at the national level. In Costa Rica and Uruguay, activities were carried out in the area of financial services. In El Salvador, the project considered the use of migrants’ remittances and their impact on the economic rights of women.

The project seeks to strengthen the institutional capacity of national women’s bureaux, sectoral ministries and other governmental and non-governmental institutions to design and implement comprehensive public policies that consider gender equity in the context of labour. Thus, it promotes inter-agency and intersectoral collaboration and, by means of dialogue and negotiation, increases the scope of agreements designed to achieve equity in the sectoral labour market.

During the period under review, a study was conducted in Argentina entitled *Calidad en el empleo y calidad de la atención en la salud en Córdoba, Argentina. Aportes para políticas laborales más equitativas*.<sup>26</sup> The assistance of the various levels of government (national, provincial and municipal) and of academic and trade union bodies was enlisted for preparing and validating it. In addition, a manual entitled “Guía para la implementación de políticas de empleo a nivel local con perspectiva de género”, was produced and is scheduled to be published towards the end of 2005.

The following meetings were held to present the results and establish an inter-agency dialogue. (i) Meeting of civil society representatives with provincial and municipal union actors, women’s organizations and sectoral workers’ organizations (Córdoba, Argentina, May 2004); (ii) Meeting with national authorities, convened by the Ministry of Health of Argentina, the Ministry of Health of the Province of Córdoba, the Secretariat for Health and the Environment of the Municipality of Córdoba and the Women and Development Unit of ECLAC (Córdoba, Argentina, May 2004); y (iii) Seminar “Las políticas laborales en los espacios locales de salud”, with the participation of provincial and municipal government authorities and with representatives of trade unions, women’s movements and academic centres (Córdoba, Argentina, November 2004).

It is interesting to note that this was the first time that health workers of the Province and Municipality of Córdoba were provided with systematized statistics on their labour situation. This had an impact on their active participation in the activities. In addition, in the context of the political process of which the project was part, a new unit, the Gender and Health Unit in the Ministry of Health of Argentina

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<sup>25</sup> The first phase of the project corresponds to the joint ECLAC/GTZ project “Institutionalization of gender policies within ECLAC and sectoral ministries”.

<sup>26</sup> See Jacinta Burijovich and Laura C. Pautassi, “Calidad en el empleo y calidad de la atención en la salud en Córdoba, Argentina. Aportes para políticas laborales más equitativas”, *Mujer y desarrollo series*, No. 60 (LC/L.2250-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2005. United Nations publication, Sales No. S.05.II.G.8.

was set up under the Secretariat for Health Policies, Regulation and Relations.<sup>27</sup> Technical assistance was provided to the Secretariat for Health and the Environment of the Municipality of Córdoba in order to improve the employment regime of the Emergency Hospital in the city of Córdoba and then replicate the experiment in other facilities that come under the Municipality.

In Costa Rica, the study *El empleo en los servicios financieros. Costa Rica: buenas y no tan buenas noticias* was prepared and published. Its proposals were approved and validated collectively by representatives of government and academic institutions, financial entities, business associations, trade unions and women's organizations through meetings and workshops convened by the National Institute of Women (INAMU) in December 2003, and in February and July 2004.<sup>28</sup> In June 2005, a forum on more equitable labour policies: the case of the financial sector in Costa Rica was held, at which the study was discussed and an agreement signed between INAMU and the Ministry of Labour and Social Security. This agreement contains the project's recommendations and strengthens the Institute's intervention in the debate and in the design of the recently adopted National Employment Policy (2005).

Synergies were established with other activities of INAMU, such as the award of a "gender-equity seal" for public and private organizations that develop a gender-sensitive management system. The Institute has started to distribute this seal in banks, with which it has established an on-going dialogue and agreements have been reached on policy measures for gender equity in the sectoral labour market.

In Chile two studies were produced: *El empleo en el sector financiero en Chile. Nuevas oportunidades, conocidas discriminaciones*, which refers specifically to the assessment and proposals made in this country;<sup>29</sup> and *Trayectorias laborales en el sector financiero. Recorridos de las mujeres*, a qualitative study the results of which can be used to extrapolate trends relating to women workers in financial services in the region as a whole.<sup>30</sup>

A seminar on labour opportunities and equity in the financial sector (Santiago, Chile, January 2005) was convened in conjunction with the National Women's Service (SERNAM). This meeting, at which studies and policy proposals were presented and discussed, was attended by senior business, trade union and government representatives. It was recognized by the business and trade union representatives as an unprecedented forum for dialogue, since, until then, there had been no opportunities for joint work. SERNAM offered to coordinate an inter-agency body on employment and equity in the financial sector which would bring together government, business and trade union sectors and women's organizations.

As part of the impact of the project in Chile, the Department of Studies of the Professional Association of Pension Fund Managers (AFP) carried out specific research into employment in this subsector. The information and the process thus set in motion served as a basis for the presentation of a project for corporate social responsibility to the Board of the Banco de Chile by the bank's No. 1 National

<sup>27</sup> See Boletín oficial de la República Argentina, N° 30.644, 2 de mayo de 2005.

<sup>28</sup> See Juliana Martínez Franzoni, "El empleo en los servicios financieros. Costa Rica: buenas y no tan buenas noticias", *Mujer y desarrollo series*, No. 62 (LC/L 2295-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2005. United Nations publication, Sales No. S.05.II.G.43.

<sup>29</sup> See Amalia Mauro, "El empleo en el sector financiero en Chile. Nuevas oportunidades, conocidas discriminaciones", *Mujer y desarrollo series*, No. 58 (LC/L.2172-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations Publication, Sales No. S.04.II.G.107.

<sup>30</sup> See Amalia Mauro, "Trayectorias laborales en el sector financiero. Recorridos de las mujeres", *Mujer y desarrollo series*, N° 59 (LC/L.2177-P), Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations publication, Sales No. S.04.II.G.104.

Trade Union; they also served to support the candidacy of women to leadership positions in the Chilean Confederation of Bank Unions.

In Ecuador, the methodology and assessment carried out in the first phase of the project on employment in the tourism sector was replicated in the canton of Santa Elena, Province of Guayas. This culminated in the preparation of the document “Políticas de empleo en la planificación turística local de Ecuador. Herramientas para su formulación”. This study presents the experience of the seminar on local labour policies for the tourism sector in Santa Elena (Santa Elena, Guayas, September 2004), convened by ECLAC and the National Women’s Council (CONAMU), which consisted in an open dialogue between representatives of government agencies, trade unions, women’s organizations and municipal authorities.

The activities of the project in Ecuador also helped to form the intersectoral committee on employment and equity, which is composed of representatives of trade unions, municipalities, ministries of tourism and labour, CONAMU, women’s organizations, business associations and international organizations. This forum is akin to the Intersectoral labour Committee on Tourism and Equity”, established in Quito in 2001, under the first phase of the project. The Committee has provided a forum for dialogue and consultation between civil society and the State, where none existed before. In this institutionalized forum, which has managed to survive, the strategy for development of the tourism sector is discussed and defined and decisions taken to improve working conditions for women in the sector.

Within the framework of the project, CONAMU and the National Modernization Council (CONAM) signed a cooperation agreement for gender mainstreaming in the processes of decentralization and modernization of the State (Quito, Ecuador, April 2004).

In El Salvador, by virtue of a joint decision with the Salvadoran Institute for the Development of Women (ISDEMU), a study is being conducted on the use of remittances by women and their possible impact both on paid work and on the exercise of their economic rights. This decision stems from the observation that remittances have an enormous impact on the income of Salvadoran households and from the conclusions of approaches and studies conducted in other countries, which suggest that remittances received tend to be used for consumer goods instead of being invested in more and better opportunities for paid work for women.

In Uruguay, a study was produced entitled *Sector financiero y empleo femenino. El caso uruguayo*.<sup>31</sup> While this study was being prepared, a symposium was held on employment in the financial sector and the challenges for equity (Montevideo, Uruguay, December 2004) in order to report on the objectives and methodology of the project as well as to disseminate the advances of the assessment to governmental and non-governmental stakeholders. At this meeting, a study was presented entitled *Demandas de capacitación en el sector financiero. Sesgos de género y evaluación por competencias*; this study is regional in scope, although emphasis is placed on the situation in Uruguay.<sup>32</sup> The meeting, which was also attended by a representative of the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR) of the International Labour Organization (ILO), made progress in

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<sup>31</sup> See Alma Espino, “Sector financiero y empleo femenino. El caso uruguayo”, *Mujer y desarrollo series*, No. 64 (LC/L2323-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2005. United Nations publication, Sales No. S.05.II.G.70.

<sup>32</sup> See Mariela Quiñónez Montoso, “Demandas de capacitación en el sector financiero. Sesgos de género y evaluación por competencias”, *Mujer y desarrollo series*, No. 61 (LC/L 2267-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2005. United Nations publication, Sales No. S.05.II.G.20.

terms of proposals for public policies and discussed an agenda of priorities with the trade union and business sector.

As part of the contributions to the regional dimension of the project, the following documents were published jointly with the ECLAC Sustainable Development and Human Settlements Division of ECLAC: *A methodological approach to gender analysis in natural disaster assessment: a guide for the Caribbean*, *Socio-economic impacts of natural disaster: a gender analysis*; and *Análisis de género en la evaluación de los efectos socioeconómicos de los desastres naturales*.<sup>33</sup>

## 2. Technical assistance

During the period covered by this report, in addition to the numerous technical cooperation missions carried out as part of the projects financed with extrabudgetary funding, whose results have been described above, the Women and Development Unit executed or supervised the following activities:

- Technical assistance to the Government of Bolivia in the design of the strategic research programme on poverty, development and gender (Santa Cruz, Bolivia, 30 January-1 February 2004).
- Technical assistance to the Special Secretariat on Policies for Women in Brazil to explain the embryonic developments being made in ECLAC systems in the area of electronic government and to invite the Secretariat to participate in this effort with a view to implementing the Mexico City Consensus, which seeks to promote the access of all women to information and communications technologies in order to eradicate poverty and promote development (Brasilia, Brasil, 3-9 October 2004).
- Participation in the meeting with the new minister for women's affairs of Costa Rica and her technical team to define working lines for continuity in the provision of technical assistance by ECLAC to the National Institute of Women (INAMU) (San José, Costa Rica, 24-27 January 2005).
- Provision of technical assistance to the Royal Tropical Institute (KIT) on the implementation of its programme of work (Amsterdam, the Netherlands, 6-7 June 2005).
- Participation as a consultant in the annual meeting of the Netherlands Development Assistance Research Council (RAWOO) (Amsterdam, the Netherlands, 8-10 June 2005).

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<sup>33</sup> See Fredericka Deare, "A methodological approach to gender analysis in natural disaster assessment: a guide for the Caribbean", *Manuales series*, No. 31 (LC/L.2123-P), Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations Publication, Sales No. E.04.II.G.52; Sarah Bradshaw, "Socio-economic impacts of natural disaster: a gender analysis", *Manuales series*, No. 32 (LC/L.2128-P), Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations Publication, Sales No. E.04.II.G.56; and Sarah Bradshaw and Ángeles Arenas, "Análisis de género en la evaluación de los efectos socioeconómicos de los desastres naturales", *Manuales series*, No. 33 (LC/L.2129-P), Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations Publication, Sales No. S.04.II.G.57.

## C. MAINSTREAMING THE GENDER PERSPECTIVE INTO THE WORK OF ECLAC

The subregional headquarters, national offices and substantive divisions of ECLAC provided support for the implementation of activities and projects described in this report. In addition, several of them made efforts to incorporate the gender perspective in some of their programme and project activities.

### 1. Office of the Executive Secretary

The Office of the Executive Secretary of ECLAC provided support for the organization of the ninth session of the Regional Conference on Women in Latin America and the Caribbean (Mexico City, 10-12 June 2004), making substantive contributions to the position paper *Roads towards Gender Equity in Latin America and the Caribbean*. In addition, it promoted recognition of the Mexico City Consensus at the thirtieth session of ECLAC (San Juan, Puerto Rico, 28 June-2 July 2004) and encouraged the ministers of women's affairs and civil society organizations to play an active role at the session.

The issue of gender indicators was included on the agenda of the third meeting of the Statistical Conference of the Americas of ECLAC (Santiago, Chile, 1-3 June 2005), which strengthened collaboration between producers and users of bureaux for the advancement of women, academic centres and non-governmental organizations.

### 2. Latin American and Caribbean Demographic Centre (CELADE) - Population Division of ECLAC

The gender perspective is reflected systematically in the work of the Latin American and Caribbean Demographic Centre (CELADE) – Population Division of ECLAC, both in the databases it maintains and in the studies and dissemination activities, technical assistance and training that it conducts. The areas in which special importance was given to the gender perspective during the period under review are summarized below.

#### (a) Internal migration

The Database on Internal Migration in Latin America and the Caribbean (MIALC) was presented on the Division's website and contains numerous -in many cases sex-disaggregated- tables and calculations on internal migration. These results, which were obtained by processing approximately 30 census microdatabases, may be downloaded free of charge. They corroborate certain assumptions on gender differentials in internal displacements within countries.

#### (b) Youth and adolescence

CELADE participated in the preparation of the book *La juventud en Iberoamérica: tendencias y urgencias*, prepared jointly by ECLAC and the Ibero-American Youth Organization (OIJ).<sup>34</sup> The chapter on population prepared by CELADE highlights various issues relating to gender equity and the condition

<sup>34</sup> ECLAC/OIJ, *La juventud en Iberoamérica: tendencias y urgencias* (LC/L.2180), Santiago, Chile, ECLAC, October 2004.

of women, such as reproductive health, differential mortality rates, persistent adolescent fertility and the fact that an increasing number of women live without a partner. As regards adolescent fertility, a study on teenage motherhood in Chile underscores the continuing prevalence of this problem, its link with poverty and the emerging pattern (lower marriage rates and the growing tendency for the grandchildren and mother to live in the grandparents' house).

**(c) Family and union**

A document on the trend towards common law marriages in Latin America was prepared based on a specific empirical analysis in three countries (Chile, Mexico and Panama). The preliminary version was presented at the meeting of experts on changes in family structure within the context of global change: the need for effective public policies (Santiago, Chile, 28-29 October 2004). The revised and expanded version of the document, which was published by the Mexican journal *Papeles de población*, addresses this issue, which has clear gender implications and distinguishes between de facto unions, which are more closely associated with a sexist family and social pattern (more typical among the working classes) and those associated with more symmetric gender relationships (more frequent at present and characteristic of higher socio-economic groups).

**(d) International migration**

During the period under review, CELADE continued to include gender-specific considerations in its study of international migration trends. Thus, the study of migration patterns and trends was updated bearing in mind the differences in the participation of women and men; presentations on this topic were made at national expert seminars in the region, including the symposium on international migration and social security, organized by the Ministry of Welfare and Social Assistance of Brazil with support from the Representation in Brazil of the Konrad Adenauer Foundation and the Central Bank of Brazil (Brasilia, Brazil, June 2004). The analysis was based on the most recent census data available on migration in the IMILA data bank (Investigation of International Migration in Latin America), supplemented with census microdata from the 2000 round of censuses for a total of 12 countries.

Moreover, the IMILA data bank, which contains tabulations of sociodemographic and socio-economic data on the national population censuses, was designed in a linear format so as to be available on the CELADE website; in this way, users can make tabulations based on the identification of immigrants or emigrants.

**(e) Ageing of the population**

Not long after the Regional Intergovernmental Conference on Ageing (Santiago, Chile, 19-21 November 2003), in preparation for which a number of gender-oriented activities were conducted, CELADE presented the document "Population, ageing and development" at the thirtieth session of ECLAC (San Juan, Puerto Rico, 28 June-2 July 2004). This document provides an overview of the situation of older persons and policies to assist them in three areas: economic security, health and environments. Each of these areas is examined with reference to the issue of gender in old age and the inequalities that arise at this stage of life. In addition, a special chapter on gender and ageing is included which considers the issues of poverty, disability and violence against older persons as it relates to gender inequality. Furthermore, CELADE produced the document *Marco legal y de políticas en favor de las*

*personas mayores en América Latina*, which highlights the importance of gender equality in old age and the need to incorporate it in policies on old age and sectoral programmes designed for older persons.<sup>35</sup>

Lastly, the Meeting of Experts on Ageing - Second Central American and Caribbean Forum on Policies for Older Persons was held in San Salvador, El Salvador (10-12 November 2004), within the framework of the activities in follow-up to the Regional Strategy for the Implementation in Latin America and the Caribbean of the Madrid International Plan of Action on Ageing. Convened to review the progress made in the subregion since the Central American Forum in 2000, the meeting analysed policies on ageing, reviewed the progress achieved in formulating policies in the region, examined inequalities in the economic security and health of older women and discussed proposed indicators on the status of older persons, bearing in mind gender inequalities in old age.

**(f) System of indicators for the follow-up of the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action**

With respect to the Regional System of Indicators, CELADE and the Women and Development Unit, with financial support from UNFPA, updated the indicators for the follow-up of the Platform for Action of the Fourth World Conference on Women (Beijing, 1995) and the Programme of Action of the International Conference on Population and Development (Cairo, 1994), which mainstream the gender perspective into population and development and reproductive health issues.

**(g) Population estimates and projections**

The demographic data based on estimates and projections of demographic trends in the region were updated for all countries in the region, with special attention paid to the disaggregation of indicators by sex in cases where the basic information permitted it; the results of this study may be found at the CELADE website.

**(h) Indigenous peoples and peoples of African descent**

As part of an IDB-funded project, CELADE has launched activities for the sociodemographic study of the indigenous population and population of African descent in three countries of the region: Bolivia, Ecuador and Panama. Based on the results of the 2000 round of population censuses, the study incorporates the gender perspective with a view to identifying ethnic and gender gaps. During the period under review, the status of each of the countries included in the project was analysed and an atlas was prepared for Panama showing sex-disaggregated indicators. In each of these studies, the gender dimension was incorporated through the analysis of ethnic inequalities.

One of the most important activities in this sphere was the international seminar on indigenous peoples and people of African descent in Latin America and the Caribbean: the relevance of sociodemographic information to policies and programmes (Santiago, Chile, 27-29 April 2005); it was organized by CELADE and the Fund for the Development of the Indigenous Peoples of Latin America and the Caribbean, under the auspices of UNFPA and in collaboration with the French Centre for Population and Development of France (CEPED). More than 30 papers were presented on this topic, several of which explicitly incorporate the gender perspective, with emphasis on the social disadvantages

<sup>35</sup> See Sandra Huenchuan Navarro, "Marco legal y de políticas en favor de las personas mayores en América Latina", *Población y desarrollo series*, No. 51 (LC/L.2115-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations publication, Sales No. S.04.II.G.44.



suffered by women in these societies. CELADE presented a document entitled *La población afrodescendiente en América Latina y los objetivos de desarrollo del Milenio: un examen exploratorio en países seleccionados utilizando información censal*, which contains an assessment of the divide due to ethno-racial and gender characteristics in relation to the Millennium Development Goals.<sup>36</sup>

**(i) Population censuses and the Retrieval of data for small areas for microcomputer (REDATAM)**

The REDATAM programme serves as a platform for the creation of a regional system of indicators and relevant national systems for the follow-up of the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action. It also facilitates access to sex-disaggregated information from population censuses, vital statistics, household surveys and other sources. The programme has helped to democratize access to census information for those interested in sociodemographic issues, including researchers and decision-makers on gender issues. On-line access to microdata from the population censuses of Bolivia, Chile, Costa Rica, Dominican Republic, Ecuador, Honduras, Panama, Saint Lucia, Trinidad and Tobago (and shortly to those of other countries such as Argentina and Paraguay) enables those responsible for gender programmes and policies to take informed decisions; until a few years ago, these persons did not have free access to this vital information.<sup>37</sup> Furthermore, REDATAM applications have been updated in order to process census microdata through the Internet or on CD-ROM (as in the cases of Chile, Bolivia and Costa Rica, which distribute census microdata on CD-ROM to each municipality); these applications provide the option of cross-checking all the data by sex or any other criterion of interest to the user. In addition, some REDATAM applications comprise predefined indicators that are relevant for gender studies, such as those relating to maternity and the head of household.

### 3. Statistics and Economic Projections Division

The Statistics and Economic Projections Division has continued to support efforts to strengthen coordination activities relating to gender indicators within the United Nations system and has conducted activities linked to gender mainstreaming in social statistics and poverty analyses.

During the period under consideration, the Division continued the work started in the previous period in pursuit of the Millennium Development Goals, with a view to incorporating the gender perspective in follow-up indicators relating to all of these Goals and not only Goal 3 concerning the empowerment of women. With respect to Goal 1, the Division specifically prepared the section “Gender considerations” in chapter II. “Combating poverty and hunger” of the inter-agency report *The Millennium Development Goals: a Latin American and Caribbean perspective*.<sup>38</sup>

The Statistics and Economic Projections Division also collaborated closely with the Women and Development Unit on the preparation of the programme of work and the reports of the third meeting of the Statistical Conference of the Americas of ECLAC (Santiago, Chile, 1-3 June 2005) with a view to improving gender statistics in the region and facilitating cooperation between users and producers in each country.

<sup>36</sup> See <<http://www.eclac.cl/celade/noticias/paginas/7/21237/MRangel.pdf>>

<sup>37</sup> See <[http://www.ECLAC.cl/cgi-bin/getprod.asp?xml=/redatam/noticias/paginas/7/13277/P13277.xml&xsl=/celade/tpl/p1f.xsl&base=/celade/tpl/top-bottom\\_cen.xsl](http://www.ECLAC.cl/cgi-bin/getprod.asp?xml=/redatam/noticias/paginas/7/13277/P13277.xml&xsl=/celade/tpl/p1f.xsl&base=/celade/tpl/top-bottom_cen.xsl)>.

<sup>38</sup> See José Luis Machinea, Alicia Bárcena and Arturo León (coords.), *The Millennium Development Goals: a Latin American and Caribbean perspective* (LC/G.2331), Santiago, Chile, ECLAC, 2005.

As regards the production and dissemination of information, the Statistics and Economic Projections Division continued to produce sex-disaggregated data and to disseminate it through its Database on Social Statistics and Indicators (BADEINSO) and the publication of the *Statistical Yearbook for Latin America and the Caribbean, 2004* and the *Social Panorama of Latin America, 2004*, prepared in collaboration with the Social Development Division.

#### 4. Social Development Division

The Social Development Division maintained the momentum gathered in previous bienniums in mainstreaming the gender perspective in the *Social Panorama of Latin America*. The 2004 edition incorporates the gender perspective in the chapters “The social situation of Latin America’s youth: tensions and paradoxes” and “Family structures, household work and well-being in Latin America”. In addition, it contains a statistical annex that includes sex-disaggregated data for an important set of social indicators. The gender perspective was also incorporated in various documents published during the period: *La juventud en América Latina: tendencias y urgencias*, co-published with the Ibero-American Youth Organization (OIJ),<sup>39</sup> “Cambio de las familias en el marco de las transformaciones globales: necesidades de políticas públicas eficaces”, *Seminarios y conferencias series*, No. 42,<sup>40</sup> “Dimensiones de la pobreza y políticas desde una perspectiva de género”, *CEPAL Review*, N° 85,<sup>41</sup> “Lineamientos de acción para el diseño de programas de superación de la pobreza desde el enfoque de capital social”, *Manuales series*, N° 36,<sup>42</sup> *Hambre y desigualdad en los países andinos. La desnutrición y la vulnerabilidad alimentaria en Bolivia, Colombia, Ecuador y Perú*, co-published with the World Food Programme (WFP) in November 2004; “Caracterización de la inserción laboral de los jóvenes”, *Políticas sociales series*, N° 104,<sup>43</sup> and “Alpargatas y libros: estilos de gestión, género y política social en Argentina y Chile”, *Políticas sociales series*, No. 90.<sup>44</sup>

The Social Development Division also participated in the organization of the inter-divisional, inter-agency meeting of experts on changes in family structure in the context of global change: the need for effective public policies (Santiago, Chile, 28-29 October 2004), which was held with support from UNFPA, CELADE and the Women and Development Unit. In 2005, a meeting of experts was held on family-oriented policies and policies for social protection and inclusion (Santiago, Chile, 28-29 June

<sup>39</sup> See ECLAC/OIJ, *La juventud en Iberoamérica: tendencias y urgencias* (LC/L.2180), Santiago, Chile, ECLAC, October 2004.

<sup>40</sup> See Irma Arriagada and Verónica Aranda (eds.), “Cambio de las familias en el marco de las transformaciones globales: necesidades de políticas públicas eficaces”, *Seminarios y conferencias series*, No. 42 (LC/L.2330-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations publication, Sales No. S.04.II.G.150.

<sup>41</sup> See Irma Arriagada, “Dimensiones de la pobreza y políticas desde una perspectiva de género”, *Revista de la CEPAL*, N° 85 (LC/G.2266-P), Santiago, Chile, April 2005.

<sup>42</sup> Irma Arriagada, Francisca Miranda y Thaís Pávez, “Lineamientos de acción para el diseño de programas de superación de la pobreza desde el enfoque de capital social. Guía conceptual y metodológica”, *Manuales series*, N° 36 (LC/L.2179-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC). United Nations Publication, Sales No. S.04.II.G.106.

<sup>43</sup> Mariana Schkolnik, “Caracterización de la inserción laboral de los jóvenes”, *Políticas sociales series*, N° 104 (LC/L.2257-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC). United Nations publication, Sales No. S.05.II.G.15.

<sup>44</sup> Gisela Zarembeg, “Alpargatas y libros: estilos de gestión, género y política social en Argentina y Chile”, *Políticas sociales series*, No. 90 (LC/L.2164-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC). United Nations publication, Sales No. S.04.II.G.92.

2005) in order to pursue work on this issue. At both meetings, the gender perspective was incorporated in the design, the criteria for selection of guests, the characteristics of the papers and the selection of commentators.

Contributions were also made to academic research in the field of gender studies with the participation in conferences and discussion meetings. Papers and commentaries were presented at the following seminars and meetings: the international seminar on women, the economy and poverty in Latin America, organized by FLACSO-Ecuador, the National Women's Council, UNIFEM, the Latin American Institute for Social Research (ILDIS) and REMT (Quito, Ecuador, 4-5 March 2004); the international seminar on social policies in the era of globalization: growing pressure on resources, organized by IKED-Sweden and the State Statistical Committee (CEE) (Havana, Cuba, 21-24 April 2004); the international seminar on policies and programmes for overcoming poverty from the perspective of democratic governance and gender, organized by the Women and Development Unit (Quito, Ecuador, 27-28 August 2004); the seminar on families and private life: changes, tensions, resistance, new directions? organized by the Women's Development Research Centre (CEDEM) and FLACSO-Chile (Santiago, Chile, 29-30 September 2004); the meeting of experts to direct the research programme of the United Nations Research Institute for Social Development (UNRISD) for the period 2005-2009 (Geneva, Switzerland, 18-22 November 2004); the international seminar on public policies, gender and poverty, organized by FLACSO-Mexico (Mexico City, 1 December 2004); and the meeting on gender and poverty, coordinated by the Colegio de México and the Observatory on Gender and Poverty (Mexico City, 2 December 2004).

The Social Development Division has carried out teaching activities in which the responsible officials shared the experience gained in the field of gender studies. A course entitled "Gender planning" was delivered in the module of the Diploma of Latin American Gender Studies at the Universidad Arturo Prat (Iquique, Chile, January 2004); a class on Poverty and the Family in Latin America was held as part of the Specialized Post-graduate Course on Human Settlements, organized jointly by the University Development Corporation (CPU) and ECLAC (Santiago, Chile, 5 October 2004); and classes were given in the virtual seminar on poverty, globalization and gender, organized by the Regional Training Programme on Gender and Public Policies (PRIGEPP) and FLACSO ([www.priggep.org](http://www.priggep.org), 8-10 September 2004).

The Division also participated actively in meetings organized by the Women and Development Unit, commented on studies conducted by the Unit and provided information when requested.

### **5. Division of Production, Productivity and Management**

The Division of Production, Productivity and Management carried out gender mainstreaming activities. The Joint ECLAC-UNIDO Industrial and Technological Development Unit incorporated the gender perspective in its programme of work on the information society, in accordance with the mandate received by the countries of the region at the thirtieth session of ECLAC (San Juan, Puerto Rico, 28 June to 2 July 2004), requesting support in building positions in the region with respect to the World Summit on the Information Society. The Joint ECLAC-UNIDO Unit provided technical assistance for production of the document *eLAC2007*, which was presented for approval as the Regional Plan of Action at the Regional Preparatory Ministerial Conference of Latin America and the Caribbean for the second phase of the World Summit on the Information Society (Rio de Janeiro, Brazil, 8-10 June 2005). The document *eLAC2007* was officially approved on 10 June 2005 as the Regional Plan of Action for the Information Society. It contains a series of goals for the adoption of a common policy agenda, of which at least 24

require the incorporation of the gender dimension in order to be effectively implemented.<sup>45</sup> In addition, within the framework of the Observatory for the Information Society in Latin America and the Caribbean (OSILAC), the Unit prepared the document “Benchmarking the Plan of Action of the World Summit on the Information Society (WSIS) in Latin America and the Caribbean”. This project is being executed by the Division of Production, Productivity and Management in conjunction with the Institute for Connectivity in the Americas (ICA), the International Development Research Centre (CIID) and @LIS, a programme of the European Commission.

The joint ECLAC/UNIDO Unit also incorporated the gender perspective into issues of human capital, education and productive development, mainly through the execution of the project being implemented jointly by the National Fund for Scientific and Technological Development (FONDECYT) and ECLAC: “La inserción de profesores neófitos en el sistema educativo: cuánto sienten, qué saben y cómo perciben su capacidad docente en relación con las tareas de enseñanza asignadas”, which will culminate in the preparation of a book to be published in the course of 2005.<sup>46</sup> The Division was also in charge of the chapter “Educación y desarrollo productivo” in the position paper presented by ECLAC at its thirtieth session, in which it developed a gender analysis.<sup>47</sup>

The Agricultural Development Unit promoted research on rural employment with emphasis on the services sector (retail trade, personal services, among others), in which women are in the majority. To this end, household surveys with a national coverage were implemented in 14 countries.<sup>48</sup> Part of the statistical information is included in the next edition of the Panorama agrícola, published by the Unit and in the document “PlanAgro 2003-2015”, which was presented at the Ministerial Meeting on Agriculture and Rural Life (Guayaquil, Ecuador, August 2005). It should also be noted that both documents contain data gathered by the Women and Development Unit on independent income of men and women by different age tranches. Lastly, the Agricultural Development Unit shared with FAO data collected during the Agricultural Census in Ecuador, which facilitated a specific study on the types of farms managed by women (size, crops, access to credit and technical assistance, among others).

## 6. Economic Development Division

The Economic Development Division has incorporated the gender dimension in all its studies on economic development and its impact on labour market trends. During the period under review, the *Preliminary Overview of the Economies of Latin America and the Caribbean, 2004*, incorporated a section devoted to the advances achieved by women and the obstacles and persistent manifestations of discrimination facing them in their effort to find a place in labour markets in the region; this section was discussed previously with other Divisions and Units, in particular with the Women and Development Unit.<sup>49</sup>

<sup>45</sup> See <[http://www.eclac.cl/socinfo/noticias/documentosdetrabajo/8/21678/eLAC\\_2007\\_Espanol.pdf](http://www.eclac.cl/socinfo/noticias/documentosdetrabajo/8/21678/eLAC_2007_Espanol.pdf)>.

<sup>46</sup> Beatrice Avalos, Beverley Carlson and Pilar Aylwin, “La inserción de profesores neófitos en el sistema educativo: cuánto sienten que saben y cómo perciben su capacidad docente en relación con las tareas de enseñanza asignadas”, Final report of the Fondecyt Project N° 1020218, Santiago, Chile, 2004, unpublished.

<sup>47</sup> ECLAC, *Productive development in open economies* (LC/G.2234(SES.30/3)), Santiago, Chile, June 2004.

<sup>48</sup> This study is being prepared by Claud Köbrich and is due to be published in the *Desarrollo productivo series* tentatively with the title “El empleo rural no agrícola en América Latina: énfasis en los servicios”.

<sup>49</sup> ECLAC, *Balance preliminar de las economías de América Latina y el Caribe, 2004* (LC/G.2265-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations Publication, Sales No. S.04.II.G.147.

Within the framework of its extrabudgetary projects, the Division is carrying out the project “Integration of young people into the labour market” in five countries of the region, with financing from the Federal Ministry for Economic Cooperation and Development (BMZ) (GTZ) of the Federal Republic of Germany and the German Agency for Technical Cooperation. This project analyses the processes of integration in the labour market of young men and women and the obstacles they face with a view to putting forward proposals for public policies that will enable them to improve the conditions for access to productive employment. These proposals must be differentiated by sex, educational level and socioeconomic background. Thus, in the final phase of the component “La evaluación de las políticas del mercado de trabajo” of the interdivisional “Equity 2” project, coordinated by the Economic Development Division, a manual is being prepared for officials (of both sexes) of the relevant public agencies which recommends that the evaluations take into account the differential impact of policies on men and women.

### **7. Division of International Trade and Integration**

During the period under review, the Division of International Trade and Integration contributed to the incorporation of the gender dimension by preparing the paper “Efectos de los TLC sobre las condiciones de vida de las mujeres”, which was presented at the regional meeting “Por un cuerpo, una casa, una vida y un planeta libre de violencia”, organized by the Women and the Future Foundation with support from the Universidad Industrial de Santander (Bucaramanga, Colombia, 25-27 November 2004), and the paper “Apertura y acuerdos comerciales: aproximación a la dimensión de género”, which was presented at the workshop on gender and the economy, organized by the Centre for Women’s Studies (CEM) (Santiago, Chile, 26-27 May 2005).

In addition, two officials of the Division provided comments on the preliminary version of the position paper *Roads towards Gender Equity in Latin America and the Caribbean*, presented by ECLAC at the ninth session of the Regional Conference on Women in Latin America and the Caribbean (Mexico City, 8-10 June 2004). Similarly, they collaborated with the Women and Development Unit on specific studies for different meetings.

### **8. Sustainable Development and Human Settlements Division**

At previous meetings, the Sustainable Development and Human Settlements Division had taken into account the gender perspective explicitly in analyses and assessments as well as in its activities of technical assistance to countries. During the reference period, the Division incorporated the gender dimension in its training activities and in particular in the selection process for participants. In this way, significant advances in terms of gender equity were achieved. Between 1 January 2004 and 30 June 2005, eight courses were held, attended by 363 participants, of whom 198 were men (54.4%) and 165, women (45.5%), compared with the percentage of women participants in the Division’s courses in the preceding period: 30%. There was a notable increase in the number of applicants who were highly qualified women executives. The selection criteria themselves tend to favour gender equity, since they seek to give both sexes the same possibilities for access to participation in the courses; as a result, applications were received from highly qualified persons.

As regards studies and publications, the Division published the study “Pobreza y precariedad del hábitat en ciudades de América Latina y el Caribe” in the Manuales series. This text focuses on the reality

of poor urban female-headed households.<sup>50</sup> The statistical information based on tabulations of household surveys and analyses of trends between 1990 and 2000 shows how much more precarious the living conditions of such households are compared with poor urban households as a whole.

The Division also collaborated on the document *Roads towards Gender Equity in Latin America and the Caribbean*, presented at the ninth session of the Regional Conference on Women in Latin America and the Caribbean (Mexico City, 10-12 June 2004), with contributions on programmes for regularization of titles, access to housing by women and the major barriers to access to housing ownership, which determine whether women will be at risk of falling into poverty.

### **9. Natural Resources and Infrastructure Division**

The Natural Resources and Infrastructure Division ventured for the first time into the area of gender studies with a research paper on women in the Bolivian mining industry. As a follow-up to this study, it published in March 2005 the monograph “La mujer en la pequeña minería de América Latina: el caso de Bolivia” in the *Recursos Naturales e Infraestructura series*, which reveals the fact that close to ten million women are linked to small-scale mining in Latin America and states that support programmes and promotion for this activity will not have any chance of success unless women are included fully in the programme activities.

This research contributed to some extent to the conclusion, in the second quarter of 2005, of a cooperation agreement in the field of natural resources between ECLAC and GTZ which provides for the incorporation of the gender perspective in the green programme for cooperation between GTZ and the Natural Resources and Infrastructure Division. A holistic approach will also include aspects of fiscal policy, transport and other linkages associated with these sectors. The idea is to establish simultaneously environmental, social and economic development goals, whose indicators include the gender dimension in order to integrate and coordinate economic, sectoral and environmental policies within the context of globalization and the national sustainable development targets with activities programmed from the perspective of public policy integration and coordination.

### **10. Latin American and Caribbean Institute for Economic and Social Planning (ILPES)**

The Institute has made a concerted effort to incorporate the gender dimension in a balanced way in its training activities with a view to promoting gender equity in public policies. In this regard, it has sought to achieve a proper balance in terms of the number of women participating in its international, subregional and national courses, while incorporating gender issues in the area of public management, management of local and regional development, and public investment projects and programming. Consequently, women attending the courses delivered by ILPES in 2004 accounted for 45% of participants, compared with 2001, when they accounted for no more than 32%. In recent years, the ILPES candidate selection committee has been incorporating gender criteria in the selection process, so as to achieve equality between participants, the requirement being that women should account for at least 40% of participants, a target that has already been achieved.

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<sup>50</sup> Joan Mac Donald, “Pobreza y precariedad del hábitat en ciudades de América Latina y el Caribe” *Manuales series*, No. 38 (LC/L.2214-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2004. United Nations publication, Sales No. S.04.II.G.136.

ILPES has gradually been incorporating the gender dimension in the programmes of seminars and training courses that it organizes. These include the following: International course on the preparation and assessment of public investment projects; international course on the use of socioeconomic indicators for impact assessment of poverty alleviation programmes; international course on local development and territorial competitiveness; international course on strategic management of local and regional development; and Regional seminar on fiscal policy.

The Institute is also developing a distance pilot course designed to facilitate training for those persons who would find it difficult to leave their workplace and who are not in a position to travel. The objective is to extend this arrangement to several face-to-face courses currently conducted by ILPES. This initiative is expected to increase female participation, further reducing the gap between men and women.

### **11. ECLAC Office in Bogotá**

The ECLAC Office in Bogotá has incorporated the gender perspective in various projects. It has contributed to the debate on poverty and the Millennium Development Goals using a gender approach.

The Government of Colombia and the United Nations system are committed to working together to achieve the Millennium Development Goals. The ECLAC Office in Bogotá has been designated as the coordinating body for preparation of the country report, in which gender equality has been set as a specific goal that cuts across the seven other goals and fulfils a fundamental role in attaining them.

In 2004, the United Nations system in Colombia established the Plan of Action 2 Technical Team to integrating the human rights dimension in the work of the United Nations system in Colombia. The ECLAC Office in Bogotá belongs to the Plan of Action 2 monitoring group, which ensures equality and non-discrimination, participation and inclusion, responsibility and the rule of law.

During the same period, the ECLAC Office in Bogotá also carried out a research project into the results of the experimental household census in the municipality of Soacha. Within the framework of that project, the typological structure of households was analysed distinguishing between male-headed and female-headed households. The classical typological analysis was conducted as well as an analysis based on the life cycle of the household, a particularly important approach for gender analysis.

### **12. ECLAC Office in Buenos Aires**

The ECLAC Office in Buenos Aires has been making preparations for the seminar on gender perspective, social science and social policies, being organized by the Argentine Association of Social Policies and the Social Observatory and which will be held in Buenos Aires, Argentina, from 5 to 9 September 2005 as part of the UNESCO International Forum on the Social Science-Policy Nexus.

## D. ACTIVITIES OF THE ECLAC SUBREGIONAL HEADQUARTERS IN MEXICO AND THE ECLAC SUBREGIONAL HEADQUARTERS FOR THE CARIBBEAN

### 1. ECLAC Subregional Headquarters in Mexico

The ECLAC Subregional Headquarters in Mexico has been working to mainstream the gender perspective in development in order to create synergies between productive development and social policies, in addition to establishing economic institutions that are sensitive to the rights of women. Subject to the availability of both budgetary and extrabudgetary resources, efforts are oriented to supporting a complex and varied agenda of policies that promote the achievement of equity in the framework of economic development, and to opening appropriate forums for dialogue, information flow and discussion in the countries, in relation to a number of main issues included in the programme of work, measurement of various aspects of social and gender inequalities and analysis of the structures through which they are reproduced; monitoring of the Millennium Development Goals in relation to poverty, vulnerable groups and gender; analysis of the gender category as a factor in economic, social and political inequality and policy-making in the area of education, employment and social services.

For this purpose, the subregional headquarters published a number of studies which seek to improve access to statistical information disaggregated by sex, gender analysis, and the policy recommendations of government and other key stakeholders in relation to the topics identified in the programme's objectives. These studies include the following: *Los inmigrantes mexicanos, salvadoreños y dominicanos en el mercado laboral estadounidense: las brechas de género en los años 1990 y 2000*;<sup>51</sup> *Income inequality in Mexico, Central America and the Dominican Republic: assessing the importance of individual and household characteristics*;<sup>52</sup> *Efectos de la volatilidad del crecimiento sobre el empleo, los salarios reales, el gastos público social, la pobreza y la distribución del ingreso en el Istmo Centroamericano*,<sup>53</sup> which includes statistics disaggregated by sex; and *El desarrollo del estado de bienestar en América Latina: una perspectiva histórica y conceptual*,<sup>54</sup> which presents the controversy in gender studies among the theorists of the welfare State. A document was also prepared on the sociodemographic profile of the older adult population and the protection of pension systems, with an analysis by sex, *Opciones de financiamiento para la universalización de la cobertura del Sistema Nacional de Pensiones en Costa Rica*.<sup>55</sup> In addition, in May 2005, studies were begun on the social impact of trade liberalization in the context of the United States-Central America Free Trade Agreement (CAFTA) in Costa Rica, Honduras and El Salvador which consider the gender issue.

The subregional headquarters also participated in the preparation of a meeting on governance, gender impact on budgets and the contribution of the Legislative Assembly of Costa Rica. This meeting was organized in the context of the project on fiscal policy for gender equity in Latin America and the Caribbean, which is implemented jointly by ECLAC and the Chamber of Deputies of Costa Rica with financial support from the German Agency for Technical Cooperation (GTZ). The subregional

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<sup>51</sup> Economic Commission for Latin America and the Caribbean (ECLAC) (2004), "Los inmigrantes mexicanos, salvadoreños y dominicanos en el mercado laboral estadounidense: las brechas de género en los años 1990 y 2000", *Estudios y Perspectivas* series No. 20 (LC/L.2146-P), Mexico City, ECLAC Subregional Headquarters in Mexico, 2004, United Nations publication, Sales No. S.04.II.G.71.

<sup>52</sup> Forthcoming.

<sup>53</sup> Forthcoming.

<sup>54</sup> Forthcoming.

<sup>55</sup> Forthcoming.



headquarters presented the paper and initiative on the relevance of budget and gender issues for democratic governance (San José, Costa Rica, 9-10 August 2004). Together with the Feminist Initiative of Cartagena and the Agenda Colombia Foundation, the subregional headquarters supported the organization of the meeting on fiscal behaviour as part of the programme for implementation of the macroeconomics and gender research agenda (Mexico City, 2-3 May 2005). It also participated in the expert meeting on policies for the family and social protection and inclusion, organized by the Social Development Division of ECLAC, with a paper on the State, market and family and social well-being as a policy objective (Santiago, Chile, 28-29 June 2005).

In order to strengthen the analytical capacity of the relevant government authorities and other key stakeholders, this subregional headquarters made contributions based on the gender perspective for presentation at analysis meetings organized by governmental and non-governmental organizations. These included the following papers: “Políticas de conciliación y asimetrías de género en América Latina y el Caribe”, presented at the international symposium on gender, current debates and perspective by the Instituto Hidalguense de la Mujer in the context of the activities for International Women’s Day (Pachuca, Hidalgo, 8 March 2004); “Economía y género” presented in the context of the activities for the Semana de la Mujer Economista organized by the National Autonomous University of Mexico (Mexico City, 30 March 2004); “Género, Comité Económico y Social Europeo”, presented at the Third Meeting of European Union-Latin American-Caribbean Civil Society Organizations (Mexico City, 13-15 April 2004); “Políticas de conciliación y asimetrías de género en América Latina y el Caribe”, presented at a meeting on the topic organized by the Family and Democracy Group of Mexico (Mexico City, 17 May 2004); “Las mujeres y el crecimiento económico”, presented at the seminar on gender organized by the Secretaría de Economía de Mexico (Mexico City, 18 May 2004); “Pobreza y desigualdad en América Latina” presented at the forum on poverty, inequality and democracy organized by the Center of Democratic Studies of Latin America (CEDAL) (San José, Costa Rica, 4 August 2004); “Articulación entre políticas económicas y políticas sociales en un contexto de combate a la pobreza”, presented at the seminar on social protection and development with equity, organized by the Government of Nicaragua. (Managua, Nicaragua, 13-14 October 2004); “Educación y Desigualdad Económica”, presented at the international colloquium on education and inequality organized by the Mexican Fund for Education and Development (FMED) (Mexico, 25-26 October 2004); “Los inmigrantes mexicanos, dominicanos y salvadoreños en los Estados Unidos: brechas de género en su inserción laboral”, presented at the international seminar on women and migration organized by the Mexican Federation of University Women (FEMU) (Hermosillo Sonora, Mexico, 11 November 2004); “La mujer latinoamericana, su situación de desigualdad en los aspectos político, económico y social”, presented at the seminar on women as catalysts for change, organized by the Women’s International Zionist Organization (WIZO) of Mexico (Mexico City, 1 March 2005); “Las mujeres y la política”, presented as an address to the meeting of Region 4 at the seventh annual meeting of the Parlamento de Mujeres de Mexico 2005 (Puebla, Mexico, 11 March 2005); “Economía, pobreza y microcrédito”, presented in the context of activities for the United Nations International Year of Microcredit at the first regional meeting on microfinances and microcredit as a socially responsible investment option, organized by the Regional Network of Microcredit Counterparts (San José, Costa Rica, 17-18 March 2005); “Objetivos de desarrollo del Milenio en Mesoamérica y el Caribe Franco-Hispano”, presented at the subregional meeting of representatives and directors of Central America, Cuba, Haiti, Mexico, the United States/Mexico Border Office and the directors of the Institute of Nutrition of Central America and Panama (INCAP), the Latin American and Caribbean Center on Health Sciences Information (BIREME), the Pan-American Health Organization (PAHO) and the Bioethics Unit of PAHO (Guatemala City, Guatemala, 28 March-1 April 2005); “Las bases económicas del desarrollo social en Latinoamérica”, presented at the twenty-sixth international economics symposium on building development organized by the Sociedad de Alumnos de Licenciatura en Economía of the Monterrey Institute of Advanced Technological Studies (ITESM) (Monterrey, Mexico, 25-26 April 2005); “Mujer, economía y

desarrollo”, presented at the forum on microfinances, gender and empowerment, organized by the Nicaraguan Association of Microfinance Institutions (ASOMIF) and the Central American Finances network (RECAMIF) (Managua, Nicaragua, 26-27 May 2005).

The subregional headquarters made contributions to a number of national and inter-agency seminars and meetings. These included the seminar “Ethical dimensions of development: challenges for Latin America and the role of the IDB” (Oslo, Norway, 27 January 2004), where a paper was presented: “Development and inequality in Latin America: current challenges”; the Conference of the Women’s International Zionist Organization, where a paper on women was presented (Mexico City, 10 February 2004); the dialogue “Meta del Milenio: pobreza y hambre, ¿cuáles son los efectos de la pobreza en las mujeres?”, presented on the radio programme “Público y Privado” of the Communication and Information Centre for Women (CIMAC) (Mexico City, 23 February 2004); presiding over the information meeting with civil society organizations organized by the National Women’s Institute (INMUJERES) (Mexico City, 13 April 2004); the panel on work and motherhood organized by the journal *Debate Feminista* (Mexico City, 19 April 2004); the conference on innovations in health financing organized by the Secretariat of Health of Mexico, where a representative acted as moderator for the group on Latin American experiences of recent integral reforms (Mexico City, 20-21 April 2004); the debate on globalization in Latin America organized by *The Economist* and the British Council (Madrid, Spain, 27 September 2004); the workshop on a new research agenda for tax policies and gender impact where it acted as a commentator, organized by the Colombia Agenda Foundation and the Women’s Popular Education Network (REPEM) (Bogota, Colombia, 23-24 November 2004); the meeting to initiate dialogue on future activities prior to the tenth anniversary of the Beijing Platform for Action and the thirtieth anniversary of the First World Conference on Women, organized by Inmujeres (Mexico City, 6-13 December 2004); the round table for International Women’s Day organized by Grupo Radio Centro. (Mexico City, 8 March 2005).

Over the same period, the following presentations and lectures were made in the course of teaching and training activities: “Pobreza y desigualdad: causas, síntomas y consecuencias” at the course on social management and poverty reduction organized by the Inter-American Institute for Social Development (INDES) and the Social Protection Network of the Regional Policy Dialogue of IDB (Washington, D.C., United States, 16-23 August 2004); “Género y pobreza en América Latina y el Caribe” in the module on conceptual aspects of social development, gender and poverty of the diploma course on social development, gender and poverty organized by FLACSO and the National Institute for Social Development (INDESOL) (Mexico City, 23 September 2004); “Importancia de los presupuestos sensibles al género para el desarrollo” at the seminar-workshop on budgets with a gender and development focus organized by UNDP, GTZ, UNIFEM, Analysis and Research Centre (FUNDAR), IDRC, UNICEF and the Friedrich Ebert Foundation (Guatemala City, Guatemala, 1-2 December 2004). Support was also provided to the Interdisciplinary Programme for Studies on Women (PIEM) of Mexico College for dissemination and proposal of candidates for the 15th international summer course on gender studies (Mexico City, June and July 2005).

The subregional headquarters also carried out technical cooperation activities with the UNDP office in Mexico, contributing comments on the 2004 Mexico report on the Millennium Development Goals (Mexico City, 25 November 2004); with the University of Costa Rica Social Research Institute, providing comments on the proposal concerning well-being systems in Latin America and the Caribbean, in relation to income, gender and historical legacies in the division of labour between women, States and markets (Mexico City, 15 December 2004); and with UNDP and the World Bank in the context of the regional project on the Millennium Development Goals which includes the gender issue (June 2005). In addition, in the context of the UNIFEM-UNDP project on women in the economic agenda and the trade opening in Central America and on the occasion of the first meeting of the Advisory Council to approve

the report, the subregional headquarters collaborated with the UNIFEM office in Mexico and the UNDP office in Nicaragua in the preparation of comments and the drafting of the prologue for the book *Perfil de Género de la Economía Centroamericana 1990-2002. Consideraciones y Reflexiones*, which was presented in Nicaragua (Managua, May 2004) and Mexico (Mexico City, January 2005). The subregional headquarters also participates in the inter-agency working group on gender issues which was established in Mexico City on 20 April 2005, as part of the UNICEF project to consider the “Opportunities” Programme from the gender perspective.

In the area of inter-agency cooperation, the subregional headquarters made substantial contributions to the following meetings: the regional workshop on gender for representatives, assistant representatives and focal points of UNFPA (Caracas, Venezuela, 15 April 2004), presenting the paper “Políticas conciliatorias y asimetrías de género en América Latina y el Caribe”; the seminar on gender mainstreaming in the work strategies of UNDP (Mexico City, 28 April 2004), presenting an address on gender and economics; the event “Milenio Feminista” organized by Milenio Feminista and UNIFEM (Mexico City, 23 April 2004), presenting a paper on gender; the event on the promotion of alliances between stakeholders for social, political and economic inclusion, organized by IDB (Washington, D.C., United States, 4 May 2004), where a representative acted as moderator for the panel discussion on economic inclusion; the meeting on women’s participation in the economic agenda organized by UNIFEM (Managua, Nicaragua, 7 May 2004), making a presentation on that subject; the presentation of the book *Economía y Género*, organized by GTZ (Managua, Nicaragua, 26 May 2004) and UNIFEM (Mexico City, 9 June 2004), at which the Director of the subregional headquarters participated as co-author; the parallel event on gender and migration organized by UNFPA in the context of the ninth session of the Regional Conference on Women in Latin America and the Caribbean (Mexico City, 10-12 June 2004), presenting the paper “Inserción laboral de los inmigrantes mexicanos, salvadoreños y dominicanos en Estados Unidos: las brechas de género”; the meeting of Women Ministers of Central America to define the strategic planning for the regional component of the project on the economic agenda of women organized by UNIFEM (Mexico City, 11 February 2005), presenting a paper and comments on the book *Perfil de Género de la Economía Centroamericana 1990-2002. Consideraciones y reflexiones*; the press conference for the thirtieth anniversary of the First World Conference on Women and International Women’s Day (Mexico City, 7 March 2005), where a talk was given on the situation of women in Mexico thirty years after the First World Conference on Women in relation to the ECLAC mandate, organized by the United Nations Information Centre for Mexico, Cuba and the Dominican Republic.

The subregional headquarters has also continued to participate in meetings and activities to monitor the work of the Inter-agency Group on Gender of the United Nations system in Mexico. In this context, it has regularly participated in the celebration of International Women’s Day and the activities to monitor progress in the implementation of the Beijing Platform for Action and the Millennium Development Goals, in compliance with both the mandate of the Economic and Social Council on the mainstreaming of a gender perspective in all policies and programmes of the United Nations system and also in the context of the Common Country Assessment (CCA) system and the United Nations Development Assistance Framework (UNDAF). In connection with the tenth anniversary of the Fourth World Conference on Women held in Beijing, meetings were held with representatives of civil society in Mexico, with a view to sharing their proposals and needs and to encourage the support of United Nations organizations for their active participation in the forty-ninth session of the United Nations Commission on the Status of Women (New York, 28 February-11 March 2005).

In the context of the activities of the Inter-agency Group on Gender in Mexico, the subregional headquarters participated in the first and second sessions of the meeting of indigenous women of Central

America and Mexico (Mexico City 10-12 June 2004 and 22-23 June 2005): the first session arose as the result of negotiations carried out during the ninth session of the Regional Conference on Women in Latin America and the Caribbean, while the goal of the second session was to analyse the results of the review of the ten years of application of the Beijing Platform for Action and to monitor progress towards the Millennium Development Goals, and also to prepare its triannual programme with a view to the participation of the Group in the World Water Forum in 2006.

The Group also carried out a series of activities related to health and gender violence. In this context, the subregional headquarters participated in the following: the panel on women, vulnerability and HIV/AIDS, convened by UNIFEM, the National Council for the Prevention and Control of HIV/AIDS (CONASIDA) and the National Centre for the Prevention and Control of HIV/AIDS (CENSIDA), and a reading of the statement made by the Group in conjunction with the Joint United Nations Programme on HIV/AIDS (UNAIDS) in the context of the activities for the International Day for the Elimination of Violence against Women (Mexico City, 23 May 2005 and 27 November 2004, respectively); the establishment of the inter-agency stand for information and distribution of books on responsible fatherhood and other materials during the 16-day campaign of action to combat violence against women and children, in collaboration with the Instituto de las Mujeres del Distrito Federal (Mexico City, 27 November 2004); the session on gender violence and health of the Comisión de Equidad de Género de la Cámara de Senadores, organized by PAHO and UNIFEM, at which the initiative was presented for the Ley General que crea el Sistema Nacional de Prevención, Protección, Asistencia y Erradicación de la Violencia contra las Mujeres y las Niñas, which was adopted on 28 April 2005.

Various information materials were prepared on the gender perspective, including a working manual of the Group which is intended to form the basic documentary material on the gender perspective in the United Nations and to define the strategy of advocacy to be carried out with the national counterparts.

## **2. ECLAC Subregional Headquarters for the Caribbean**

The work programme of the ECLAC Subregional Headquarters for the Caribbean focuses on the sustainable development of the 23 member countries and territories of the Caribbean Development and Cooperation Committee (CDCC). Gender issues are explicitly taken into account as a cross-cutting concern in most areas of the work programme and are the core issue in some activities, especially in the subject area “social development in the Caribbean”. These activities are carried out within the framework of the Beijing Platform for Action, the Port of Spain Consensus which was reached at the ECLAC-CDCC Third Caribbean Ministerial Conference on Women, and the Lima Consensus. The work programme has also been guided by the initiatives and measures recommended at the special session of the United Nations General Assembly entitled “Women 2000: gender equality, development and peace for the twenty-first century” (New York, 5-9 June 2000), the Millennium Development Goals derived from the declaration adopted at the Millennium Summit (New York, 6-8 September 2000), the Kingstown Way Forward adopted by the Fourth Caribbean Ministerial Conference on Women (Kingstown, St. Vincent and the Grenadines, 12-13 February, 2004) and the Mexico City Consensus adopted at the ninth session of the Regional Conference on Women in Latin America and the Caribbean (Mexico City, 10-12 June, 2004). The activities are carried out within the overarching framework of gender mainstreaming and accelerating gender equality in the Caribbean.

During the period under review (January 2004-June 2005), the activities were focused principally on gender and development issues and included research, technical assistance and functional cooperation.

**(a) Substantive servicing of intergovernmental meetings**

The subregional headquarters convened and provided substantive servicing for the following meetings:

- The Fourth Caribbean Ministerial Conference on Women: Review and Appraisal of the Beijing Platform for Action (subregional review meeting) was convened in collaboration with the Caribbean Community (CARICOM), the Canada/CARICOM Gender Equality Programme of the Canadian International Development Agency (CIDA) and the United Nations Development Fund for Women (UNIFEM). The meeting focused on three thematic areas: poverty, economic autonomy and gender equity; empowerment, institution building and gender equity; and health with a focus on sexual and reproductive health and HIV/AIDS, to which the subregional headquarters contributed the papers *Changing Gender Relations: Public Policy Challenges and Opportunities for the Implementation of the Beijing Platform for Action*,<sup>56</sup> *Poverty in the Caribbean: A Gender Analysis*<sup>57</sup> and *Reproductive Health and Rights: HIV/AIDS and Gender Equality*.<sup>58</sup> Based on the background documentation and the papers presented by all participants, the meeting assessed the progress made in implementation of the Beijing Platform for Action and reviewed inter-agency support mechanisms for gender equity programming in the Caribbean.<sup>59</sup> In terms of technical support, the subregional headquarters commissioned and funded an assessment of the national women's machineries in the Caribbean, the findings of which were presented at the meeting. Essentially, the study found that 10 years after Beijing, although some successes had been achieved, national machineries were under-resourced and lacked the capacity to implement the Beijing Platform for Action. The recommendations and conclusions of the meeting are reflected in the Kingstown Way Forward and were also incorporated in the Mexico City Consensus adopted by the ninth session of the Regional Conference on Women in Latin America and the Caribbean. Summaries of the review papers presented at the meeting, together with recommendations for the Kingstown Way Forward, were also presented in the June 2004 issue of the Gender Dialogue Newsletter published by the subregional headquarters.<sup>60</sup>
- The subregional headquarters, in collaboration with the Canada/CARICOM Gender Equality Programme of CIDA and UNIFEM convened a technical meeting of Heads/Technical Officers of national machineries for the advancement of women (Kingstown, St Vincent and the Grenadines, 11 February 2004) which provided a forum for exchange and for the identification of the constraints and challenges to the gender mainstreaming process in member countries.<sup>61</sup> It also enabled participants to collectively determine strategies towards accelerating the mainstreaming process across the subregion. The second objective of the

<sup>56</sup> Glenda Simms, *Changing Gender Relations: Public Policy Challenges and Opportunities for the Implementation of the Beijing Platform for Action*, Information Paper 4, February 2004.

<sup>57</sup> Asha Kambon, "Poverty in the Caribbean: A Gender Analysis", *working paper*.

<sup>58</sup> See Gaietry Pargass, *Reproductive Health and Rights: HIV/AIDS and Gender Equality* Port of Spain, Trinidad and Tobago, (WP/2005/4), ECLAC Subregional Headquarters for the Caribbean, 2004.

<sup>59</sup> See ECLAC, *Report of the Fourth Caribbean Ministerial Conference on Women: Review and Appraisal of the Beijing Platform for Action* (LC/CAR/L.1) and (LC/CAR/L.1/REV.1), Port of Spain, Trinidad and Tobago, ECLAC Subregional Headquarters for the Caribbean, March 2004.

<sup>60</sup> See [http://cdc.eclacpos.org/gender/June2004/Reviewing\\_the\\_Beijing\\_Platform.htm](http://cdc.eclacpos.org/gender/June2004/Reviewing_the_Beijing_Platform.htm).

<sup>61</sup> See ECLAC, *Report of the Technical Meeting of the National Machineries for Women* (LC/CAR/L.29), Port of Spain, Trinidad and Tobago, ECLAC Subregional Headquarters for the Caribbean, January 2005.

meeting was capacity building in methodologies to enable evidence-based gender policy formulation. ECLAC and UNIFEM provided the technical support for this activity. The Canada/CARICOM Gender Equality Programme of CIDA and UNIFEM facilitated the participation of representatives of national machineries from 18 CDCC member countries. Overall, technical officers/heads of the national machineries for the advancement of women were able to: (i) get a grounded understanding of the level countries had reached in the gender mainstreaming process and the different approaches and strategies adopted in achieving their goals; (ii) critique the economic, social and political challenges to gender mainstreaming faced by member countries; (iii) make recommendations for accelerating gender equality across the subregion; and (iv) build capacity in evidence-based policy development. The meeting concluded that a Caribbean strategy for accelerating gender equality should focus on strengthening capacity, networking and influencing policy makers.

Other meetings to which the subregional headquarters also provided substantive servicing include:

- Preparatory Meeting of Heads of National Women’s Machineries for the Seventh Meeting of Commonwealth Ministers Responsible for Women’s/Gender Affairs (New York, 28-29 February 2004), that was convened to review the new Commonwealth Plan of Action for Gender Equality (2005-2015); Caribbean representatives were briefed by ECLAC on the conclusions and recommendations of the Fourth Caribbean Ministerial Conference on Women and this facilitated the identification of areas of commonality and potential collaboration.
- Inter-Agency Roundtable on Developing Coordinated Approaches to Eradicating Gender-Based Violence in the Caribbean (Barbados, 11-12 May 2004), which was convened by UNIFEM to share the findings of the ECLAC/UNIFEM Regional Assessment of Actions to End Violence Against Women undertaken in 2003 for the purpose of exploring strategies and partnerships to strengthen the work of both governmental and non-governmental agencies to eradicate all forms of violence against women. The Roundtable reaffirmed the need for a more integrated and coordinated approach at national and regional levels to address the issue of gender-based violence. The subregional headquarters also served as a resource for the Roundtable with a panel presentation.
- Judicial Colloquium on the Application of International Human Rights Law at the Domestic Level (Nassau, Bahamas, 17-19 May 2004), which was convened by the United Nations Division for the Advancement of Women in collaboration with the Government of the Commonwealth of the Bahamas. The overall objective of the colloquium was to promote women’s human rights through the enhanced implementation of the Convention on the Elimination of All Forms of Discrimination Against Women. It examined the application of international human rights law in the courts, particularly in relation to nationality, marriage and family relations and violence against women. ECLAC had observer status at the meeting but was nevertheless able to share the findings of the ECLAC/UNIFEM Regional Assessment of Actions to End Violence against Women. Participants included judges and magistrates from eleven countries of the subregion.
- Inter-agency round table on HIV/AIDS programming in the Caribbean (Barbados, 29-30 July 2004), which was convened by UNIFEM. The subregional headquarters presented the

preliminary findings of its study “*A Gender Assessment of National HIV/AIDS Programming in Selected Countries of the Caribbean*”.<sup>62</sup>

- Regional Advisory Group Meeting on Gender and Development, which was convened by the UNIFEM Caribbean Regional Office (Barbados, 31 January-1 February 2005) to provide orientation for the recently appointed Deputy Programme Manager, Women’s Affairs Division of the CARICOM Secretariat and to facilitate an inter-agency dialogue on programming in gender equity. The subregional headquarters served as a resource for the meeting.
- “Enhancing Women’s Leadership to Strengthen Democracy” was the First Regional Forum (Caribbean and North America) convened by Group of Women Parliamentarians of the Americas of the Inter-Parliamentary Forum of the Americas (FIPA), Bridgetown, Barbados, 20-22 March 2005. The subregional headquarters presented a paper titled “*Representation of Women in Parliaments of the Region: Recognition and Removal of Obstacles*”. Several women parliamentarians from the Caribbean including Cabinet ministers and Speakers participated in the meeting.
- Twelfth Meeting of the Council for Human and Social Development (COHSOD) of the Caribbean Community (CARICOM) Secretariat: Gender (Georgetown, Guyana, 27-29 April 2005).
- Initiatives on Gender-Based Violence (Georgetown, Guyana, 30 April 2005), which was convened by the Regional Coordinator of the Centre for Gender and Development Studies (CGDS) of the University of the West Indies. The meeting provided a forum to discuss the parameters of a CGDS Caribbean research initiative on gender-based violence as well as the work being carried out in the area by other agencies such as ECLAC, UNIFEM, CARICOM and the Caribbean Development Bank with a view to streamlining and strengthening agency collaboration around initiatives on gender-based violence. The CGDS research project itself came out of the Ad Hoc Expert Group Meeting “Gender Socialisation and Domestic Violence: Developing a Research Agenda” convened by the subregional headquarters in the previous biennium (Port of Spain, Trinidad and Tobago, 9-10 December 2002).

The subregional headquarters also executed the following extrabudgetary projects to support the integration of a gender perspective in the social and economic development of the Caribbean countries:

**(i) Integrating Gender into Macroeconomic Policy**

The project “Integrating Gender into Macroeconomic Policy” was carried out with financial support from the Canada/ CARICOM Gender Equality Programme and UNIFEM. The project commenced in April 2004 with the overall aim of assisting Caribbean Governments to meet their commitments under the Beijing Platform for Action, the Port of Spain Consensus and other consensus documents to integrate a gender perspective into macroeconomic policy and planning. The two main activities of the project have been completed. The first was the conduct of a Needs Assessment of Economic Planning Units in Gender Analysis in selected Caribbean countries. The overall findings of that study pointed to a systematic absence of gender analysis in macroeconomic policy formulation in the

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<sup>62</sup> See ECLAC, *A Gender Assessment of National HIV/AIDS Programming in Selected Countries of the Caribbean* (LC/CAR/R.82).

countries that comprised the study. The second activity was the convening of the Expert Group Meeting on Capacity Building in Gender Analysis for Economic Planners in the Caribbean (Port of Spain, Trinidad and Tobago, 6-7 December 2004), which considered the findings of the Needs Assessment and developed a programme of work to eventually culminate in institutionalized training at the University of the West Indies for economic planners.<sup>63</sup> The programme of work includes a literature review, research and awareness-building seminars. Participants were drawn from regional and national level institutions, the University of the West Indies, United Nations Agencies, and ECLAC staff from the Economic Unit and the Women's Affairs Unit.

The project has served to deepen the understanding of policy makers and economic planners in the countries studied of the need to integrate a gender perspective into the broad economic policy framework. An Ad Hoc Working Group on Gender and Economics was also established at the meeting and the study *Needs Assessment of Economic Planning Units in Gender Analysis in Selected Caribbean Countries* was published.<sup>64</sup>

### **(ii) Gender and HIV/AIDS**

Two studies were carried out under this thematic area., the second of which received financial support from UNIFEM.<sup>65</sup> The first examined HIV/AIDS and gender equality in the context of reproductive health and rights and analyzed how unequal gender relations impacted on women's access to their sexual and reproductive rights and how this in turn increased women's vulnerability to HIV infection. The subregional headquarters also conducted a gender assessment of national HIV/AIDS programming in selected countries of the Caribbean. A specific area of focus was an examination of gender relations among youth which increase the spread of HIV/AIDS among youth and the implications for cross-cutting policies. The findings of the study pointed to an absence of gender analysis in HIV/AIDS policies and a lack of cross-cutting policies to address gender socialization practices which contribute to the spread of HIV/AIDS.

In addition, the subregional headquarters prepared the study *Challenges in the Social Sector Confronting Caribbean SIDS*,<sup>66</sup> which presents the main challenges in the area of social development which have been identified by governments in the subregion. In that regard, the areas selected for discussion were the population dynamics of the Caribbean SIDS; unequal gender relations and its effects on the spread of HIV/AIDS; and emerging issues in poverty reduction such as poverty and ethnicity, evidence-based policy formulation and social vulnerability.

The subregional headquarters is also part of an Ad Hoc Working Group on HIV/AIDS established at the Inter-Agency Roundtable convened by UNIFEM in July 2004, Barbados, noted earlier.

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<sup>63</sup> See *Report of the ECLAC/UNIFEM/CIDA expert group meeting on capacity building in gender analysis for economic planners in the Caribbean* (LC/CAR/L.40), Port of Spain, Trinidad and Tobago, ECLAC Subregional Headquarters for the Caribbean, May 2005.

<sup>64</sup> ECLAC, *Needs Assessment of Economic Planning Units in Gender Analysis in Selected Caribbean Countries* (LC/CAR/R.82), Port of Spain, Trinidad and Tobago, ECLAC subregional headquarters for the Caribbean, 2005.

<sup>65</sup> The references for these studies are to be found in footnotes 44 and 65 respectively.

<sup>66</sup> See ECLAC, *Challenges in the Social Sector: Confronting Caribbean SIDS* (LC/CAR/L.7), Port of Spain, Trinidad and Tobago, ECLAC Subregional Headquarters for the Caribbean, April 2004.



### **(iii) Gender indicators**

The Women and Development Unit of ECLAC in close collaboration with the Statistics and Economic Projections Division and the Latin American and Caribbean Demographic Centre (CELADE)-Population Division has been executing a project “Use of Gender Indicators in Public Policy-Making”. In September 2004, with financial support from UNFPA, this project was extended to the Caribbean for the construction of gender indicators that were comparable (where possible) to those developed in Latin America. Datasets for the construction of the indicators were drawn from a number of sources including the Caribbean Social Statistical Database (CSSD), and, 63 indicators were selected for construction. Due to issues related to data availability, 14 of the 23 CDCC member states were targeted. The indicators are now available in the form of country profiles on the ECLAC website.<sup>67</sup>

### **(iv) Gender Impact Assessment of Hurricane Ivan**

A gender impact assessment of Hurricane Ivan was undertaken in February 2004 in collaboration with UNIFEM, the Caribbean Development Bank (CDB) and the Secretariat of the Organisation of Eastern Caribbean States. One of the main findings of the study was that existing gender inequities in society rendered female heads of households and their dependent children uniquely vulnerable to Hurricane Ivan. A full report is being prepared.

Finally, the subregional headquarters has provided advice and technical assistance as follows:

- Preparation of a sector study titled “Gender Analysis of the Law and Judicial Sector” (2004) for the government of Trinidad and Tobago. The study, which contributed to the preparation of the Trinidad and Tobago Draft National Gender Policy, analysed the existing law in Trinidad and Tobago and identified areas of both direct and indirect discrimination; examined the structure of the judicial and legal system from a gender perspective and also analyzed how the system of the administration of justice impacted on women’s access to justice. The study is of some relevance to other countries in the Caribbean.
- Provision of technical assistance to UNDP for the preparation of a Chapter entitled “Gender and HIV/AIDS” for a forthcoming Trinidad and Tobago National Human Development Report focusing on HIV/AIDS. The Chapter offers an analysis of the gender-related factors contributing to the spread of HIV/AIDS.
- Provision of technical assistance to the Women’s Bureau, Ministry of Community Development and Gender Affairs, Dominica, within the project “Capacity-building of national machineries for governance with a Gender Perspective in Latin America and the Caribbean” executed by the Women and Development Unit (2004).
- Provision of technical assistance to the Government of Trinidad and Tobago through representation on an Ad Hoc Committee Appointed by the Attorney General to prepare a Domestic Violence Investigative and Procedural Manual for Police Officers in Trinidad and Tobago. (2004).

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<sup>67</sup> See [http://www.eclac.cl/mujer/proyectos/perfiles\\_en/default.htm](http://www.eclac.cl/mujer/proyectos/perfiles_en/default.htm).

### III. OTHER ACTIVITIES

#### A. MEETINGS

##### 1. Meetings organized by ECLAC

- Presentation of the study “Reflexiones y constataciones de la familia rural en las regiones VI, VII y VIII de Chile”, organized by the ECLAC Agricultural Development Unit (Santiago, Chile, 17 March 2004); comments and participation in the discussion.
- Regional workshop on the uses and limitations of social indicators, organized by the Statistics and Economic Projections Division of ECLAC as coordinator of the project entitled “Network of Institutions and Experts in Social and Environmental Statistics in Latin America and the Caribbean” (Santiago, Chile, 14-18 June 2004); presentation of the conceptual framework and moderation of the panel on gender indicators, analysis and calculation method.
- International seminar on anti-poverty policies and programmes from the perspective of democratic governance and gender, organized by the Women and Development Unit (Quito, Ecuador, 26-27 August 2004). Government authorities and experts on the subject participated in the seminar, the goal of which was to analyse the issue of poverty and policies and strategies to combat it as part of the challenge of constructing governable and democratic societies.
- Seminar on labour policies in local health organizations, organized by the Women and Development Unit (Córdoba, Argentina, 27 October 2004); presentation of the study “Calidad del empleo y calidad de la atención en la salud en Córdoba. Aportes para políticas laborales más equitativas”<sup>68</sup> to representatives of governmental, provincial and municipal authorities, as well as representatives of civil society, with a view to establishing consensus and commitments for an agenda of public policies to improve working conditions in the sector.
- International Seminar on Democratic Governance and Gender Equality, organized by the Women and Development Unit (Santiago, Chile, 1-2 December 2004); three panel discussions were held on the topics of “governance and poverty”, “governance, political empowerment and electoral systems” and “governance and new technologies” in which the participants evaluated the progress made in the various areas.
- Seminar on labour opportunities and equity in the financial sector in Chile, organized by the Women and Development Unit (Santiago, Chile, 13 January 2005); analysis of the studies “El empleo en el sector financiero en Chile. Nuevas oportunidades, conocidas discriminaciones” and “Trayectorias laborales en el sector financiero. Recorridos de las mujeres”, prepared in the context of the project “Labour policies with a gender perspective” with financing from GTZ.

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<sup>68</sup> Prepared in the context of the Project “Labour policies with a gender perspective” implemented by the Women and Development Unit with financing from GTZ.

- Meeting to analyse anti-poverty programmes from the gender perspective (Santiago, Chile, 3 May 2005); presentation for discussion of the document “La política social de la sociedad global en América Latina. Nuevos programas de protección social”.

## **2. Meetings co-sponsored by ECLAC**

- Meeting on local labour policies for the tourism sector, organized by the Women and Development Unit of ECLAC and the National Women’s Council (CONAMU), at which the participants included representatives of the Ministry of Tourism and the Ministry of Labour and Human Resources, the National Modernization Council and the Municipality of Santa Elena (Santa Elena, Ecuador, 24 September 2004).
- Seminar on specific aspects of the integration experiences of the European Union and of the Andean Community, organized jointly by ECLAC, the British Embassy in Brazil and the United Kingdom Department for International Development (DFID) (Sao Paulo, 20-21 October 2004); ECLAC contributed to the preparation of a theoretical framework for promoting regional integration from a gender perspective.
- Expert meeting on change in families in the context of global changes and the need for effective public policies, organized by the Social Development Division, CELADE-Population Division and the Women and Development Unit of ECLAC with sponsorship from UNFPA (Santiago, Chile, 28-29 October 2004).
- International Seminar on Constitutional Reforms and Gender Equity, organized by the Women and Development Unit of ECLAC in coordination with the National Electoral Court of Bolivia (Santa Cruz, Bolivia, 21-23 February 2005).
- Seminar on indigenous peoples and Afrodescendants in Latin America and the Caribbean: relevance of sociodemographic information to policies and programmes, organized by CELADE-Population Division and the Fund for the Development of the Indigenous Peoples of Latin America and the Caribbean, with sponsorship from the Government of France and cooperation from the French Centre for Population and Development (CEPED) (Santiago, Chile, 27-29 April 2005).
- Judicial Colloquium on the Application of International Human Rights Law at the Domestic Level, organized by the United Nations Division for the Advancement of Women and the ECLAC Women and Development Unit (Santiago, Chile, 25 May-1 June 2005); the purpose of the meeting was to show how international human rights law can be incorporated in judicial decisions and in the everyday interpretation of domestic laws, in order to achieve equality for women and girls.
- Forum on labour policies with gender equity in the financial sector of Costa Rica, organized jointly by the Women and Development Unit of ECLAC and the National Institute of Women (INAMU) with the participation of the Minister of Labour and Social Security, the Minister for Women’s Affairs and the Minister of Public Health and the Coordinator of the Social Council of the Government of Costa Rica (San José, Costa Rica, 9 June 2005).

- Expert meeting on policies for families, social protection and social inclusion, organized by the Social Development Division, the Population Division (CELADE) and the Women and Development Unit of ECLAC with sponsorship from UNFPA (Santiago, Chile, 28-29 June 2005).

### 3. Other inter-agency meetings

- International seminar on combating poverty, job creation and gender equity, organized by ILO and UNDP (Santiago, Chile, 26-27 July 2004); participation in the panel on the importance of employment policies and gender equity in the fight against poverty.
- Seminar on the Millenium Development Goals and country challenges for the year 2015, organized by the Ministry of Planning and Cooperation of the Government of Chile in collaboration with the United Nations system (Santiago, Chile, 11 January 2005); participation in the panel on challenges in equality between the sexes and women's empowerment.
- Launching of the publication *1995-2003 ¿Han avanzado las mujeres? Indice de Compromiso Cumplido Latinoamericano* organized by FLACSO and ECLAC (Santiago, Chile, 14 April 2005); a representative participated in the presentation of the book.
- International seminar "Poverty reduction and Gender Equality in the context of the Millennium Development Goals" organized by the International Poverty Centre, UNDP, UNIFEM and the United Kingdom Department for International Development (DFID) (Washington, D.C., 19 April 2005); presentation of the paper "Gender indicators, data sets and analysis".
- Expert meeting on policies for families, social protection and social inclusion, organized by the Social Development Division, the Population Division (CELADE) and the Women and Development Unit of ECLAC with sponsorship from UNFPA (Santiago, Chile, 28-29 June 2005).

### 4. Participation in other meetings

- Seminar to launch the book *Género y consumo: hacia un enfoque de género en la educación para el consumo*, organized by the Programa de Educación al Consumidor and the Women's Popular Education Network (REPEN) (Santiago, Chile, 14 January 2004); presentation of the paper "El diálogo Derechos de las mujeres/derechos del consumidor".
- Second meeting of the Group of Women Parliamentarians of the Americas, organized by the Inter-Parliamentary Union (Valparaíso, Chile, 2 April 2004); presentation of a report on progress in the situation of women in the region.
- Meeting "Reframing Inequalities in Latin America", organized by the State University of New York at Stony Brook, (New York, 23 April 2004); presentation of the study "Entender la pobreza desde la perspectiva de género".

- Launch of the campaign for Rosario as a safe city for women, organized by the Municipality of Rosario (Rosario, Argentina, 13 May 2004).
- Discussion seminar on fruit and flower exports and the working conditions of women workers in Chile and Colombia, organized by Oxfam International in the context of the “Fair Trade” campaign (Santiago, Chile, 18 June 2004); comments were made on the text “La fruta de la discordia”.
- Seminar on women and local management, transparency and accountability, organized by the National Institute of Women Foundation and the League of Women Voters (Santiago, Chile, 6 September 2004); presentation of the paper “Participación política de la Mujer en el ambito local”.
- Fifth International Meeting on Gender and Environment Statistics, organized by the National Institute of Statistics, Geography and Information of Mexico (INEGI), the National Women’s Institute of Mexico and UNIFEM (Aguas Calientes, Mexico, 28-30 September 2004); presentation on gender mainstreaming in the Millennium Development Goals and the associated targets, through a proposal for complementary and additional indicators which are representative of the most common problems that countries in the region are experiencing in relation to gender equity.
- Symposium “Achieving the Millennium Development Goals in Latin America and the Caribbean” organized by the International Planned Parenthood Federation; (New York, 18-22 October 2004).
- Fifth Congress of Women Doctors, organized by the Argentine Society of Women Doctors (Buenos Aires, Argentina, 11-12 November 2004); presentation of the agreements reached with the health sector through a GTZ project.
- World Conference of Religions for Peace, organized by the Latin American and Caribbean Network of Women of Faith (Buenos Aires, Argentina, 19-20 December 2004); participation in the panel on women of faith and development in Latin America and the Caribbean as a preparatory activity for the ten-year review of implementation of the Beijing Platform for Action.
- Gender Forum of the Americas, which is the forum for civil society participation of the Fourth Summit of the Americas, organized by Citizenship, Studies, Research, Information and Action (CEPIA) and the Executive Secretariat of the Civil Society Forum of the Americas (Buenos Aires, Argentina, 7-8 April 2005); a representative participated as a commentator.
- International workshop on labour, identity and social links (production relations and gender relations in a context of change), organized by the Human Sciences and Education Faculty of the Diego Portales University and the Centre for Women’s Studies under the aegis of the National Commission for Scientific and Technological Research (CONICYT) and the Ford Foundation (Santiago, Chile, 27-28 April 2005); a representative acted as moderator for the presentations of the papers “Trayectorias solitarias. Algunas implicancias de las nuevas

modalidades de socialización en el trabajo” and “Cultura y las identidades laborales y de género en América Latina”.

- Seminar on labour, identity and social links, sociocultural changes and contemporary challenges, organized by the Human Sciences and Education Faculty of the Diego Portales University and the Centre for Women’s Studies (Santiago, Chile, 29 April 2005); participation in the discussion on the cultural, psychosocial, political and gender implications of changes in the organization of production and in labour relations.
- “Lunch lecture” organized by the Netherlands Ministry for Cooperation Development (Amsterdam, Netherlands, 8 June 2005); lecture “Gender Perspective on MDGs”.
- Second meeting of the Gender Network of GTZ, organized by GTZ (Frankfurt, Germany, 16-17 June 2005); a presentation on good practices developed in the context of the project “Labour policies with a gender perspective”.

## **B. TRAINING ACTIVITIES**

As mentioned previously, the Women and Development Unit organized, in collaboration with the United Nations Division for the Advancement of Women, a training workshop for 22 civil service officials responsible for the preparation of the reports of 11 countries in the region to be submitted to the Committee on the Elimination of Discrimination against Women (Santiago, Chile, 30 May-1 June 2005). Modules were taught on international human rights law and the Convention on the Elimination of all Forms of Discrimination against Women, violence against women and marriage, intrafamily relations and stereotypes.

The following requested teaching and training activities were also provided by professionals from the Unit:

- Training for health associations and women’s organizations of Córdoba on the subject of labour policies with a gender perspective (Córdoba, Argentina, 12-13 May 2004).
- Class on development and gender as part of the course on social change and development for the Master’s degree course in Anthropology and Development of the School of Anthropology of the Universidad de Chile (Santiago, Chile, 14 July 2004).
- Class on gender and poverty for the specialist course in human settlements organized by the Sustainable Development and Human Settlements Division of ECLAC (Santiago, Chile, 5 October 2004).
- Open lecture and class in the context of the international seminar on Rosario, the human rights city, organized by the Coordinating Committee of the Programme “Rosario Ciudad de Derechos Humanos” and the Instituto de Género, Derecho y Desarrollo (Rosario, Argentina, 13-15 October 2004); the central topic of both activities was the Millennium Development Goals and their associated targets and gender equity.

- Regional meeting on training in communication and information for the establishment of networks between the women's machineries, organized by the Women and Development Unit with the participation of communications experts from the national machineries for the advancement of women from various Latin American countries (Santiago, Chile, 1-3 December 2004).
- Training workshop for public officials responsible for preparing the reports of the States which are part to the Convention on the Elimination of All Forms of Discrimination against Women, organized by the United Nations Division for the Advancement of Women and the Women and Development Unit of ECLAC. (Santiago, Chile, 30 May-1 June 2005). This workshop included plenary meetings and working groups that conducted practical exercises in report preparation, as well as implementation of the rules and follow-up to the final observations. REPEATED
- Second discussion forum on the main approaches to poverty and the contributions of the gender perspective to understanding processes of impoverishment. This was part of the virtual seminar on poverty, globalization and gender and progress in theory, research and strategy, with a special focus on Latin America, organized by the regional education programme on gender and public policies (PRIGEPP) and FLACSO (see web site: [www.prigepp.org](http://www.prigepp.org), 4-6 July 2005).

### C. ACTIVITIES ON THE ELECTRONIC NETWORK

During the period under review, Internet activities have been a particularly dynamic and successful aspect of the work of the Women and Development Unit. In 2004 and 2005, the average number of monthly visitors to the site was 51,897 and 27,384 respectively (compared to 1,280 in 2003) and they downloaded a total of 311,015 files between 1 January and 31 December 2004 and of 132,024 in the first half of 2005 (compared to 30,099 files in 2003).

The Unit introduced some significant innovations relating to the use of new technologies, mainly in its activities to strengthen the national machineries for the advancement of women and in training activities for communication and information experts. In the first quarter of 2004, two virtual forums were organized in preparation for the ninth session of the Regional Conference on Women. The authorities of the national women's offices in South America and Central America participated. This experience led to the generation of virtual networks through which the ministers have been able to share their assessment of the situation in their countries from the perspective of gender equity and governance, the progress made, the problems and obstacles encountered and the strategies adopted. In their subsequent meetings, the ministers noted that this process had helped them to develop a regional vision, and also to appreciate the unique situation in each of their societies. This led to the adoption at the ninth session of the Regional Conference of new procedures for discussion via electronic media which could be utilized in future meetings of the Presiding Officers.

In substantive terms, an electronic review on democratic governance and gender was created to provide a forum for discussion among the stakeholders in this area; three issues have been published so far.<sup>69</sup> In order to maintain this momentum, ECLAC also offered support to the national women's offices

<sup>69</sup> See <http://www.eclac.cl/mujer/revista/default.asp>.

for the creation of web pages with an electronic government perspective, and this initiative was well received. These activities concluded with the holding of a regional meeting on training in communication and information for the establishment of networks between the women's machineries. This meeting was intended for journalists from the women's offices.

During the same period, the efforts continued on updating of the information on the Unit's publications, meetings and projects, and details were provided on the gender studies produced in all ECLAC offices and subregional headquarters. The Directory of National Organizations dealing with Programmes and Policies on Women in Latin America and the Caribbean and the Directory of specialists on the gender perspective in the areas of economics, poverty, labour, social security and statistics are also kept up to date. They include over 300 experts from throughout the region and also from Europe and the United States. Both directories contain direct links to the relevant information.

The Unit's web site also offers access to a page on the subject of the situation of women in Latin America and the Caribbean "Gender Statistics", which is regularly updated with information from the project "Use of gender indicators in public policy-making". At present, 22 profiles of countries in the region are available to users. The profiles include a minimum set of indicators and a series of socioeconomic indicators that are comparable at the regional level on the following issues: population; fertility; home and family; education; work and income; poverty; health and political participation. In 2004, the country profiles for Latin America and the regional information available online for the period around 2002 were updated on the basis of data from the 2002 household surveys. The first version of the Caribbean database is also available with country profiles and data comparable at the subregional level. A system of graphs was included in the section on regional indicators to facilitate information analysis and all of the methodological notes relating to construction of the indicators are being finalized so that they can be made available to users.





## STUDIES AND PUBLICATIONS

2004

*Activities of the ECLAC Secretariat to support the integration of a gender perspective into the economic and social development of Latin America and the Caribbean (1 January 2000 to 31 December 2003)* (LC/L.2083(CRM.9/4)), Santiago, Chile.

*Report on activities at the Caribbean subregional level to support the integration of a gender perspectiva in the social and economic development of Latin America and the Caribbean (September 1999 to December 2003)* (LC/L.2083(CRM.9/4)/Add.1), Santiago, Chile.

*Report of the Subregional Meeting for Mexico and Central America preparatory to the Ninth Session of the Regional Conference on Women in Latin America and the Caribbean* (LC/L.2095), Santiago, Chile.

*Report of the Subregional Preparatory Meeting for South America: towards the Ninth Session of the Regional Conference on Women in Latin America and the Caribbean* (LC/L.2119), Santiago, Chile.

*Roads towards gender equity in Latin America and the Caribbean* (LC/L.2114), position paper presented at the ninth Regional Conference on Women in Latin America and the Caribbean (Mexico City, 10-12 June 2004).

*Report of the Ninth Session of the Regional Conference on Women in Latin America and the Caribbean* (LC/G.2256(CRM.9/6)), Santiago, Chile.

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Faur, Eleonor, Natalia Gherardi and Laura C. Pautassi, “Legislación laboral en seis países latinoamericanos. Avances y omisiones para una mayor equidad”, *Mujer y desarrollo series*, No. 56 (LC/L.2140-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC). United Nations publication, Sales No. S.04.II.G.68.

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Marco, Flavia (coord.), “Los sistemas de pensiones en América Latina: un análisis de género”, *Cuadernos de la CEPAL series*, No. 90 (LC/G.2262-P), Santiago, Chile, Economic Commission for Latin America and the Caribbean (ECLAC). United Nations publication, Sales No. S.04. II.G.129.

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