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**FIRST SEMI-ANNUAL REPORT
(September 20, 1993 - March 30, 1994)**

**COMMISSION ON THE ADVANCEMENT OF WOMEN
COOPERATIVE AGREEMENT No. FAO-0100-A-00-3064-00**

Submitted to:

**Office of Women in Development
Agency for International Development**

May 2, 1994

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I. EXECUTIVE SUMMARY

In September 1993, InterAction entered a Cooperative Agreement with the Office of Women in Development to address the need for greater visibility of gender-related issues in development programming and humanitarian assistance and to assure that these issues receive adequate and appropriate attention at the Fourth World Conference on Women in Beijing in September 1995.

The Agreement has two specific objectives:

- Generate maximum input and coordinated participation of InterAction members and U.S. policy makers in the Fourth World Conference on Women and implement Post-Conference action plans, and
- Develop practical guidelines on how to better integrate gender concerns in PVO field projects by examining the lessons learned from the success stories of InterAction's members.

In the first six months of activity, InterAction's Commission on the Advancement of Women (CAW) catalyzed broad member involvement in the first phase of preparatory activities for the Conference and worked with the International Center for Research on Women, as a sub-grantee, to establish procedures for identifying projects to document as case studies. This report presents a detailed account of these activities.

II. "BEIJING INITIATIVE:" ACTIVITIES AND ACCOMPLISHMENTS

InterAction's 158 member agencies have much to contribute and much to learn from participation in the Beijing Conference and NGO Forum activities. The Conference will produce a five-year "Platform of Action" to accelerate the implementation of the "Forward Looking Strategies" ratified at the Third World Women's Conference in Nairobi in 1985. The NGO Forum provides a means for NGOs to share "how to's" and to plan mechanisms for financing and monitoring implementation of the "Platform for Action." Over the past few months, InterAction's CAW and its member agencies have become actively engaged in the processes leading up to these events.

A. Level of Involvement of InterAction Member Agencies

Over half the InterAction membership has become involved in activities related to Beijing, ranging from reviewing documents produced by the UN preparatory meetings to sending representatives to these meetings and participating in CAW Task Forces.

1) As the first step in informing members about Beijing and determining the nature of their interest, a survey was sent to all CEOs in early January. Responses were received from about one-third of the members, and results of the survey are included in Appendix A. Analysis of the data provided some useful information: a) many members expressed strong interest in working on the Platform for Action for Beijing; b) over 19 ideas for workshops at the NGO Forum were proposed, most shared by several members; c) many members are beginning to plan now for

Southern partner participation, though travel resources may be a constraint; and d) many affirmed the role of InterAction as information clearinghouse and organizer. The survey responses have guided CAW's approach to promoting member involvement in Beijing. As a result of the survey, we realized that members needed more information on the Conference and its relevance to their work and were particularly interested in opportunities to have an impact on the Conference and Forum from their own respective sectoral expertise.

2) The Commission on the Advancement for Women has held monthly meetings to keep members informed and involved in Beijing activities (see Appendix B for agendas). Out of the meetings, four task forces have begun operating: Member Outreach, NGO Forum, Newsletter, and Policy Issues. Each meeting has included about 30-40 agency representatives.

3) A total of 87 member agencies have been involved in the Beijing Conference and Forum planning activities to date (see Appendix C for list of organizations). In addition, over 20 non-members have participated.

4) The CAW has planned a "campaign" for InterAction's annual Forum in May to promote even broader member participation and to secure commitments to send representatives to regional preparatory meetings, to the March 1995 PrepCom in New York, and to Beijing. A promotional brochure and buttons are being produced as a means to make Beijing more visible and a higher priority for members. In addition, workshops will be presented on: "How to Work UN Conferences" and "Balancing Gender Relations in Development: Tools for Gender Analysis and Planning."

B. Participation In UN Preparatory Meetings and NGO Consultation

InterAction has developed linkages with the UN Secretariat for the Fourth World Women's Conference and with the UN Commission on the Status of Women (CSW), the official preparatory body for the conference. Conference Secretary General, Gertrude Mongella, was keynote speaker at InterAction's February workshop on "Women in Leadership." This served to better acquaint Ms. Mongella with InterAction and to heighten member interest in the Conference. InterAction staff and members attended the special session of the CSW in January and the PrepCom in March to begin drafting the Platform for Action. For the first time in the history of the World Women's Conferences, the UN is accrediting a large number of diverse PVOs and NGOs for the Fourth World Conference in 1995 and its preparatory activities. InterAction has seized this opportunity for involvement and influence.

1) InterAction's CAW Director attended the special session in January and was part of the NGO Caucus that prepared a resource document on the Platform for Action for government delegates. InterAction obtained accreditation from the UN Department of Public Information to participate in the UN meetings; accreditation was also obtained from the UN Secretariat for the Conference.

2) To prepare for PrepCom I in March, the CAW convened a "working group" of InterAction members to develop a position paper for the Platform for Action, InterAction's "Action Agenda for Gender Equity and Sustainable Development" (Appendix D). Considering the experience-base of InterAction members, we determined that InterAction had the most to contribute to the Platform's development sector areas, including employment and access to economic resources, education, health, agriculture, environmental management, and decision-making roles. The

"Action Agenda" includes 15 priority actions, that are "do-able" between 1995-2000 and that can have the greatest impact on women's lives.

3) The "Action Agenda" was shared with US policy-makers and UN planners before the meeting, all of whom indicated an appreciation for the specificity of InterAction's recommendations. At the PrepCom itself, CAW staff and InterAction members used the document to discuss priorities with government delegates and to advance a sustainable development agenda in the NGO caucus. Over 25 InterAction and member agency representatives attended the PrepCom. We met during the meetings to share information and to divide up responsibility for drafting recommendations for different sectoral areas. Members were actively involved in the caucus meetings to prepare an NGO version of the Platform for Action, and all of InterAction's recommendations were incorporated into this document. In addition, the draft Platform for Action prepared by the UN Secretariat for the Conference includes a number of the InterAction recommendations. In the months ahead, we will continue to promote InterAction's agenda through: a quarterly newsletter, meetings with US policy makers, and involvement in the UN regional PrepComs.

4) The CAW has made connections with other international development and women's organizations working on Beijing preparations to share information and strategies, including: International Women's Tribune Center, Women's Environment and Development Organization (WEDO), US Council for INSTRAW, GROOTS International, the Society for International Development WID Group and Coalition for Women in Development.

5) During the New York PrepCom, three women working on regional preparations in Africa, Asia, and Latin America were identified as speakers for InterAction's May Forum. Since the meeting, all have confirmed that they will attend: Soukeyna Ndiaye Ba (Senegal), Femme Developpement Enterprise en Afrique and Africa Regional Focal Point for Beijing; Ana Hernandez (Costa Rica), Alianza de Mujeres Costarricenses and NGO Regional Working Group for Beijing; and Shireen Huq (Bangladesh), Naripokkho and WID Advisor, Danida.

C. Establishment of a Communications Network

InterAction is playing an important role in the Conference and Forum preparations by serving as an information clearinghouse for InterAction members, Southern NGOs, AID Missions, and other development organizations. Few organizations are experienced in UN processes or know how to access UN documents. InterAction is filling this gap in a number of ways.

1) InterAction's bi-weekly newsletter, "Monday Developments," has a circulation of about 2,500; since January, regular articles have been published on the UN preparatory meetings and related activities (see Appendix E).

2) Computer hardware and software were acquired in the first quarter of 1994, to enable the CAW to produce a quarterly newsletter focused specifically on Beijing. The first issue will be published at the end of April. It will be distributed as an insert in "Monday Developments" and to a special mailing list that the CAW has compiled from members, non-members, Southern partners, and the Office of Women in Development. Total distribution for the first issue will be about 3,300, and it is anticipated that the mailing list will expand as the newsletter becomes known. Careful thought was given to how InterAction's newsletter would be different from others being published

on Beijing. The CAW newsletter concentrates on NGO activities and on promoting exchange of information and dialogue on sectoral areas of sustainable development included in the Platform for Action. The first issue has: a lead article on NGO activities to influence the Platform for Action; a guide to the major events leading up to Beijing and contact addresses; a summary of the recommendations related to "alleviating poverty" and "economic rights and access" from the UN and NGO drafts of the Platform for Action; and information on global-local linkages and activities. The CAW intends to continue building its mailing list for Southern NGOs, since information is hard to access in many developing countries.

3) As of early April, the CAW came on line with "PeaceNet," which is the international E-mail network carrying Beijing documents and information. The network has been useful for accessing documents produced by the UN from the March PrepCom. We are planning how to use the network to share information about our activities and solicit information for our newsletter.

4) In order to participate effectively in events leading up to Beijing, NGOs must be aware of how to participate and of the issues under consideration. InterAction has made it a priority to secure key Conference and Forum related materials and to circulate them to members and to other organizations that request them. A packet of materials has been distributed at each monthly meeting and sent to organizations on the CAW mailing list. Materials distributed include: information on the UN conference processes from the Department of Public Information/United Nations and the International Women's Tribune Center; Platform for Action drafts produced by the UN and by the NGO caucus at the January and March UN meetings; information from the NGO Planning Committee on NGO Forum '95; registration and accreditation forms for UN, regional, and Beijing meetings; and position papers from the US delegation.

D. Coordination with U.S. Policy Makers

InterAction is working to support and contribute to the official U.S. preparations for the Beijing meeting. Since NGOs and the government share common areas of concern related to gender and development world-wide, the pre-Conference activities offer a good opportunity to collaborate.

1) Since January, CAW staff have had several meetings with State Department officials working on the Conference preparations. Officials used the InterAction "Action Agenda for Gender Equity and Sustainable Development" as one of its background documents for PrepCom I in March. Since the UN meeting, InterAction and State Department staff have had on-going discussions on ways to strengthen the coordination of government-NGO efforts leading toward Beijing.

2) CAW went to the Department of Labor to meet with Women's Bureau staff planning the 10 US regional preparatory meetings. Discussions are on-going related to the participation of InterAction members in the meetings in regions where they are located, and InterAction's Global Alliance (funded by AID under Biden-Pell) is exploring ways to link with the regional meetings.

3) Regular contact has been maintained with the Office of Women in Development through phone calls, monthly updates, and meetings. In March, the CAW Director met with WID staff working on the DAC initiative for Latin America; discussion on areas of collaboration, overlap, and support are continuing. Coordination is critical, so that resources can be used effectively.

III. DOCUMENTATION OF GENDER AND DEVELOPMENT PROJECT STRATEGIES: ACTIVITIES AND ACCOMPLISHMENTS

The terms of InterAction's Cooperative Agreement include a sub-grant with the International Center for Research on Women to develop practical guidelines on how to better integrate gender concerns in field projects by producing case studies that document "lessons learned" from InterAction member programs. The sub-grant with ICRW was signed on March 9, 1994 and the first disbursement was made soon thereafter.

To define the parameters of the case studies, meetings and discussions were held with WID Office staff. It was decided that the four cases would encompass a range of sectors, as a means to highlight "gender integration" rather than a specific sectoral area. Also, the cases will draw on experience in different regions and three of the cases will be of AID-funded projects. Based on these decisions, ICRW and InterAction prepared an application form for nominating projects to study (Appendix F). The application was sent to all InterAction CEOs in the April Board mailing and to individuals on the Commission on the Advancement of Women's mailing list and was advertised in "Monday Developments" (Appendix G). Applications are due May 16 and will be reviewed in June by a committee of staff from ICRW, InterAction, and AID/WID.

ICRW is currently defining its workplan for visiting the project sites between July-December 1994.

IV. FINANCIAL STATEMENT

Quarterly financial reports are submitted under separate cover by InterAction's Finance Director.

As requested by the AID grant officer, a one-year projection of expenditures was submitted February 22, 1994. The projections showed that the current disbursement from AID of \$149,500 will be spent by June 1994. InterAction renews its request for a second disbursement no later than June 30.

**SURVEY OF INTERACTION MEMBER AREAS OF INTEREST FOR
PLANNING AND PARTICIPATING IN THE UN WOMEN'S CONFERENCE
AND NGO FORUM (1995)**

Organization

Name and Title of Person Completing This Survey

Name of Person Who Serves or Will Serve as Liaison to InterAction Commission on the Advancement of Women

Telephone

Fax

E-mail Number

1. UN Women's Conference

InterAction will organize and advocate for member positions to be included in the official Conference document, "The Platform of Action." According to the Conference Secretariat, the document will be an "activist plan" for achieving concrete gains in the areas of "equality, development, and peace." For each of these three broad themes, it is likely that only three or four "critically strategic initiatives" will be identified. The "Platform of Action" will become part of international policy, and governments will be held accountable for reporting their progress in achieving the recommended actions.

- a. Would your organization like to be part of a working group to develop positions and language for the Platform of Action?

YES NO

- b. If yes, what are some priority "action proposals" your organization would like included in the Platform of Action (for example, under "development," initiatives to give priority to girls' education)?

2. Regional Preparatory Meetings

InterAction will represent member positions at the UN Conference "PrepCom" meetings in New York and promote the attendance of members and Southern partners in New York and regional meetings.

- a. Will any of your staff or board attend the "Prep-Coms" in New York in March 1994 and March 1995?

YES NO

- b. Which of the regional preparatory meetings might your staff or a Southern NGO partner attend?

- | | |
|---|--|
| <input type="checkbox"/> Indonesia: June 1994 | <input type="checkbox"/> Argentina: September 1994 |
| <input type="checkbox"/> Jordan: November 1994 | <input type="checkbox"/> Senegal: November 1994 |
| <input type="checkbox"/> Austria: October 1994 (for Europe and North America) | |

3. UN NGO Forum

In Beijing, an NGO Forum will be held concurrently with the official UN Conference. The Forum enables NGOs to share ideas and strategies through workshops, panels, demonstrations, etc. InterAction will promote joint presentations by members and Southern partners as a means to share concrete strategies and "lessons learned" from programs.

a. What programmatic expertise would your organization be interested in sharing at Beijing?

b. Which of your Southern partner organizations might be included in the presentation?

4. The success of the 1985 Women's Conference in Nairobi is largely attributed to the dynamic participation of large numbers of Southern NGO representatives. It is critical that these organizations are equally a force at Beijing. However, many, if not most, Southern NGOs, do not have the funding to be able to attend. Would your organization be able to sponsor at least one Southern partner representative to attend?

YES NO

5. Did your organization participate in:

YES NO

a. 1985 UN Women's Conference/Forum, Nairobi

b. The Rio de Janeiro Summit on the Environment & Development (UNCED)

c. Preparatory Activities for 1994 UN Population & Development Conference

If yes, please describe the nature of your involvement in each:

6. To what extent have the Nairobi "Forward Looking Strategies" influenced your organization and its programs?

Not at All

Minimally

Some Impact

Major Impact

If the "strategies" have affected your organization to any degree, please explain how:

7. Please share any comments, recommendations, or concerns related to InterAction's involvement in the 1995 UN Women's Conference and Forum and/or the Commission's activities:

Please return by Friday, January 23 to Suzanne Kindervatter, InterAction, 1717 Massachusetts Avenue NW, Suite 801, Washington, DC 20036.

APPENDIX A

RESULTS OF "SURVEY OF INTERACTION MEMBER
AREAS OF INTEREST FOR PLANNING AND PARTICIPATING
IN THE UN WOMEN'S CONFERENCE AND NGO FORUM (1995)
NUMBER OF RESPONDENTS: 39

1)a) " Would your organization like to be a part of a working group
to develop positions and language for the Platform of Action?"
yes-25 no-12

b) "If yes, what are some priority 'action proposals' your
organization would like included in the Platform of Action?"
economic opportunities-7
girl's education-5
decision making-5
connecting women locally and globally-2
assess detrimental consequences of projects prior to funding-1
violence against women-2
gender perspective issues-2
health, nutrition, family planning-11
literacy-1
rights to survival-1
strengthening local organizations-1

2)a) "Will any of your staff or board attend the 'Prep-Coms' in New
York in March 1994 and March 1995?"
yes-23 no-14

b) "Which of the Regional preparatory meetings might your staff or
a Southern NGO partner attend?"
Indonesia-7
Jordan-3
Austria-4
Argentina-4
Senegal-9

3)a) "Which programmatic expertise would your organization be
interested in sharing at Beijing?"

1) girls education-Academy for Educational Development, Save the
Children, CARE

2) adult education-Center of Concern

3) South-South skills sharing-World Education

4) strategies for strengthening women's org-World Education

5) credit and savings for women-Save the Children, Freedom from
Hunger

- 6) income generation-Concern, CARE, Trickle Up Program
 - 7) health/family planning/reproductive rights-Save the Children, Population Communication, Concern, Freedom from Hunger, Pathfinder International, Population Action Int'l, Zero Population Growth
 - 8) technical and social training-Heifer Project Int'l, Delphi Int'l, CEDPA, Freedom from Hunger
 - 9) importance of livestock for rural women-HPI
 - 10) integrated programming-Save the Children
 - 11) empower women at grassroots level/community development-Concern, African-American Inst., CODEL
 - 12) networking and media skills-Concern, Zero Population Growth
 - 13) producing cross-cultural model for development-Children's Survival Fund
 - 14) policy advocacy by NGOs-Institute for Development Research, The Alan Guttmacher Inst., CEDPA
 - 15) increased political participation for women-African-American Institute
 - 16) study of women's roles in environment/women as leaders-ICRW, Oxfam, Population Action Int'l
 - 17) establishing linkages between Northern-Southern org-Partners of the Americas
 - 18) participatory planning-ICA
 - 19) a marketing and development-Aid to Artisans, Inc.
- b) "Which of your Southern partner organizations might be included in the presentation?"
- African-American Institute:
Nigerian and Liberian rep.
- Aid to Artisans, Inc.:
ATAG from Ghana
Jordan Design and Trade Center
- CEDPA:
Access and Better Life Program
- Concern America:
Women's Group from Honduras
Artisan Group from Guatemala

Women's Group from El Salvador
Salvadorian or Guatemala Refugees

CODEL:

YWCA- Uganda
YWCA-Tanzania
Mission to the Needy-Tanzania
YWCA-Kenya
Heifer's Project International-Uganda
Technoserve-Kenya

Freedom from Hunger:

Credit Union Movement in Burkina Faso-Reseau
des Caisses Populaires du B.F.
Familia Medio Ambiente-Honduras
Foundation for Integrated Agricultural Management-Thailand

Heifer Project International:

CEDCA-Peru
SCOPE-India
CATER-India
SOCSEAD-India
CODAP-Guatemala
NEF-Morocco
Sichuan Poultry Cooperative-China

ICA:

ICA-Cairo
ICA-India

Institute for Development Research:

PRIA-India
MWENGO-Zimbabwe

International Child Health Foundation:

International Centre for Diarrheal Disease Research-Bangladesh

Laubach Literacy International:

Fundacion Alfabetizadana Laubach-Latin America
Center for Non-Formal Education-Thailand
Vishwa Yuvack Kendra-India

Oxfam America:

Khemara-Cambodia
APROFES-Senegal
DISHA-India
Uharan-Bangladesh
some Somali women's groups

PACT:

one of the Bangladeshi staff might attend

Partners of the Americas:

Consciencia-Argentina

Population Action International:

Maendelio Ya Wanawake Organization -Kenya
Association for Reproductive and Family Health-Nigeria
SEWA-India

Population Communication:

Mexfam-Mexico
Concerned Women's Project-Bangladesh
Working Women's Forum-India

World Education:

Southern partners in Kenya, Mali, South Africa,
Swaziland, and Yemen

Trickle Up Program:

Representatives from the Philippines, El
Salvador, Ghana

4) Would your organization be able to sponsor at least one Southern partner representative to attend (the Beijing Conference)?"
yes-11 no-21

5) "Did your organization participate in":

a) 1985 UN Women's Conference/Forum, Nairobi
yes-17 no-23

b) The Rio de Janeiro Summit on the Environment & Development (UNCED)
yes-13 no-26

c) Preparatory Activities for 1994 UN Population & Development Conference
yes-13 no-25

"If yes, please describe your involvement."

participation and attendance of staff to conference(s) - 11
participation to influence US delegation-1
prep-com work and small advocacy groups-2
networking-2
drafting resolutions-2
presentations-2

6) "To what extent have the Nairobi 'Forward Looking Strategies' influenced your organization and its programs?"
not at all-9 minimally-6 some-14 major impact-6

"If the 'strategies' have affected your organization to any degree, please explain how":

increased consciousness/participation -10
reinforced tentative directions-1
follow-up work-1
now all strategies affect the status of women-1

now in order to get funding must address certain topics-1

7) "Please share any comments, recommendations, or concerns related to InterAction's involvement in the 1995 UN Women's Forum and/or the Commission's activities":

World Education-"Help circulate information early, so we have lead time to involve Southern partners in setting the agenda and raising funds to participate."

Save the Children-"Clarification of benefits to partners of participation would be very useful."

Population Communication-"To develop a World Leadership Statement to be signed by all heads of government, affirming the principles of the Nairobi Conference."

Heifer Project International-"Please consider supporting HPI leading a panel or workshop about combining social and technical training in women's livestock projects."

Delphi International-"The term 'Southern' excludes our sisters in Central and Eastern Europe and the Middle East! What to do?!"

Concern/America-"Please keep me informed and connected with this exciting process!"

Center of Concern-"I am very interested that this Conference will include the survival issues of many women in the US as part of the whole global analysis and program for action."

Children's Survival Fund-"The 'model' proposed would be based on information from InterAction members. It would be a useful tool for development projects worldwide."

Institute for Development Research-"As you know, there is a great deal of attention given to the 'civil society' framework these days by NGOs. InterAction could lead a panel or set of activities on the topic of women's participation in the civil society, or how to build a non-sexist civil society, or how feminist perspectives could challenge/transform theories of civil society. I'd be happy to expand on these ideas or draft an outline for a discussion paper."

Laubach Literacy International-"Would be interested in increasing participation by our Southern partners, but need to find additional funds to cover expenses."

Trickle Up Program-"...greater involvement of the 158 member organizations."

Zero Population Growth- "ZPG would like to be involved, but has not yet developed its positions and knowledge on Beijing. Keep up the good work, and keep us informed!"

Aid to Artisans, Inc.- "We would suggest a bazaar at the conference. Two-three days sale of handcrafts. Exchange of brochures, prices, export evaluation, and a marketing and product development workshop."

**INTERACTION
COMMISSION ON THE ADVANCEMENT OF WOMEN MEETING**

**January 27, 1994
10 a.m. to 1 p.m.
1717 Massachusetts Ave. N.W. Suite 801**

AGENDA

1. De-brief on January UN Commission on the Status of Women Meeting, UN Conference and Forum Planning
2. Discussion of Recommendations for CAW Involvement in Conference and Forum Planning Processes
 - draft "action recommendations" for development section of the Platform for Action
 - provide recommendations to the UN Conference Secretariat and to the US delegation
 - mobilize InterAction members to attend the March NGO Consultation and the UN PrepCom
 - develop strategy for promoting Southern partner participation in the Conference and Forum
 - develop strategy for coordinated InterAction participation in the NGO Forum (e.g. presentations on common themes)
3. Discussion of Ways to Promote Southern NGO Partner Involvement in Regional Planning Meetings, the Conference, and the Forum
4. Discussion of Diversifying the Involvement of InterAction Members in the Beijing Initiative

**INTERACTION
COMMISSION ON THE ADVANCEMENT OF WOMEN MEETING**

**February 16, 1994
9:30 a.m. - 12:30 p.m.
1717 Massachusetts Ave. NW Suite 801**

AGENDA

1. Report on Activities
 - Working Group to Draft Recommendations for the Platform for Action
 - Nominations for the US Delegation

2. Update on March NGO Consultation and Conference PrepCom at the UN

3. Discussion of CAW Beijing Initiative Newsletter
 - What would InterAction members like to see in the newsletter? What would be useful for Southern partners?
 - How do we develop a partner NGO mailing list?

4. Discussion of Ways to Promote Southern NGO Partner Participation in the Regional Meetings, the Conference, and NGO Forum
 - How can CAW promote and contribute to organizing NGO participation in the regional meetings?
 - What does the CAW need to do in the next six months to plan for/promote NGO participation in the Conference and Forum?

5. Discussion of Expanding the Participation of InterAction members in the Beijing Initiative
 - Status of member survey/Follow-up

6. Brief Report on Grafton-on-the-Potomac

7. InterAction Annual Forum
 - CAW Workshops
 - Participation of Southern women
 - CAW Meeting/Caucus(es)

8. Other Business

**INTERACTION
COMMISSION ON THE ADVANCEMENT OF WOMEN MEETING**

March 22, 1994
11:30 - 2:00 p.m.
1717 Massachusetts Ave. N.W. Suite 801

AGENDA

1. "Voices from Prep-Com I" (45 minutes)
 - report on March 1994 NGO Consultation and UN Preparatory meeting by InterAction staff and members
 - future activities on the "Platform of Action"

2. Next Phase of Action (30 minutes)
 - Regional Meetings
 - NGOs on Government Delegations
 - NGO Forum 1995 Workshops/Panels

3. InterAction Forum: May 9-11 (30 minutes)
 - plan for "Beijing Mobilization"
 - CAW Meeting (Monday, May 9, 8:30 a.m.)
 - * Beijing Briefing/Southern Reps.
 - * "Grafton" Follow-on
 - CAW Workshops
 - * How To Work UN Conferences to Affect Policy
 - * Best Practices in Recruiting and Retaining Women in Senior Management and on Boards of Directors
 - * Balancing Gender Relations in Development: Tools for Gender Analysis and Planning
 - "Hill Day"/CEDAW

4. Task Force Reports and Recruitment (30 minutes)
 - Newsletter
 - Travel Resources
 - Member Outreach
 - NGO Forum

5. Future Meetings: Proposal for Set Schedule

6. Other Business

**INTERACTION
COMMISSION ON THE ADVANCEMENT OF WOMEN MEETING**

**April 27, 1994
11:30 - 2:00 p.m.
1717 Massachusetts Ave. N.W. Suite 801**

AGENDA

- 1. Opening: Elise Smith, Co-Chair**
- 2. Update on UN Fourth World Women's Conference Preparations (30 minutes)**
 - draft Platform for Action from PrepCom I**
 - implications of US being voted off Commission on the Status of Women**
- 3. Task Force Reports (30 minutes)**
 - Policy Issues**
 - NGO Forum**
 - Newsletter/Member Outreach**
- 3. Update on InterAction Forum/CAW Activities (15 minutes)**
- 4. Member and Southern Participation in the Conference and NGO Forum (45 minutes)**
 - Updates on member plans**
 - Small group brainstorming on resource mobilization strategies**
- 5. Other Business (15 minutes)**
 - June, July, August meeting dates**

**LIST OF ACTIVE INTERACTION MEMBERS
COMMISSION ON THE ADVANCEMENT OF WOMEN**

Aid to Artisans Inc.
ACADEMY for EDUCATION'L DEVELOPMNT
AFRICAN AMERICAN INSTITUTE
AFRICARE
AICF
Alan Guttmacher Institute
AMERICAN FRIENDS SERVICE COMMITTEE
AMERICAN JEWISH WORLD SERVICE
American Refugee Committee
BREAD FOR THE WORLD
THE BROTHER'S BROTHER FOUNDATION
CARE
CCF
CEDPA
CENTER OF CONCERN
CENTER FOR INTERNATIONAL DEVELOPMENT
AND ENVIRONMENT/WORLD RESOURCES INST.
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HABITAT FOR HUMANITY
HEIFER PROJECT INTERNATIONAL
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HEBREW IMMEGRANT AID SOCIETY
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ICHF (Child Health Fund)
ICRW
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ACTION AGENDA FOR

GENDER EQUITY AND SUSTAINABLE DEVELOPMENT

InterAction's Commission for the Advancement of Women proposes the following recommendations for the "Platform for Action" of the 1995 Fourth UN Women's Conference, drawing upon the experience of InterAction's 153 members working in 200 countries. The "Platform for Action," which is being developed at UN and regional meetings in 1994, aims to identify strategic actions for advancing the "Forward Looking Strategies" promulgated in the 1985 World Women's Conference. To support this strategic focus, InterAction has limited its recommendations to fifteen priority actions that are "do-able" between 1995 and 2000 and that can have the greatest impact on the most women's lives.

1. Equalize girls' and boys' enrollment rates in primary schools and reduce the gender gap in secondary school enrollments by at least 50% of the current levels.
2. Increase the enrollment by at least 50% of out-of-school girls and women in public and private vocational and skills training programs, which lead to wage employment or to economically viable self-employment.
3. Ensure that low-income women in the informal sector have improved access to appropriate technologies, enterprise development assistance, and financial services, and remove regulatory obstacles to self-employment in areas such as services, commerce and traditional manufacturing in which women predominate.
4. Formulate and enforce fair minimum wage and labor standards for all women employed in the formal sector.
5. Strengthen and enforce women's land rights and ensure that women farmers comprise at least 50% of the participants in programs offering appropriate agricultural technology, skills training, extension and financial services.
6. Reverse the net outflow of capital from the developing to the developed countries and ameliorate the negative impacts of structural adjustment programs on women by restoring and safeguarding social sector spending in national budgets.
7. Make comprehensive health care affordable, available and accessible to girls, adolescents, and women, including but not limited to motherhood, contraception, and prevention/treatment of sexually transmitted diseases.
8. Reduce maternal morbidity by 50% by increasing to at least 80% the proportion of women who receive access to prenatal and risk-appropriate care during pregnancy and childbirth.

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9. Confine the prevalence of HIV in women to no more than 800 per 100,000 women by: increasing to at least 50% the proportion of sexually active people who consistently and correctly use a condom; developing and promoting consistent use of low-cost women-controlled HIV prevention technologies such as microbicide; and increasing to at least 90% the proportion of primary care providers counseling on HIV prevention.

10. Stop female genital mutilation for 90% of all girls at risk born after 1990 by allocating resources to support aggressive educational and health promotion efforts targeting families, influential religious leaders, and policy makers.

11. Promote the utilization of environmentally sound technologies which have been designed, developed and improved in consultation with women for accessible and clean water, efficient fuel supply, and adequate sanitation facilities.

12. Establish and activate plans to at least double the proportion of women decision-makers, planners, managers, and technical advisors in the design and implementation of policies and programs related to the environment and natural resource management.

13. Make community education programs for women more widely available and relevant to women's priority issues and problems including: health concerns; reproductive rights; legal rights and recourse; environmental management/degradation; economic hardship; and family relations.

14. Require mandatory gender impact analyses of all sectoral development programs, national development plans and international trade agreements.

15. Establish and implement policies for equalizing the proportion of women and men in all national, regional, municipal, and community-level government decision-making positions and councils.

—February 10, 1994

For more information, contact:
Suzanne Kindervatter
Director

Commission for the Advancement of Women

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InterAction is a membership association of U.S. private voluntary organizations engaged in international humanitarian efforts including relief, development, refugee assistance, environment, population, public policy, and global education

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MONDAY DEVELOPMENTS

January 17, 1994; Volume 12, Number 1

\$3.50

InterAction Forms Task Force Of NGOs Working in Somalia

By March 31, the last of the US ground troops will have left Somalia. Within the same time frame, many of the other European forces will be departing. What does this mean for the NGO community and its humanitarian assistance programs in Mogadishu and throughout the countryside? The NGO community, as the primary implementors of humanitarian assistance programs in the field, is very concerned about what the future will hold.

"From now through April will be a critical period for the NGOs in Somalia," said Julia Taft, InterAction President & CEO. "The NGO voice needs to be heard and we need accurate and frank information from the UN and the US government on security, logistics, communications, reconciliation and other issues. As the implementing partners, we can't be left in the dark."

In response to the situation, InterAction is forming an NGO Task Force on Somalia. The Task Force will strive to improve information exchange among operational NGOs in the US and in the field and to assure that NGOs are included in policy and operational decisions which will impact their relief and rehabilitation programs. The Task Force will work with appropriate US government organizations (State, AID and OFDA) as well as UN humanitarian *(continued on page 8)*

UN Women's Conference Head To Address PVO Leaders At Grafton-on-the-Potomac

Gertrude Mongella, Secretary-General of the 1995 United Nations Fourth World Conference on Women,



Gertrude Mongella

will give the keynote address at InterAction's *Grafton-on-the-Potomac* Summit on Women in PVO Leadership, February 10-11 in Airlie, Virginia. She will speak on the role of NGOs in the Women's Conference with an emphasis on women in decision-making.

The Grafton Summit will bring together CEOs, Board Chairs and women Board members to share experiences as they develop strategies to maximize organizational resources through more effective *(continued on page 2)*

InterAction Begins Initiative on Beijing Women's Conference

InterAction's "Beijing Initiative" for promoting PVO and NGO participation in the 1995 UN Women's Conference and NGO Forum in China was launched with a lively meeting on December 16. The initiative, which is funded by the Agency for International Development, is one of the major activities of InterAction's Commission on the Advancement of Women. The Commission was

established by the Executive Committee in 1992 to give greater priority to enhancing gender equity in member organizations and their programs.

At the December meeting, over 40 representatives from 30 agencies contributed ideas for building a specific plan of action for InterAction's involvement in the UN Conference and Forum.

The energy level was high as members talked about this unique opportunity to jointly shape international policy and practice related to sustainable development, refugees, and other member concerns. Three broad objectives for the action plan emerged from the discussions: 1) organizing members and southern partners to influence the official UN *(continued on page 2)*

MONDAY DEVELOPMENTS

Tracy Geoghegan
Director of Communications

Stephanie Gordon
Editorial Assistant

Artwork by Joe Rocco

Monday Developments is published bi-weekly by InterAction, a broadly based coalition of over 150 private and voluntary organizations (PVOs) working in international development, refugee assistance and protection, disaster relief and preparedness, public policy, and education of Americans about the developing world. It updates staff of private humanitarian agencies on global events that affect their work. It also serves as a link between non-governmental organizations (NGOs) in the North and South.

Monday Developments welcomes pertinent news items, opinions and announcements. Articles may be reprinted with prior permission of the editor.

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Monday Developments

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InterAction Begins 'Beijing Initiative'

(Continued from page 1) conference "Platform for Action:" 2) facilitating the development of PVO-NGO presentations for the NGO Forum; and 3) serving as an information clearinghouse for PVOs and NGOs wishing to know more about the conference and Forum. As one participant emphasized, "we want InterAction to be a voice for member concerns at the preparatory meetings and Beijing Conference." The full plan of action will be circulated to members in the near future.

January will be a busy month for moving forward on the Beijing initiative. The Commission has sent a questionnaire to all InterAction CEOs to determine priority member interests to guide further planning. From January 10-14, Commission Director Suzanne Kindervatter represented InterAction at the UN Commission on the Status of Women Inter-sessional Working Group on the Draft Platform for Action. Based on the framework for the document developed by the UN Commission, InterAction will form working groups on key "themes" to draft language for the full draft. For any organization interested in participating, mark your calendars to attend the Commission on the Advancement of Women meeting January 19 from 10 a.m. to 1 p.m.

In addition to its focus on the UN Conference, the Commission on the Advancement of Women is coordinating planning for the *Grafton-on-the-Potomac* Summit on Women in PVO Leadership to be held February 10-11. This meeting builds on two previous retreats convened in Grafton, Vermont, which enabled CEOs and board members to examine strategies for increasing the number of women in leadership positions in their organizations. In the 1988 Grafton meeting, Madeleine M. Kunin, then Governor of Vermont and now Deputy Secretary of Education, noted that: "Organizations that affirm the equality of men and women, promote economic opportunity and social justice, have a splendid opportunity to convey their belief system, through their organizational structure...." The 1994 Grafton meeting will provide practical strategies and tools for recruiting and retaining women at the senior staff level and on boards of directors. (For further information on *Grafton-on-the-Potomac*, see article on page 1-2.)

For more information on the Beijing initiative, *Grafton-on-the-Potomac*, or the Commission on the Advancement of Women, contact Suzanne Kindervatter or Program Assistant Kari Hamerschlag at InterAction, 202/667-8227.

Mongella to Speak at *Grafton-on-the-Potomac*

(Continued from page 1) utilization of women and their skills. Participants will leave with useful ideas and tools that can be applied in their own organizations to increase gender diversity on their staffs and boards. The event will be co-chaired by Mildred Robbins Leet of the Trickle Up Program and Dr. Charles MacCormack of Save the Children.

Grafton-on-the-Potomac will begin with a reception and opening dinner on Thursday, February 10, at which Mongella will speak. On the following day, several resource people will present practical information and case studies in a workshop setting. Space is limited, but there is still time to register for this important event. For further information, contact, Stephanie Gordon at InterAction.

InterAction Gives Input to Platform for Beijing Conference

Despite New York's slippery streets and chilly air, the United Nations Commission on the Status of Women convened its "Inter-Sessionary Meeting to Draft the Platform for Action" for the Beijing Conference in 1995 from January 10-14. The meeting was attended by government delegations from 83 countries, representatives of UN specialized agencies and over 40 NGOs.

The purpose of the meeting was to begin filling out the *Platform of Action* structure that was ratified at the annual UN Commission meeting last March. The Commission views the document as a means to promote the *Forward Looking Strategies* developed at the 1985 women's conference in Nairobi. The Platform will include specific actions to be taken by the year 2000 to promote gender equity and women's empowerment.

During the meeting, common concerns were expressed by many delegations: women's rights as human rights, widespread violence, women in poverty, the "girl child," employment and political participation, among others. The major differences of opinion related more to the meeting process than its substance. There was debate over whether the *Platform of Action* should follow the structure agreed upon in March 1993 in Vienna, or a modified version prepared by the Conference Secretariat. Because of this friction, some delegates left the meeting concerned that not much had been accomplished.

Each morning, prior to the official UN meeting, an NGO women's caucus met to consider its own concerns and agenda. The group, comprised largely of US, Canadian, and European organizations compiled a draft *Platform of Action*, which was widely circulated to government delegates to suggest ideas to be incorporated into the UN document. InterAction was represented by Suzanne Kindervatter, director of the Commission on the Advancement of Women, who contributed to drafting the "development" section of the *Platform of Action*,

Middle East (Continued from previous page) dinating body for AID funding to PVCs would also be useful. Art Simon of Christian Children's Fund

asked about the particular needs of children in the region. Fredrick Golladay, the World Bank's team leader for human resources during the assessment, acknowledged the importance of pro-

grams for children, particularly rehabilitation activities that cope with the traumatic effects of violence. For further information, contact Joachim Zaucker at InterAction, 202/667-8227.

**1994 Preparation Events
For UN and NGO Women's Conferences**

March

- 3-5 NGO Consultation "Changing Forums in a Changing World," NGO activities continue through March 18, New York (NGO)
- 7-18 Commission on the Status of Women, 38th Session, New York (UN)

June

- 7-14 Asian and Pacific Regional Preparatory Conference, Jakarta, Indonesia (UN)

September

- 19-23 Regional NGO Forum for Latin America and the Caribbean, Mar del Plata, Argentina (NGO)
- 26-30 Latin America and Caribbean Regional Preparatory Conference, Buenos Aires, Argentina (UN)

October

- 17-21 Europe and North America Regional Preparatory Conference, Vienna, Austria (UN)

November

- 6-10 Western Asian Regional Preparatory Conference, Amman, Jordan (UN)
- 16-23 African Regional Preparatory Conference, Dakar, Senegal (UN)

drawing on recommendations developed during a meeting in December with InterAction members.

The *Platform of Action* will undergo many more revisions before the September 1995 meeting in Beijing. The conference secretariat is currently preparing an expanded draft which will be deliberated at the full UN Commission on the Status of Women meeting from March 7-18 in New York, preceded by an NGO consultation. In addition, the Platform will also be the focus of regional meetings to be held between June and October 1994.

InterAction's Commission on the Advancement of Women is promoting the participation of InterAction members and southern partners in the UN Conference and NGO Forum planning process. Please take note of the important meetings in the box above, and contact Suzanne Kindervatter or Kari Hamerschlag at InterAction for more information.

Important Meetings Ahead to Prepare for UN Women's Conference

The first official "Prep-Comm" for the United Nations Fourth World Conference on Women, to be held in 1995 in China, will be convened in New York in early March — and InterAction will be there!

InterAction's Commission on the Advancement of Women has organized a "Beijing Initiative" working group that is facilitating member input and participation in the Prep-Comm. The working group is currently compiling recommendations for the official conference document, the *Platform for Action*, from interested members. These ideas will be developed into an "action agenda" for

achieving strategic development objectives. When the agenda is prepared, it will be shared with official government delegations and the UN conference secretariat as a resource document to contribute to their own drafting.

Immediately prior to the Prep-Comm, an official NGO consultation is planned to discuss preparations for the NGO Forum as well as NGO participation in the UN conference planning. The NGO consultation is scheduled for March 3-4 in New York, with the Prep-Comm then taking place from March 7-18. InterAction staff and representatives from several member agencies are planning to

attend. For any organizations interested in the 1995 Women's Conference and NGO Forum, the New York meetings are an excellent opportunity to become involved and to convey NGO concerns. Contact Suzanne Kindervatter or Kari Hamerschlag at InterAction if you would like more information.

The next Commission meeting on the Beijing Initiative will be held February 16. All members are invited to attend and bring ideas on how we can link the efforts of InterAction members and southern NGOs on the women's conference and on how we can broaden the diversity of members involved.



TRANSITIONS

Dan O'Neill is New President Of Mercy Corps International

Mercy Corps International's co-founder, Dan O'Neill, has been elected president of the Portland, Oregon-based InterAction member. He replaces Ellsworth Culver who resigned from the presidency for personal reasons. Culver will continue to serve the agency as vice president for international relations.



Dan O'Neill

O'Neill, 45, co-founded Mercy Corps International with entertainer Pat Boone and businessman Doug Wead in 1979 in response to the Cambodian refugee catastrophe. He served as its first president, from 1979 to 1984. O'Neill, an award-winning author, has worked and traveled in Africa, Europe and the

Middle East where he documented poverty, famine, civil unrest and war through photography and journalism.

Christian Children's Fund Names New Director of ChildAlert

Shepard Harder has been named the new director of ChildAlert, Christian Children's Fund's special needs and emergency relief program. Harder will be in charge of programs outside of sponsorship which meet the needs of children in crisis, as well as staff training and development.

Dr. Paul McCleary, president of Christian Children's Fund and chair of the board of InterAction said, "Harder brings tremendous administrative experience in extending assistance to people of developing countries. Much of his background is in the nonprofit field, having worked for International Save the Children Alliance in various capacities for the past ten years."

Harder's prior experience includes serving as a Peace Corps volunteer in Morocco from 1973-1975 and as an instructor at Robert College of Istanbul. Prior to joining Save the Children, he worked as a project coordinator for the America Mideast Educational Training Services in Washington, DC.

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Women's Activists Explore Local-Global Issues

In preparation for the 1995 United Nations Fourth World Conference on Women, the Society for International Development's Women in Development Workgroup led the coalition that organized the Capitol Area Women's Local-Global Forum in Washington, DC. The Forum brought together over 300 community leaders, social workers, development practitioners, public policy makers and advocates to explore the similarities and linkages between women's experiences in the US and abroad and to make recommendations for improving the status of women worldwide. Lisa Griffin, co-chair of SID/WID, encouraged women at the conference to "think locally and act globally," highlighting the need to incorporate local concerns — such as violence, unemployment, education and training, and access to affordable health care — into the global agenda.

Before participants embarked on the main task of the day — to identify strategies to address central issues of concern to women — they were inspired by the words of several speakers.

Cynthia Marano, executive director of Wider Opportunities for Women, a local and national organization working to achieve economic independence for women, gave the keynote speech. In order to be more effective in eliminating barriers to women's advancement, she stressed the need for women to become community and political leaders and to build coalitions among diverse groups. Effective women leaders are able to "articulate a vision that will bring women and men together for change," she said.

Sharon Kotok, the State Department's chief officer in charge of international women's programs and a key staff person for the US official delegation to the UN Commission for the Status of Women, represented the US government at the conference. She encouraged participants to contribute to the *Platform for Action*, the official UN document, by specifying concrete ways that NGOs and governments can work together to implement the *Nairobi Forward Looking Strategies*. Asked about the failure of the US to ratify the International Convention on the Elimination of All Forms of Discrimination Against Women, Kotok said that the President has identified it as a priority and anticipates that it will be ratified shortly.

In her remarks during the closing plenary, Irene Santiago, the executive director of the NGO Forum 1995 (an NGO event to be held simultaneously with the UN conference), encouraged participants to lobby government delegations during the preparatory committee meetings in New York in March, where official delegations from over 100 countries will come together to continue drafting the *Platform for Action*.

Santiago, who recently left her position at UNIFEM, said that there has never been a greater opportunity for NGOs to affect outcomes at the UN. She stressed, however, that "NGOs must not only seek to influence the official delegations, but also must hold governments accountable for what they sign." Santiago sees the Forum '95 as a great opportunity for NGOs to take advantage of this new opening in the UN and to build stronger networks of organizations working for women's empowerment worldwide.

After the opening plenary, 20 workshops were held focusing on five major topics: education and training; health; poverty; violence and abuse; and women, work and family. Workshop themes ranged from "getting educated: the challenge for girls" to "organizing for workplace empowerment." Participants worked steadily throughout the day to identify public policy changes and citizen/NGO action strategies needed to combat three key problems women face in their topic area.

At lunch, more than half of the conference participants came together to discuss impediments to and solutions for women sharing power equally with men. Sharing power equally is one of the central goals of the *Platform for Action*. During the workshop, led by the National Women's Political Caucus, participants identified three principal impediments: lack of money and education, society's misperceptions about women's capabilities, and women's lack of self confidence. Strategies to address these problems included: education of men and women, civic education for girls at a young age, campaign reform, among others.

Kari Hamerschlag, an InterAction staff member, attended a poverty workshop entitled "unemployment, underemployment to generating income," where participants discussed strategies to address three central problems: gender stratification in the job market, lack of employment opportunity, and lack of adequate job training for women. Some of the strategies the group recommended included mandatory gender impact analyses on all government-initiated employment programs and international trade agreements, reduced government regulations affecting micro-enterprises, and better coordination between NGOs, private businesses and government agencies in their job training efforts.

The results of all 20 workshops will be compiled and sent to the UN Secretariat and to the official US delegation for consideration in the US platform for Beijing. For a copy of the results, contact the SID/WID office at 202-737-5478. For information about InterAction's preparations for Beijing, contact Suzanne Kindervatter or Kari Hamerschlag at InterAction.

MONDAY DEVELOPMENTS

Buckle Up!
The Global Alliance hits the information superhighway Page 3

\$3.50

February 28, 1994; Volume 12, Number 4

Taft, Capps Testify Before Congress On Foreign Aid Reform

Congress continues to move ahead on consideration of foreign aid reform. In addition to reviewing the foreign aid authorization bill, HR 3765 — "The Peace, Prosperity and Democracy Act of 1994" — with the State Department's Undersecretary for Management Richard Moose and AID Administrator Brian Arwood, both the House Committee on Foreign Affairs and the Senate Committee on Foreign Relations heard testimony

from NGO witnesses over the last two weeks. Among those testifying were Julia Taft of InterAction, John Sewell of the Overseas Development Council, Barbara Bramble of National Wildlife Federation, Andrew Natsios of World Vision, and Carol Capps of Church World Service and Lutheran World Relief — the chairperson of InterAction's Advocacy Subcommittee.

(Continued on page 4)

PVOs Explore Ways To Get More Women Into Leadership
"In Nairobi [at the 1985 World Women's Conference] when we talked about the problems of women, men were the problem. Now we have a new thinking. I think women are realizing that men also share the problem. We have to work with the men. Men and women have." (Continued on page 5)

Closing the Gender Gap in Education for Girls



Despite international progress in expanding access to schooling, girls lag significantly behind boys in educational opportunity in 50 countries, according to a new study by Population Action International, an InterAction member based in Washington, DC. In these countries, 76 million fewer girls than boys are enrolled in primary and secondary school.

The study *Closing the Gender Gap: Educating Girls*, estimates that it would cost at least \$6.5 billion to close the gap in the 50 countries where significant differences in male and female school enrollment exist.

"In many developing countries, girls take a back seat to boys in access to schooling," said Shanti Conly, editor of the study and PAI's director of policy research. "Girls also drop out more often, whether to help out at home, to get married, or because of pregnancy. The resulting low levels of education contribute to high rates of infant mortality and to a lack of real choices for women in"

(Continued on page 6)

At left: Six-year-old Maria Fasabi of Peru, the youngest in her family, is the first of five brothers and sisters to attend school full time. Through a \$100 small business loan from the InterAction member CARE, her mother started a shoe making business that helps the family pay for Maria's books and pencils. Photo courtesy of CARE

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PVOs Explore Ways to Get More Women into Leadership

(Continued from page 1) to work together to make the change. A change which will allow women to take part in leadership. A change which will allow structures, which assumed that a manager, a politician, a headmaster of a school, and all those in leadership positions that are supposed to be men, to change. In order to change the structure, you need to cooperate with those who have the power."

With these words in her keynote address, Gertrude Mongella, Secretary-General of the United Nations, 1995 Fourth World Conference for Women, set the tone for InterAction's *Grafton-on-the-Potomac* meeting, held recently in northern Virginia. The purpose of the meeting was to examine practical strategies for increasing the number of women in decision-making positions in member agencies and on their boards. It carried forward the work of 1989 and 1991 meetings held in Grafton, Vermont. About 20 agencies participated in the recent meeting, with an impressive representation of board chairs, CEOs, and women board members who braved a severe ice storm to attend. The weather prevented many other representatives from several organizations from participating.

Mongella's opening address provided a global context for the proceedings. Reflecting on preparations for Beijing, she emphasized that we are faced with new challenges for promoting women in leadership. From the household to the parliament, she emphasized the need to create new strategies for women and men to work together and share power equally.

Participants responded to this charge the next morning in a workshop focusing on increasing women in senior management and on boards of directors in the InterAction community. Two resource people opened the session with specifics on the obstacles to advancing women in leadership and on strategies to overcoming these obstacles.

Sheila Wellington, president of Catalyst, presented reflections and "lessons learned" from her organization's 32 years of experience with promoting change in the corporate sector. For Wellington, the overall task is clear. "Women who will be leaders will not be men in skirts. If we cannot find ways to recognize that and to accommodate women as parents — and men as parents — then we will not be successful."

In 1977, when Catalyst started its corporate board placement, there were only 46 women on Fortune 500 boards. Today there are 500 female directors. Wellington explained why Catalyst "cares" about board members: "Different points of view make for better decision-making.... Leadership that is sensitive to the needs of women inside organizations may ask different questions." For promoting women to senior management positions, Wellington stressed that "in order for change to occur, it must be supported from the top. If the CEO wants



The Grafton meeting was co-chaired by (from left to right) Charles MacCormack of Save the Children and Mildred Robbins Leet of The Trickle Up Program. Vaughn O'Halloran from the Institute of Cultural Affairs served as facilitator. Photo by Stephanie Gordon

it to happen, it will happen." This realization was also echoed later by many of the participants. Wellington introduced the concept of "glass walls," where women get tracked into lines of work that don't lead to the top. She urged participants to combine two parallel strategies in their organizations: efforts to recruit and promote women to senior positions and efforts to institute "family friendly" workplace policies.

Rebecca Pribus from World Vision, shared an inside perspective on her organization's initiative on women in leadership. As a human resources executive, she talked about her role as "chief agitator" in a "sensitive process" where people must "stop, look, and listen." She discussed the importance of changes in personal behavior and of the creation of a climate where questioning and confrontation are supported. According to Pribus, "the key is relationship and communication," and support from the top.

Wellington and Pribus' remarks served as "fertilizer" when the workshop moved into small working groups. The six groups each considered priority areas of concern and action steps for their own organizations related to women in leadership. Many excellent ideas were generated, including: sharing resources on recruitment; soliciting "best practices" from members on family-worklife balance; pooling resources for staff training related to achieving gender balance; and diversifying boards of directors. The groups also unanimously agreed on the need for InterAction member agencies to devote greater attention and resources to implementing recruitment strategies that enhance opportunities for diverse racial and ethnic groups. Due to the storm, the meeting ended mid-day. A follow-on workshop is planned for the InterAction Forum on "Best Practices for Recruiting and Retaining Women in Senior Management and on Boards of Directors."

UN and NGOs Draft 5-Year Action Plan on Women

Can government delegates to the United Nations from 188 member states and hundreds of NGO representatives craft a concise, action-oriented document to advance women's status by the Year 2000? Despite conventional wisdom to the contrary, InterAction staff and members are hopeful about this outcome after attending the recent preparatory committee meeting (PrepCom) at the UN for the 1995 Fourth World Women's Conference in Beijing. The overall theme for the Conference is "Equality, Development, and Peace."

The PrepCom was convened by the UN Commission on the Status of Women, an official commission of the Economic and Social Council that serves as the preparatory body for the World Conference. The purpose of the session was to draft the *Platform of Action*, which is viewed as a five-year action plan to accelerate the implementation of the *Forward Looking Strategies for the Advancement of Women* ratified at the 1985 World Women's Conference in Nairobi.

During the March 9-18 meeting, many government delegates managed to get beyond rhetoric, and focus on priority actions to promote gender equity by the end of the century. The delegates' commitment to creating an action agenda was evident in their decision to begin deliberations on Section IV of the draft document, which focuses on strategic objectives, rather than on the preceding sections dealing with global framework and critical concerns. The strategic objectives encompass women in decision-making, human rights, poverty alleviation, access to economic resources, access to education and health services, violence against women, women in the media, and other key areas. Delegates proposed a wide range of specific action recommendations for these areas, such as promoting women's participation in science and technology, increasing girls' school enrollment, ensuring legal redress against acts of violence, and preventing the spread of HIV/AIDS among girls and women.

An NGO caucus, convened by the Women's Environment and Development Organization (WEDO), met daily throughout the

PrepCom to draft its own *Platform of Action* as a resource document for delegates. Caucus participants, including 167 women and men from 38 countries, formed 16 task forces to work on various sections of the document. InterAction staff and member agency representatives participated in many of the task forces related to sustainable development and got recommendations from InterAction's *Action Agenda for Gender Equity and Sustainable Development* included. The NGO Caucus draft compiled at the end of the first week of the meeting was over 60 pages. In refining the *Platform of Action*, the challenge now facing both governments and NGOs is to think strategically rather than to promote narrow sectoral interests.

The PrepCom was preceded by an "NGO Consultation," convened by the planners of the NGO Forum to be held in Beijing concurrently with the UN Conference. This Forum will build on the success of the NGO Forum in Nairobi, which attracted over 10,000 women and men to participate in hundreds of workshops, symposia, and other events. About 1,000 NGO representatives attended the NGO Consultation in New York, so participation at Beijing is expected to top that in Nairobi.

Over 20 InterAction staff and member agency representatives participated in the PrepCom and NGO Consultation. InterAction's Commission on the Advancement of Women is spearheading the involvement of member agencies in the 1995 World Women's Conference.

"The activities prior to and at Beijing offer our members a means to get sustainable development priorities into international and national policies," notes Suzanne Kindervatter director of the Commission. "We're working to make sure all our members know how the conference can further their missions and how they can become involved. The conference is about what we are all striving to attain: equality, development, and peace."

Improved War Risk Coverage Sought for Relief Workers

(Continued from page 3) there is no additional coverage. Nonetheless, this has provided the NGOs with some peace of mind as they continue their search.

Julia Taft, president of InterAction, praised AID for its initiative, saying, "It shows that we are really working in a partnership. In most of these countries the NGOs are the primary implementors

of humanitarian assistance. Without AID's help, many groups would have pulled their workers out. AID has responded in a timely and generous manner. Now it is our job to find a long term solution."

As *Monday Developments* goes to press, InterAction has completed a survey (performed by PACT) of war risk insur-

ance needs of member agencies and is soliciting bids from several health insurance brokers. Once an acceptable bid has been selected, all member agencies wishing to join in the plan will be encouraged to do so. (The more that sign on, the lower the premiums for all!) InterAction urges all members to keep track of this important issue. Contact Lauren Landis-Guzman at InterAction.

Boutros-Ghali Joins Women Leaders in Talk on Sharing Power

Women and men sharing power equally — a key issue being considered as governments and NGOs prepare for the 1995 Fourth World Conference on Women in Beijing — was the central theme for the United Nation's recent International Women's Day activities. A forum on "Women in Power" featured prominent women who currently hold prestigious positions, including: President Mary Robinson of Ireland, Madeleine Albright, US ambassador to the UN; and Gertrude Mongella, secretary general of the Fourth World Conference on Women. They were joined by Supatra Masdit, convenor of the NGO Forum '95; Ximena Sanchez de Lozada, first Lady of Bolivia and UN Secretary General Boutros Boutros-Ghali.

Hundreds of women and men, including UN staff and delegates and NGO representatives who were taking part in preparatory committee meetings for the Beijing conference, listened intently as speakers shared their visions of a world where men and women share equally in policy and decision-making. The forum was co-hosted by Bella Abzug, president of Women's Environment and Development Organization and Cheryl Stout, president of the UN Group on Equal Rights for Women.

The speakers noted that the statistics on women in senior government positions are stark. Around the world, only three presidents, five prime ministers, seven UN Ambassadors, and 11 percent of members of parliament are women. Albright reminded the audience that even at the United Nations, an institution which "should truly represent and reflect the human family," in half a century, only three women have headed one of the 31 top UN agencies, only 14 percent of upper level jobs within the UN Secretariat and only 31 percent of all professional jobs are held by women. The women leaders used this opportunity to both express support for Boutros-Ghali's ambitious goal to achieve a 50 percent representation of women in policy level jobs by the time of the UN's fiftieth anniversary next October, and to gently pressure him to use his power to strengthen women's institutions and gender equity in the UN.

Ambassador Albright went on to describe the strong US commitment to sustainable development, which encompasses the idea that "women are entitled to the full rights and protections of citizenship in every nation." She continued: "women are key to international development" and "guardians of the future.... It is our task to make the empowerment of women an integral part of all that we do at the UN."

Robinson stressed that "men must be persuaded of the benefits of women's greater participation." She insists that we have to stop talking about "women's issues" since that



From left: Boutros Boutros-Ghali, Bella Abzug, Madeleine Albright and Gertrude Mongella speaking on "Women in Power." Photo courtesy of the United Nations

perpetuates the idea that they are sectoral issues benefiting only women. In fact, Robinson said, the accomplishments anticipated from Beijing will not only bring "sectoral gains for women, but are essential to the progress and fulfillment of humanity."

In her address, Mongella touched on several themes, most notably the need for men and women to work together and the importance of promoting stronger images of women. "If we want to share power, we have to reject adjectives describing women as victims," she said. While Mongella expressed her frustration at the fact that "so few women are represented when important decisions are made," she expressed concern that women not be used as tokens.

Masdit, who served for ten years as a legislator in the Thai parliament, emphasized that women tend to be different kinds of leaders. She quoted President Robinson, who has said "As women lead, they are changing leadership; as they organize, they are changing organizations. When women lead.... they work together not only as individuals but with a sense of community.... Women have a more open, flexible and compassionate style of leadership."

Boutros-Ghali reiterated his support for increasing the number of women in policy and decision-making positions in the UN, particularly in the Secretariat, where women are most poorly represented. The Secretary General's presence was appreciated by all participants at the event who recognize that men must be present at women's meetings and listen closely to what women have to say in order to achieve women's full and equal participation in all spheres of life.



**The International Center for Research on Women
seeks
Success Stories in Women in Development**

The International Center for Research on Women (ICRW), in collaboration with other InterAction members, would like to develop a set of four case studies that highlight the successful experiences of U.S. private voluntary organizations (PVOs) in integrating women into their development activities. The case studies, and the practical and replicable lessons learned from them, will be published and form the basis for a workshop at the Fourth United Nations (U.N.) World Conference on Women (Beijing, 1995). Funded through a cooperative agreement with the Office of Women in Development (WID) of the U.S. Agency for International Development (USAID), this is an opportunity for InterAction members to share with PVOs and others worldwide the insights acquired from their own experiences in promoting the full participation of women into development projects.

ICRW invites InterAction members to nominate developing country projects that have been successful in integrating women into their activities. Projects can be in a variety of sectors such as agriculture and rural development, environment and natural resources, enterprise development and financial services, education and training, and health and nutrition, and from any developing country.

It is anticipated that information gathering for the case studies will involve (1) a review of project-related documents and interviews with key PVO staff in the United States and the developing country and (2) a visit by ICRW to the developing country project site to work with a staff member assigned by the PVO to conduct interviews with project participants, staff and community members.

PVOs submitting project nominations must be willing (1) to assign a U.S.-based staff member to help facilitate data collection in the United States and the developing country and (2) to assign a well-qualified staff member in the developing country (preferably a national) to work as part of a team with one or more ICRW staff for a period of 2-3 weeks to collect and analyze data. ICRW will offer an honorarium of up to U.S.\$ 1,600 for the developing country PVO team member. The PVO must be willing to assume any other costs that may arise from its own participation such as travel and per diem. ICRW and InterAction will assume the costs of data collection, analysis, and report production.

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Eligibility and Review Criteria

Nominations of project success stories are invited from InterAction members who have field-based operations in a developing country and have been successful in involving women as participants and beneficiaries of their projects. We are particularly seeking success stories of women's involvement in mixed gender projects. Because we seek broad regional coverage, an attempt will be made to select at least one case study from each developing region--Asia, Latin America and Africa. At least three of the four case studies will be USAID-funded. Only one project will be selected per PVO although more than one nomination may be submitted. A committee composed of representatives of ICRW, InterAction, and the Office of WID of USAID will select the most promising success stories that best meet these criteria.

Nomination Procedures

Nominations should be submitted on the attached form. Five copies of the completed nomination forms should be mailed or faxed to:

Project Manager, Women/Gender in PVO Projects
International Center for Research on Women
1717 Massachusetts Avenue, N.W.
Suite 302
Washington, D.C. 20036

Deadline

Nominations must be received at ICRW by **May 16, 1994.**

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Success Stories in Women in Development

Nomination Form

Organizational Information

InterAction Member Organization

Organization Name _____

Organization Address in the United States

Telephone No. _____ Fax No. _____
Name of Contact Person _____ Position _____

Developing Country Office/Affiliate

Organization Name (if different from above) _____

Organization Address in Developing Country

Telephone No. _____ Fax No. _____
Name of Contact Person _____ Position _____

Success Stories in Women in Development

Project Information

PROJECT TITLE _____

COUNTRY _____

KEY OBJECTIVES OF PROJECT

PROJECT DESCRIPTION (Summarize in 100-150 words)

Success Stories in Women in Development

Project Information (continued)

WOMEN'S INVOLVEMENT (Answer the following questions)

1. Did the project target: Women ___ Girls ___? If yes, estimated participation rates of: Women ___ % Girls ___ %.
2. If girls were targeted, specify age group _____.
3. a. Did women/girls participate in the project even though they were not targeted?
Yes__ No__.
- b. If yes, estimated participation rates of:
 Women ___ %
 Girls ___ %
4. In a few sentences, please describe how women/girls benefited from the project (whether or not they were targeted)?

5. What activities, if any, were undertaken to sensitize men to women's/gender issues?

Success Stories in Women in Development

Project Information (continued)

SUCCESS IN INVOLVING WOMEN

Briefly (no more than 5 sentences) explain why you feel this project was successful in involving and benefitting women.

Journalists Defend their Coverage of Somalia

(Continued from page 1) sixteenth member of the UN Security Council."

Such praise must have been good news for Rather, who, in his keynote address, attempted to shift the blame for the Somalia quagmire off the media and onto the US government. He warned against ascribing "mystical powers" to television and attacked the decision to send in troops ill-equipped for the mission in the African country. He meanwhile emphasized the news networks' duty to continue reporting stories on "saving starving children."

Rather and other panelists, however, seemed unwilling to extend this journalistic obligation to other stories on Africa. A Somali national's question about why the political and development successes of Somaliland remain uncovered in the US media prompted Lorch to argue that editors and readers have little interest in what she described as "life is normal in Ethiopia" stories. Some in the audience questioned why Ethiopia can't be covered like an Eastern European country — as an emerging democracy.

Such remarks auger poorly for PVOs attempting to increase coverage of less starkly visible development crises like malnutrition, infant mortality and environmental decay. Many panelists said there is almost no market for African news, a refrain painfully familiar to PVO public relations staff.

The conference discussion made clear, however, that in addition to perceived lack of interest, another factor explains the often glib American coverage of Africa: the continuing influence of the 1984-85 Ethiopian famine. An anecdote from Edward Girardet, the former *Christian Science Monitor* reporter, made the point. He recounted how editors, responding to his reports in February 1992 that violence in Somalia was causing 200-400 casualties per day, asked, "But is there a famine?" "[Reporters and editors] wanted a famine because they felt they could only convey a famine story successfully," Girardet commented.

As a result of these narrow attitudes, he explained, news organizations initially ignored the growing Somali crisis. As of January 1991, only one television crew, accompanied by representatives of the French relief group Doctors Without Borders, reported on the situation. After the US announced plans to intervene, however, more than 400 journalists arrived in the country. The result, said Girardet: a flood of "boys at the front" stories.

Such reporting missed the mark, he asserted, arguing that the real issue was how Somali manipulation of foreign aid contributed to the country's crisis. "We shouldn't feel sorry for the Somalis," he argued. "It was their responsibility. That's what needed to be reported."

Despite such discouraging commentary, the conference did give relief groups something to feel good about. Crossette praised former OFDA director Andrew Natsios' efforts to develop culturally appropriate relief programs. And Rather, appearing to borrow a page from a PVO publication, argued that facilitating access to food, not increasing the amount of food available, was the answer to ending hunger in Somalia.

Rather, however, also provided the event's most disheartening comment. When asked by an audience member if a group has to be violent to get attention, he responded half-jokingly, "No, but it helps." It appears, then, that despite journalists increased interaction with relief organizations, our community cannot underestimate the challenges ahead as we work to get coverage of the less-than-dramatic development work critical to Africa's recovery.

For a discussion of strategies to improve the media's reporting on the developing world, see the paper just released by The Annenberg Washington Program, included with this issue.

WID Success Stories Sought

The International Center for Research on Women (ICRW), in collaboration with other InterAction members, would like to develop a set of four case studies that highlight the successful experiences of US PVOs in integrating women into their development activities. The studies, and the practical and replicable lessons learned from them, will be disseminated at the Fourth United Nations World Conference on Women (Beijing, 1995). Funded through a cooperative agreement with the Office of Women in Development of AID, this is an opportunity for InterAction members to share with PVOs and others worldwide the insights acquired from their own experiences.

ICRW invites InterAction members to nominate successful developing country projects. These can be in a variety of sectors such as agriculture and rural development, environment and natural resources, enterprise development and financial services, education and training, and health and nutrition. They can be from any developing country. Preference will be given to projects receiving USAID funding.

A committee of representatives from ICRW, InterAction, and AID will select the most promising success stories that offer broad regional and sectoral representation. To request additional information and nomination forms please call Miriam Escobar at 202/543-4855.