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FINAL REPORT

Prepared under contract for:
Women In Development Study, Contract 520-497
USAID/Guatemala

Mila Brooks
September, 1980

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Mila Brooks
September, 1980

The views and interpretations in this publication are those of the author and should not be attributed to the Agency for International Development or to any individual acting in its behalf.

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FOREWORD

This study is based upon, and is in agreement with, five fundamental principles considered essential for successful women's programming. Most international organizations agree that these principles are the cornerstone for WID programs.

1. More Data and Knowledge About Women's Lives are Needed:

This study has been designed to fill in some of the missing macro-data about Guatemalan women. In Section I we see the extent to which Guatemalan women lag behind men in the general development process. In Section II, we learn about the types of programs presently offered by both the public and private sectors to Guatemalan women.

These two types of information are necessary if we are to plan programs which will have significant impact upon Guatemalan women's lives.

This study, however, does not pretend to fill all gaps necessary for successful women's programming. There is an absence of the type of micro-data needed for effective and appropriate project planning.

As a result of statistics presented here, we can paint with broad strokes the overall outline of a USAID/G WID program, but we cannot design projects without more specific information:

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What is the reality concerning the amount of time that participating women can spend in development projects?

What is optimum time-scheduling for projects?

What will motivate women to participate and to change their behaviour?

The third kind of knowledge needed for a study of this type is an appraisal comparing stated Mission policy with actual performance.

Section III A Review of Current Mission Practices looks at USAID/G "in-house" policies, loans and grants.

2. Women's Programs Must Be Part of a Country's Total Development Effort

"Programs for women cannot be developed in a vacuum. They relate to the socio-economic context, to the existing structures and to the Government policy." 1/

Development planning can and should be reoriented to satisfy, as a priority, the development of women. In conventional planning, "women" objectives were either considered an outcome of socio-economic development or simply were not considered at all. There has been a tendency among those who work in the field, when proposing programs or designing projects aimed at women, to look at them in isolation and ignore the context and the background in which they appear. They forget that it is the very context of society which must be changed.

1/ Report of a Feasibility Survey of Productive/Income Generating Activities for Women in Bangladesh. October, 1977. UNICEF/Dacca, Bangladesh Women's Development Programme.

1

Broad strategies and policies must be developed in order that specific programs and projects can be designed. Some of these will be "interventions" but there is a fundamental difference: the intervention will be part of a broad strategy and not just an answer to a problem taken out of context. Women's projects must not be isolated from the total of development effort. They must be developed within a broader framework of national development goals and objectives.

Section IV addresses this concept. A great deal of energy, time and money has been consumed by USAID/G personnel in planning women's strategies. However, these ideas will go nowhere unless USAID/G and Government of Guatemala (GOG) officials talk plainly and frankly about implementing Section 7.5 of the Guatemalan National Development Plan: 1979 - 1982. ^{2/} Section 7.5 might be considered the equivalent of the U. S. Percy Amendment.

3. Access to Education and Training Programs

Girls and women must be accorded both access to education and education equal to that of males if they are to participate in and benefit from development efforts.

Education of women should run the gamut from elementary literacy and numeracy courses to training for professional positions.

^{2/} Secretaría General del Consejo Nacional de Planificación Económica Plan Nacional de Desarrollo 1979 - 1980.
Section 7.5 page 147-a.

In Guatemala, much of agriculture is performed by the women, yet rarely are women included in agricultural training programs.

Boserup and Liljenkrantz (1975) explain this by stating,

"The lack of training of women in agriculture in countries where agricultural training is offered is derived from the general belief -- shared by most agricultural experts -- that agriculture with female labor is backward and that female labor should, if possible, be replaced by male labor when agriculture is modernized. Accordingly training of women is nearly always limited to training in home economics of one type or another." ^{3/}

As long as both formal education programs, non-formal training classes and extension services are closed to women, women will remain ignorant and incapable of applying new and more productive techniques. They will also become a hindrance to progress. Without the necessary knowledge women, understandably, will resist the adoption of ways and means that they can neither comprehend nor handle.

Section I of this report presents data on women's education compared to that of men. Section IV contains recommendations for bilateral programs in formal, non-formal and vocational education.

4. Introduction of Intermediate Technology to Lighten the Womans's Workload

While embarking upon education courses or other activities

^{3/} Integration of Women in Development - Why, When, How.
United Nations Development Programme, New York; 1975

designed to benefit women, women's workload also must be lightened. Intermediate technology for women's household drudgery is a necessity if women are to find the time and the strength to go beyond their present situation. There is an acute need for the introduction of machines to help with daily chores -- simple coolers, raised cookstoves, grain crushers and crackers, winnowers, improved wells, pumps, grinding mills, etc. These could make an appreciable difference in women's heavy work loads. Until such implements are introduced, it is unlikely that the majority of women will have the time to take part in income-generation or other activities -- despite the benefits that these activities might bring.

Development of appropriate technology projects was not within the purview of this study. Nonetheless, as a result of initiatives of the contract research team, a Lorena stove project for the women of rural Quetzaltenango has been submitted for funding by Special Development Activities (SDA) WID.

5. Development and Support of Locan Women's Organizations

Both sociological and psychological research confirm that decisions made and reinforced by a group are easier to keep than those made without peer reinforcement. ^{4/} Van Dusen (1977) cites surveys which argue that (1) economic and social develop-

^{4/} Beckhard, Richard. Large System Change, Addison, Wesley, Reading, Massachusetts, 1979.

ment rest on changes in behaviour and attitudes and (2) peer approval is the basis for behavioural change. ^{5/}

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For this reason, many international development organizations insist upon the importance of supporting local women's organizations. ^{6/} Where none exist, their formation should be encouraged. Development programs must have the support and cooperation of the community at large if they are to succeed. Equally important, the women themselves must feel that they have peer approval in seeking changes in their surroundings.

Section II provides an inventory of Guatemalan women's organizations in both the public and private sector. Section IV gives recommendations as to how they can best be used to integrate women into the general development process.

^{5/} Van Dusen, Roxann, WID Programming Principles, Near East Bureau, United States Agency for International Development, 1977.

^{6/} See also International Development Cooperation Act, October, 1979.

I. Socio-
Economic Data

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I. SOCIO-ECONOMIC DATA

SUMMARY

The following paper describes the conditions of life of the majority of Guatemalan women. It looks at economic aspects of rural and urban life for women, and describes the participation of women in the labor force and educational system.

"Demographic Profile" provides an overview of the female population. Two points are made: that the Guatemalan population is exceptionally "young" thus imposing a heavy childcare responsibility on both individuals and the state; and second, that there is a substantial number of single women, especially in Guatemala City, who bear primary responsibility for family maintenance as heads-of-household.

"Life in the Country" describes income distribution and growing pressure on an already over-burdened resource base, especially in the indigenous Western Highlands. It refutes the absurd but commonly repeated notion that most rural women are not economically active. The chapter describes how the family, not the individual, is the essential economic productive unit in rural peasant households, and describes four principal means by which women have traditionally contributed economically: through income conservation, agricultural field work, artisanal production and petty commerce. In light of the many demographic, economic, and political forces that are acting to unbalance traditional life,

it is evident that rural women in the future will be forced to find new means of income generation.

"Life in the City" describes the economic plight of poor women in the city. It shows the massiveness of urban poverty in Guatemala. The marginal quality-of-life has been further deteriorated in recent years by inflation and the near-hopelessness of finding decent low-cost housing. Income distribution in Guatemala City is illustrated and analyzed in terms of minimum income needed for subsistence and minimal income needed to buy only food. For most urban women, as for rural women, participation in the labor force is a stark and unavoidable necessity.

"Women's Work" examines labor force participation by women in more detail. It shows that the ratio of women to men in the formal labor force is higher among younger women, reflecting growing entry pressure by women. Within the formal labor force, however, most women continue to find employment in service positions. The largest single occupational category for women is domestic service. In whatever occupational category, women occupy lower-level slots and less-secure positions than men. An unknown but obviously enormous number of women work uncounted in the informal labor sector, which probably accounts for the greater share of urban women's employment. Interestingly, the organized labor movement in Guatemala -- though weak and besieged politically -- is one area of the labor force in which women are not under-represented.

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In "Women's Pay" it is shown that women earn less than men in virtually every occupational category. Overall, in Guatemala City the average monthly salary for women is about 56% that of men. Even when working as sole-provider heads-of-household, women consistently earn less. Similarly, in the deeply depressed earnings of the informal labor sector, women earn about three-fourths the income of men who are similarly employed.

In "Education" it is shown that women have far lower literacy levels than men, especially in the heavily indigenous rural departments; that girls in the rural area attend school for fewer years than boys; and that fewer years of school are expected of them. Rising education is associated with rising income (especially for small farmers) and decreased family size. The more years of school a woman has, the more likely she is to participate in the formal labor force and the more likely she is to get a better job. She does not achieve income parity with men with rising education; to the contrary, the discrepancy between men's and women's incomes appears to increase with rising education. Female enrollment in universities is about 30% of the total national university population, although a large share of this enrollment is in traditional "women's fields" such as primary education and low-level business administration courses. Non formal education in Guatemala, though encouraging women's participation, is still largely restricted to home-making skills and health education. The intense need for

marketable job skills among low-income women is not likely to be met by current vocational programs. Vocational educational opportunities for women are restricted by: narrow course offerings, poor instructors, antiquated equipment, a usual sixth grade education participation requirement, and few possibilities for job placement.

Next we turn to "Women's Health" and discover that complications of childbirth is one of the five principal causes of death in Guatemala. Maternal mortality is one and one-half times higher than in other Latin American countries, and 50% of this mortality is due to induced abortion.

The section on "Legal Rights" examines the constitutional guarantee of equality for women in the light of present practices in Guatemala today.

In "Political Participation" the role of women in political parties is examined.

In "The Cooperative Movement" it is shown that women have no impact in the cooperatives and very little representation.

In short, Guatemalan women, whether urban or rural, Indian or Ladina, married or single, are among the "poorest of the poor." It is impossible to speak of the typical Guatemalan woman. The interests of the female population are neither common nor homogeneous. Women form a marginal component in the population that is defined neither by geography nor dialect nor age nor marital

status.

AID knows that social change, especially in predominantly peasant societies, is slow in taking place. However, AID also knows that without a starting point, no change ever comes about. USAID/G is committed to being the "starting point" for the inclusion of women into the development process in Guatemala.

A. DEMOGRAPHIC PROFILE

Total Population

In 1980 there are 3.7 million females in Guatemala. Roughly 36% of these women are urban and 64% are rural; 44% are Indian, 56% are Ladino. In 1975, close to 60% of this population was less than 20 years old. A specific breakdown by age-sex is shown in Figure 1, a population pyramid of the 1973 Guatemalan population. For comparative purposes, this pyramid is superimposed on a pyramid of the 1968 population of England. (Population Reference Bureau, 1978; Census, 1973)

Rate of Increase

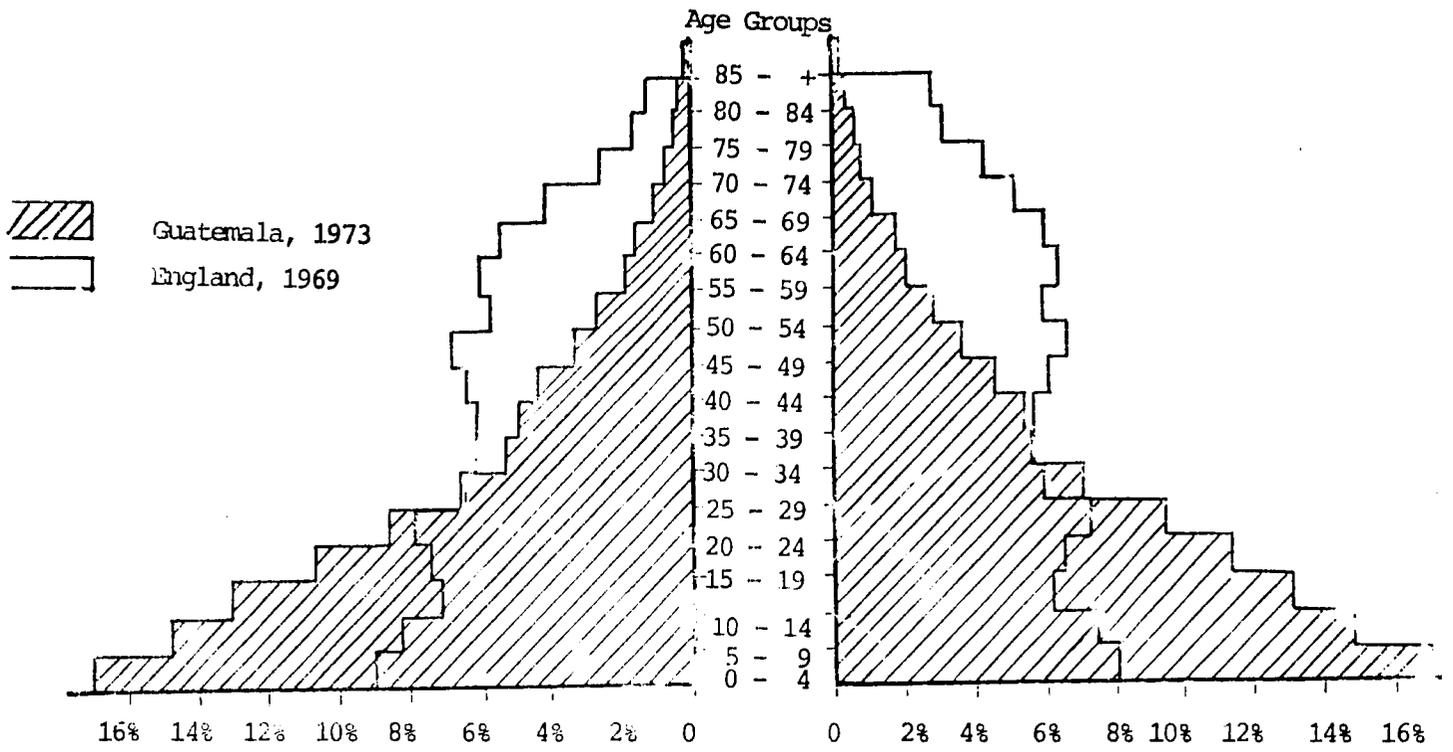
During the past 30 years the Guatemalan population has been increasing at the rate of 2.8% per year (U. S. Department of Commerce, 1977) -- which is to say, a total increase of 160% between the 1950 population of 2.79 million and the present 7.26 million. Today, there are about 1.6 million Guatemalan women of childbearing age (15-45), or about 45% of the total female population. These women will experience, on the average, about 6 births apiece, or approximately 43 births per year for each 1000 women. At this rate, the Guatemalan population will double again in roughly 22 years.

Dependency

Because the population is young and growing rapidly, there is a high ratio of persons classified as economically dependent

FIGURE 1

AGE-SEX DISTRIBUTION OF THE GUATEMALAN POPULATION, 1973, COMPARED TO THE ENGLISH POPULATION, 1969



SOURCE:

England, 1968: Demografía, Métodos Estadísticos, N. Keyfitz y W. Flieger, 1971.

Guatemala, 1973 VIII Censo de Población, Dirección General de Estadística, 1975.

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(under 15) compared to those who are classified as economically active (15-65). In Guatemala, the dependency ratio is 92, which means that for every 100 persons of economically active age, there are another 92 persons dependent upon them. In contrast, the dependency ratio in the U.S. is 54; in Argentina, it is 59. The overall dependency ratio in the world population is 72. One recent study in rural Quiché (Cabrera and Annis, 1978) found a dependency ratio of nearly 110, which is among the highest in the world -- very close, for example, to the Botswana ratio of 117. (World figures derived from Population Reference Bureau, 1978)

The difference between Guatemala and, say, the US is more apparent if one takes into account that a disproportionate share of the Guatemalan dependent population is made up of persons under 15 while a disproportionate share of the US dependent population is made up of persons over 65 (45% versus 3% in Guatemala; 24% versus 11% in the US). This indicates that in Guatemala there is a very large number of children, all of whom need food, care, visits to the doctor, schools, etc. For most adult women in Guatemala, day-to-day reality is the heavy responsibility of child care. For the society at large, the extremely high ratio of economic consumers to economic producers implies a need for an intense commitment to the requirements of mothers and children.

Marital Status

Table 1 shows the approximate marital status of Guatemalan

women over age 15.

TABLE 1

MARITAL STATUS OF GUATEMALA
WOMEN: RURAL AND URBAN

	Single	Legally Married or Union	Consensual	Widowed	Divorced	
Rural	21%	28%	42%	9%	1%	100%
		70%				
Urban	35%	33%	21%	9%	1%	100%
		54%				
Total Pop.	28%	30%	33%	8%	1%	100%
		63%				

Source: 1973 Censo de Población, Dirección de Estadística, 1975, Table 4.

Notice that the percentage of single women in urban areas is almost twice that of rural areas. About 70% of rural women are classified as legally married or living in consensual union, versus only 54% in urban areas.

The Guatemala City single female population (not shown in the above table) is higher still, estimated to be 43%. If widowed and divorced women are included, the "unattached" female population is 52% (versus 30% for rural areas and 46% for all urban areas).

Of this large single female population, there are at least

100,000 single mothers — or, more than 27% of the national single female population have primary responsibility for caring for children. One-half of all single mothers live in Guatemala City. On the average, each is responsible for 3.3 children. Additionally, a large but unknown number of women are de facto heads of households, i.e., classified as legally or consensually married but living with men who do not support them.

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B. LIFE IN THE COUNTRY

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About one-third to one-half of the total Guatemalan population lives in the subsistence agricultural sector. Estimates vary as to the degree of poverty and unevenness of income distribution within the subsistence sector, but by all accounts it is bad. AID estimates that about 80% of all agricultural land is owned by 2% - 10% of all farm families (2% according to 1970 data cited in the USAID Development Assistance Plan, 1978; 10% according to the USAID Country Development Strategy Statement (CDSS)). The poorest 10% of all land owners own about one-half of one percent of all the land. Whereas the term "subsistence" may have once implied economic self-sufficiency, today 9 out of 10 rural people live on plots too small to provide sufficient income to cover basic family needs without recourse to outside employment.

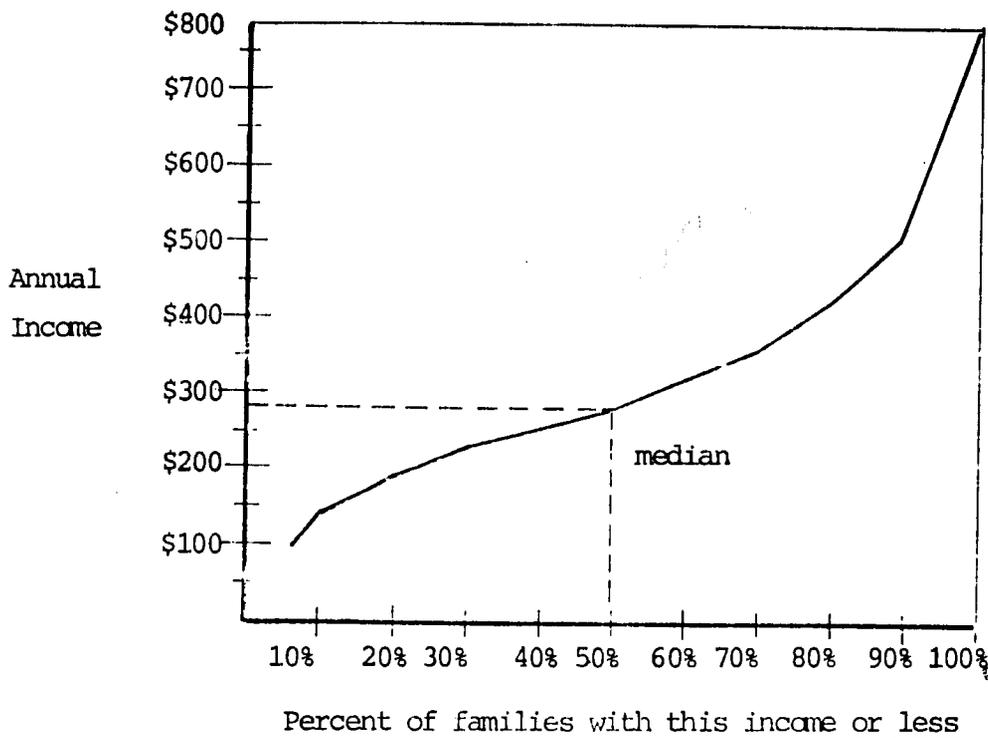
The high concentration of the Indian population in the western highlands accounts for much of the income maldistribution. This geographic area comprises 26% of the national territory but accommodates about 60% of the rural population. The situation is aggravated by the fact that highland topography is not well-suited to agriculture. Too much population and too-intense cultivation in an area of low agricultural capacity compound the unequal land distribution. The result is massive poverty and accelerating deterioration of an overtaxed natural resource base. The serious-

ness of this situation is illustrated in Graph 1, which shows the distribution of annual income throughout the western highlands.

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GRAPH 1

INCOME DISTRIBUTION IN THE WESTERN HIGHLANDS



SOURCE: Drawn from data provided by Secretaría General de CNPE, Consejo Nacional de Planificación Económica, Plan 1975-1979, Educación, Ciencias y Cultura, Chapter 1.

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The horizontal axis of the graph represents the cumulative percentage of the population. Fifty percent of the families (see dotted lines on graph) earn less than \$277 per year. Ninety percent of the families earn \$500 per year or less.

These figures probably somewhat understate real rural income, due to the difficulties in quantifying in-kind rural income and the many "micro-incomes" (sale of a pig, a few days of construction work, sale of a weaving) that characterize most rural households. One recent study (Annis, 1980, unpublished data) that attempted to measure all components of rural income in an unusually prosperous highlands artisanal town, San Antonio Aguas Calientes, found a median annual family income of more than \$1,000; about \$200 income per capita -- approximately 50¢ income per day per person. Taking into account that 1) this study quantified income sources that are normally not measured, and 2) the town is a "high income" case, it is probably a safe guess that the typical highland farm family lies somewhere between the extremes of the income curve of Graph 1 and the still-poor but higher income of San Antonio.

Unless Guatemala experiences profound structural changes in its agricultural sector, it appears inevitable that the highland farmer will become still poorer in the future. Demographic pressures will become increasingly intense. In 1973, the density in the highlands averaged about 69 inhabitants per square

kilometer. If population growth trends remain unchanged, the average density for this area will be 70 rural inhabitants per square kilometer by the year 2000. The most populous department, Totonicapán, will have 336 rural inhabitants per square kilometer, compared to its 1973 density of 134. This would be approximately equivalent to present rural densities in countries such as Haiti and Java. By the year 2000 nearly all highland departments will have land-population ratios similar to those now prevailing in Totonicapán. There will be about 2.25 hectares of arable land per family (less than 1/2 hectare per person) -- which is inadequate for subsistence even if land were evenly distributed.

According to the recently completed tripartite agricultural assessment (IDB, World Bank, AID), at current yields 1.36 million hectares of corn will be required to produce the amount of corn needed in the year 2000. This would amount to an equivalent of 40% of all land under cultivation in 1964 and twice the land devoted to all annual crops, e.g., corn, beans, wheat, etc., in 1964. Corn production alone would require all land that was devoted to all annual crops in 1977-78.

What are the implications of this panorama for the rural Guatemalan woman?

In the first place, many families will be forced off the land altogether. Eventually, these men and women will be absorbed into the growing urban population, usually after a 2-3 step migra-

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gration process (Orellana, 1978). Most will be poorly equipped for the intense job competition that they will find waiting in the urban labor market.

In the second place, many highland women and their families will increase their reliance upon income from migratory labor. Cash derived from migratory work on the Pacific coast, where agriculture is not in decline, may help preserve the economic viability and cultural stability of many highland villages. The Ministry of Agriculture estimates that only 20% of the total labor force in the large-scale export agricultural sector is permanent. The rest come from other areas, mostly from the highlands. As many as one half million laborers may now be seasonally employed on the large farms. These workers include women and children, not just men. For the period 1965-66 (when total migration was much lower) Schmid (1973) estimated that 130,000 wives and 60,000 children, possibly more, may have accompanied male migrants to fincas on the coast.

Finally, for those who stay in their natal highland villages, the possibility of maintaining what is now called a "traditional" Indian lifestyle will almost certainly become an economic impossibility. Much of what has come to be understood as "the woman's role" will of necessity change.

In 1964, it was reported that women constituted only 13% of the total national labor force and 2.2% of the total agricultu-

ral labor force.

This is nonsense. At best, it reflects a misinterpretation of the essential fact of peasant economy: that the family, not the individual, is the basic unit of economic productivity. At worst, it reflects poor census data, the inappropriateness of a US census model applied to a developing country and a conceptual male-centricity. Fortunately, many anthropological and economic studies have examined peasant household economics in greater depth. In recent years, an academic revival in the work of the turn-of-the-century Russian agricultural economist, Alexander Chayanov, has contributed to a framework which interprets the family, not the male, as the key to understanding peasant economic productivity (Chayanov, 1966). (Editor's note: This is an improvement over previous systems which counted only men, but it has negative impact upon women. Using the household as the unit of analysis puts women into a dependency, supplemental earner role. Thus Guatemalan census data report that women constitute only 2.2% of the agricultural labor force.)

As Chayanov points out, in the typical peasant household part of production is intended for self-consumption and part for the market. The total production of the household, whether for self-consumption or sale, constitutes the economic output of the family. Husband, wife and children contribute to the output: each provides the set of conditions and support that allow output by the other. To some extent, the level of potential output is determined by the age-sex structure of the family and, increasingly in modern peasant economies, the level of capital or capital-substitute that the family can mobilize, i.e., cash, land, credit, access to technical assistance programs, technology.

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In Guatemala, the peasant family typically has a very small pool of capital and a very large pool of unskilled labor which can be converted to capital. The decision of the household, or any household member, to participate in any economic activity is usually a function of the internal relationship between capital (or capital substitute) and available labor. Usually, the higher the ratio of capital to labor, the higher the rate of return on the investment. This relationship -- which can be expressed in the classic economic terminology of production functions, e.g., Cobb-Douglas production functions (Heady, 1969 and Dillon, 1961) -- is exponential rather than linear. In other words, by improving the capital/labor ratio of activity within the household economy, a family boosts itself to a higher scale of economic output. Thus, what every rural Guatemalan family is attempting to do is enrich the household resource base (capital and non-capital) in order to enhance the scale of family output. And, in reality, this is the role/work of the woman in rural Guatemala. It occupies all her waking time; it is a full-time job: to arrange capital and labor within the family in order to achieve the most favorable entry point onto the economic output curve. In short: to move the family as far as possible in the opposite direction from starvation.

In less abstract terms, the 97.8% of rural women who are absurdly classified as "economically inactive" by the census actually contribute to raising family output by four principal means:

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1) Income conservation. Much of a rural woman's daily effort is involved in conservation of household resources. Whereas a rural woman has almost no opportunities to earn cash, she devises numerous ways to avoid leakage of scarce household resources. These include: home weaving, eating less, raising small animals, home gardening, and all domestic maintenance tasks. As a general rule, as the resource base of the family improves, a woman is likely to move out of the strict "income conservation mode" to some means of direct, more productive income generation.

2) Agricultural field work, paid and unpaid. Most rural women do not particularly like agricultural field work, and given a choice, most find some other occupation. Nevertheless, women continue to work in the field. This is especially true in highly labor-intensive vegetable growing areas, where shortage of cheap labor is a major constraint to production.

3) Artisanal production, especially backstrap weaving. Of the many women's artisanal activities found in Guatemala, backstrap weaving is the most commonly practiced and most widely commercialized today. More than 100 Guatemalan municipios contain some women who weave. Based on estimated tourist textile expenditures for 1976 and the shadow wage rate, Conrard and Annis (World Bank, 1977) estimated that backstrap weaving accounted for the equivalent of about 18,500 full-time jobs, or more realistically, supplemental income to about 45,000 women. The actual rate

of return to women from this activity, however, is remarkably low. Forty-seven percent of total sales of commercial backstrap textiles go to tradesmen and other intermediaries; about 24% go to material inputs; and only about 29% of sales price go to the weaver in compensation for her skill and labor. Bossen (1978:20) estimates a rate of return to weavers in the Mam area of about 4.5 cents per hour. In Sacatepéquez, where markets are somewhat better developed, Annis found a slightly higher rate of return, about 40-50¢ per day (unpublished data). It is reasonable to assume that this rate approximately reflects the opportunity cost of labor for a skilled Indian woman artisan who is otherwise unequipped with skills marketable in the modern sector economy.

4) Petty commerce, especially vegetable marketing.

When peasant families are unable to produce enough food to support themselves, women often turn to market trading (Wolf, 1966). Women traders are common in many peasant economic systems. In some places, such as Haiti and Jamaica (Mintz, 1971, 1964) and West Africa (Tardits and Tardits, 1962; Johnson, 1973; Marshall, 1964) women predominate almost to the exclusion of men. This is also true in many areas of Guatemala and Southern Mexico (see Chiñas, 1976, for a description of Zapotec viajeras). Thus, throughout the highlands of Guatemala a large share of poor rural women contribute small but important quantities of cash to family income by low-volume sale and re-sale of agricultural commodities.

Given increasing requirements for cash, in the future a growing share of rural women will have to move from contributing to family support through income conservation to more direct capital-productive modes. It is difficult to see how the traditional activities of artisanal production, agricultural labor, and petty commerce can absorb the number of women which is implied by such a shift. Where new jobs will come from is not clear, but new skills and new opportunities for rural women will be the growing demand of the future.

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C. LIFE IN THE CITY

In 1950, about 60% of the total Guatemalan population lived on subsistence farms. Today, thirty years later, the share of Guatemala's population living by subsistence agriculture has shrunk by half, to about 30% of the total population. A large portion of these former subsistence farmers have become city dwellers. Indeed, since about 1950, the country's urban population has grown at almost twice the rate as that of the rural population.

The brunt of this rapid urbanization is borne by the Guatemala City metropolitan area, which experienced an average population increase of 5.4% per year between 1964-1973. In 1973, close to 18% of the total national population and nearly half the total urban population were concentrated in the metropolitan area. It is projected that by the turn of the century 30% of the national population and 60% of the urban population will be concentrated in the metropolitan area. The IDB Central American population study (Fox and Huguet, 1977) projects that Guatemala City will contain 4 million inhabitants -- nearly three times its present size of 1.2 million by the year 2000.

Extent of Urban Poverty

For most people living in Guatemala City, be they men or women, survival is a struggle. It is estimated that about 70% of the total population live in grossly substandard housing -- overcrowded rental tenements (palomares), squatter settlements (tugurios,

usually along the steep gorges that line the city), and peripheral (sometimes still semi-rural) shantytowns or former villages that have been incorporated into the growing urban agglomeration (classification adapted from Marroquín, 1978). There are now about twice as many people living in tugurios and outlying settlements as there were in 1973. This peripheral population equals the total population of the central poor neighborhoods of the city. All in all, the total population now living in distinct substandard poverty neighborhoods in Guatemala City exceeds one million people (Abeles et al., 1980).

Inflation

In the last eight years Guatemala has experienced average inflation rates of 5-6%, and more recently, 11-13% per year (Banco de Guatemala, Boletín Estadístico 1979). Orellana (1979) estimates that the cost of living in Guatemala City more than doubled between 1972-1979. Table 2, "The Evolution of Industrial Wages," shows that industrial wages nominally rose 35.7% between 1966-1977, but that real wages actually decreased 31.9% during this period if inflation is taken into account. The annual median salary of workers enrolled in the Guatemalan Social Security Institute (IGSS) has averaged increases of about 4.9% between 1971 and 1976. Thus, with a loss of as much as one-half the quetzal's buying power and with salary increases compensating for less than one-half of this loss, the real buying power of a worker in Guatemala City in the formal sector appears to have declined to about three-fourths of what it was at the beginning of the decade. Workers in the informal sector --

TABLE 2

EVOLUTION OF INDUSTRIAL SALARIES, 1967-1977

<u>Year</u>	<u>Nominal Salary</u> (¢ / hour)	<u>Real Salary*</u> (¢ / hour)
1967	\$0.401	\$0.427
1968	0.414	0.433
1969	0.433	0.443
1970	0.435	0.435
1971	0.435	0.437
1972	0.436	0.436
1973	0.392	0.340
1974	0.476	0.361
1975	0.460	0.306
1976	0.499	0.302
1977	0.544	0.291

*1972 dollars

ANNUAL RATE OF CHANGE

Nominal: +3.04%/year

Real: -3.83% /year

TOTAL CHANGE, 1966-1977

Nominal: + 35.7%

Real: -31.9%

SOURCE: "Análisis Empresarial Comparativo de los Sistemas Económicos," Cuadro 19. INCAE Seminar, Guatemala City, March 1980.

which includes a disproportionate number of women heads-of-household as well as an enormous "disguised labor force," i.e., women providing supplemental income to the increasingly hard-pressed primary male breadwinner -- are even more affected.

For the poor woman, whether head-of-household or contributor, the rapidly rising cost of living makes it difficult to hang on to even the most marginal subsistence lifestyle. It is estimated that the poorest 20% of the population must spend more than 3/4 of family income for grossly inadequate food, housing, and fuel. On the average, the poorest 20% spend 50% more of their income on food than do the richest 20%. Many poor families in the tugurios must spend 20-25% of family income on fuel alone (usually firewood or kerosene). In waterless pre-earthquake tugurios, many families spend between 10-15% of family income on water.

Housing

Housing, or the lack of it, is the classic and inevitable problem that faces every poor Guatemala City household. Before the 1976 earthquake, the housing situation was bad enough. It was estimated in 1973 that half the metropolitan housing inventory had no water connection, 60% had no sewage disposal, and 35% were of impermanent building materials (Marroquín, 1978:19). Since then, the destruction of some 60,000 units (which would house about 300,000 persons, or nearly one-third of the metropolitan population in 1976), has made the situation worse. Neither the private formal sector nor

public housing projects can begin to keep pace with the demand for low-cost housing.

In the first place, there is little remaining usable land in or around the city because of gorges and broken terrain; second, the price of existing land suitable for low-cost housing has skyrocketed in the last few years (Abeles et al estimate an average increase of 40% per year between 1976 and 1979); third, within the poorer zones of the city there is already saturation of existing sites and structures; fourth, the government is in no position financially, politically, or technically to construct the low-cost, highrise, high density housing which other cities have used to alleviate this problem; and finally, the poor themselves in almost all cases are already pressed beyond economic limits to provide day-to-day subsistence, and they cannot afford the escalating cost of construction materials, much less land.

Thus, the majority of poor migrant families must continue to seek alternative urban shelter, e.g., self-made squatter shacks. Abeles et al estimate that the demand for alternative housing has increased 1000% since 1950, from about 1000 units a year to about 10,000 units per year. Thus, women who might lead a working-class lifestyle in other cities are forced in Guatemala City to maintain their families in squalor because of the lack of decent living space. This lack of space -- lack of "humanizing space" -- is poignantly illustrated by the fact that in many poor neighborhoods

recently studied, 20-40% of homes lacked even a separate room which could be designated a kitchen (Marroquín 1978:112).

Income Distribution

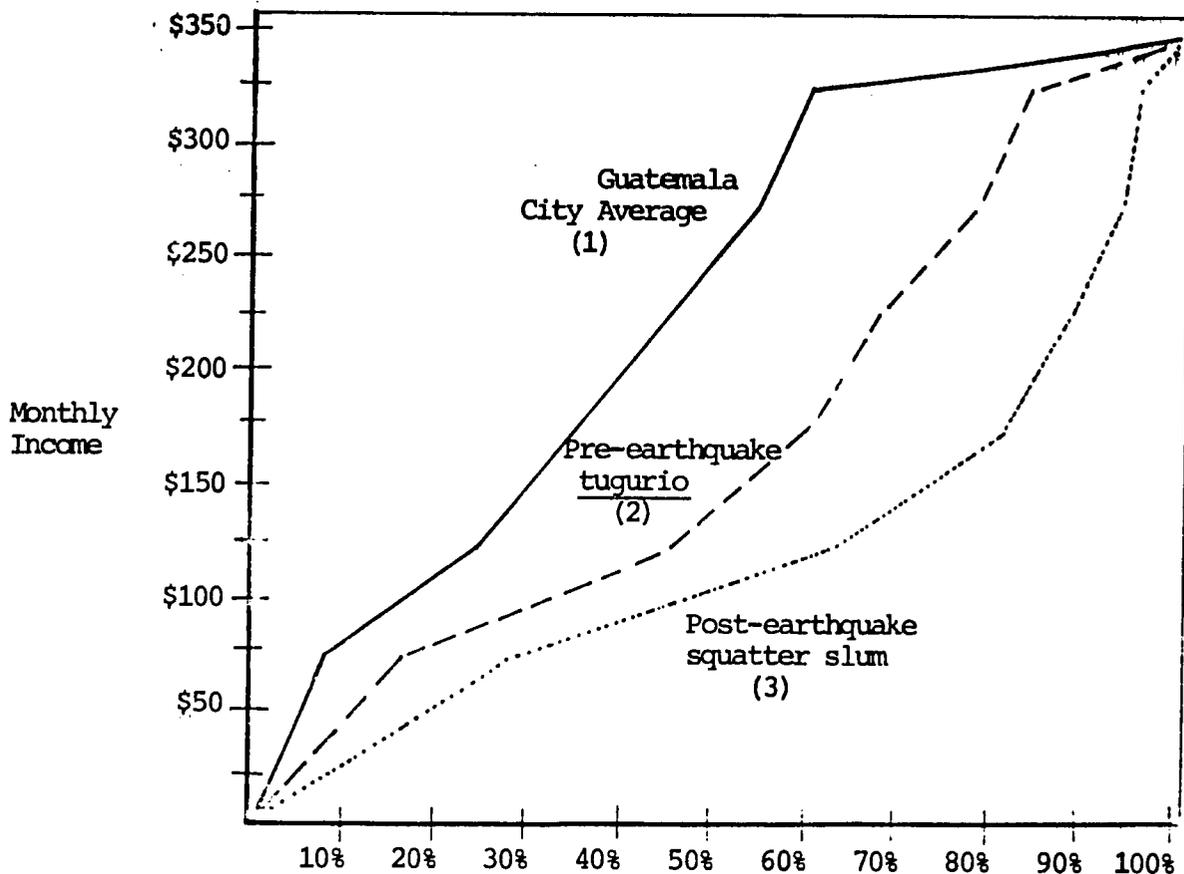
The inability of Guatemala City women to maintain decent lives for themselves and their families is underscored by examining income resources of urban families. Graph 2 shows the distribution of monthly family income in 1977 for Guatemala City as a whole, for a pre-earthquake low income neighborhood and for a post-earthquake slum.

As in Graph 1, ("Income Distribution in the Highlands") the percentages along the horizontal axis are cumulative; thus, any point on a curve shows what percentage of all families earn this amount of income or less per month. For example, 50% of the families in Guatemala City earn \$248 or less per month; and 50% of the families in the post-earthquake slum earn \$87 or less per month.

Graph 3 shows the same monthly income distributions in terms of minimal living costs. The dotted horizontal line, A, represents \$248 per month, the average monthly income necessary to sustain adequately a family of five (the average urban family size) at a standard of minimum decency. This is based on the \$222.60 monthly estimate of the Ministry of Labor and Social Welfare for 1976, adjusted upward by 11.4% in accordance with the Bank of Guatemala urban consumer price index for mid-year between 1976-1977 (Banco de Guatemala, 1978, Cuadro 55). Thus, the vertical

GRAPH 2

DISTRIBUTION OF MONTHLY FAMILY INCOMES, GUATEMALA CITY, 1977



SOURCES:

Guatemala City Average (Curve 1): 1969 data from Orellana and de León (1972) adjusted by 1.67 per year to 1978 (based on median salary increases reported by IGSS). See Table 7, Abeles et al (1980)

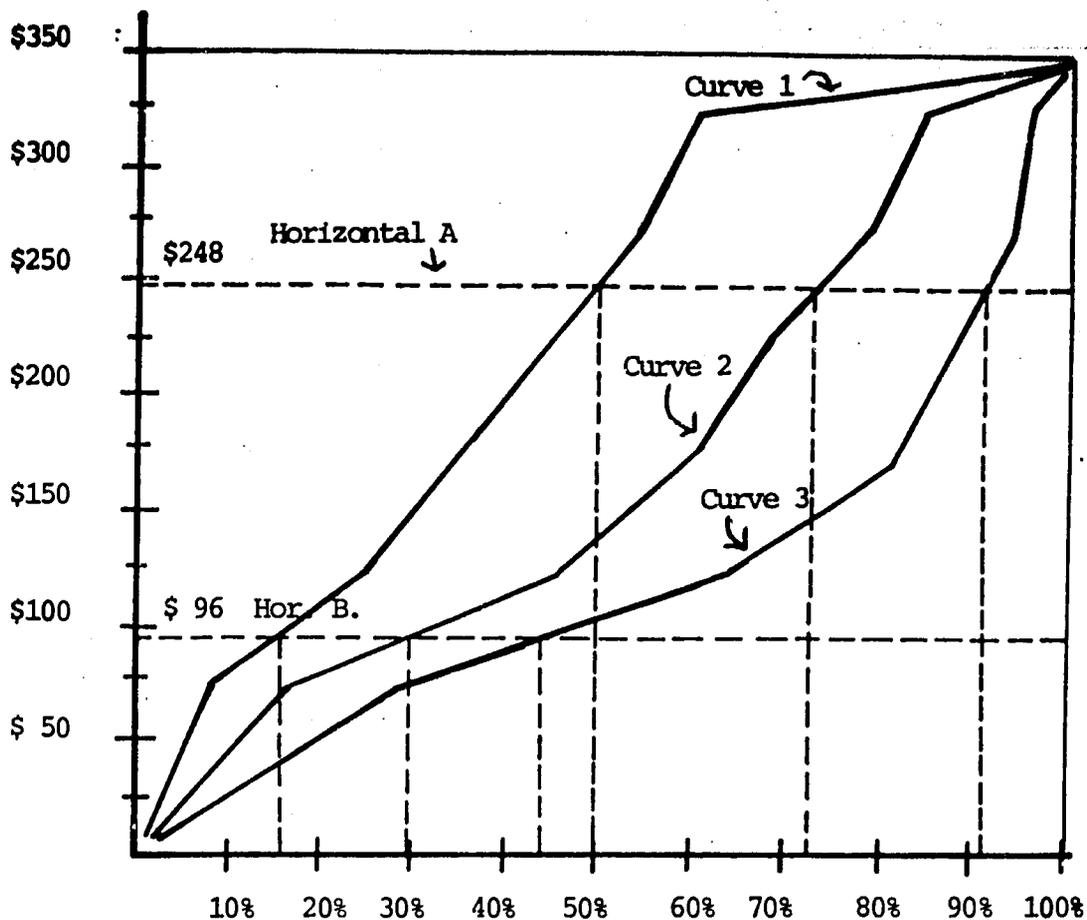
Pre-earthquake tugurio (Curve 2): Amaro, (1978, Table 4.7).

Post-earthquake squatter slum (Curve 3): Klussman, (1978, p. 5. Based on Klussman's original per capita income data.

NOTE: Since these data are taken from different sources, some discrepancy in the curves is accounted for by differing data collecting techniques and income computation formula.

GRAPH 3

MONTHLY INCOME DISTRIBUTION (GUATEMALA CITY, 1977) and
MINIMAL LIVING COSTS



Horizontal A: \$248, the monthly amount needed to sustain adequately a family of 5 persons in Guatemala City, 1978.

Horizontal B: \$96, the monthly amount necessary just for food for a family of 6 persons in Guatemala City, 1978

Curve 1: Guatemala City Average monthly income

Curve 2: Pre-earthquake tugurio

Curve 3: Post-earthquake squatter slum

Sources: See Graph 2

SOURCE: Ministerio de Trabajo (1978)
Original data from 1976 adjusted to 1978 level in accordance with "Indice de Precios al Consumidor" (Banco de Guatemala, 1978, Cuadro 55)

dotted lines, $A_1, A_2 \dots$, show the percentage of households within each of these residential locations which earn less than the bare minimum necessary for reasonable subsistence. It will be seen that this less-than-subsistence group includes 50% of the families in Guatemala City as a whole, 73% of the families living in pre-earthquake low income tugurios and 92% of the families in post-earthquake squatter slums.

Horizontal dotted line B shows an even more grim situation. For 1976, the Ministry of Labor calculated an absolute minimum of \$89 to fulfill the minimum food requirements per month for a family of five (about 59¢ per person per day, or 20¢ per meal). Dotted horizontal line B adjusts this for 1977 to \$96 per month based on an 8.3% rise in food prices (Banco de Guatemala, op cit.) Thus, the vertical connecting lines, $B_1, B_2 \dots$, show the percentage of families who apparently cannot buy even minimal food, let alone pay other requisite costs of living. Included are 17% of the families in Guatemala City as a whole, 29% of the families in the pre-earthquake tugurios, and 43% of the families in post-earthquake squatter slums.

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Given this state of affairs, it is understandable why all women in Guatemala City -- whether single heads-of-households, spouses or daughters--are under intense pressure to produce income. Table 3, shows the number of breadwinners per household. The average number of breadwinners per family in poor urban communities is 2.74. Only 7% of households report one breadwinner. Obviously, making a living is not just the man's problem. In the sections that follow women's work and women's pay are discussed in greater detail.

TABLE 3

NUMBER OF BREADWINNERS PER FAMILY
IN LOWER INCOME HOUSEHOLDS

<u>Number of breadwinners per Household</u>	<u>Percent of Households with this number of breadwinners</u>
1	7%
2	40%
3	30%
4	15%
5-6	10%
100%	

Average number of breadwinners: 2.74 / household

SOURCE: Amaro; Klussman; Prata. Cited in Abeles et al, 1980.

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D. WOMEN'S WORK

In 1973, the Guatemalan labor force was made up of 1.4 million persons over 15 years of age. According to the IDB population report (Fox and Huguet, 1977), the work force in the year 2000 will be over 4 million. By the turn of the century, the rate of employment creation will need to be about 177,000 new jobs per year — assuming that the proportion of women in the labor force does not greatly increase.

That that proportion will increase is certainly a good possibility. As discussed in the two preceding sections, women are pressing to enter the labor force, through necessity and probably also through desire. According to the 1973 census, about 70% of males over 10 years old were classified as economically active, as opposed to only about 7.1% of the female population over 10. Overall, about 95% of men between the prime ages of 25-50 were classified as working, compared to only about 13-14% of women in this age group (1973 Census, Table 18). In Guatemala City, about 70% of men are considered to be economically active — just the reverse of women, who are classified as only 30% active (CNPE, 1978: Graph 2).

The need for jobs for both men and women is acute and will probably become worse. For example, if the rural work force equals 2 million by the year 2000, and rural structures do not change, the number of farmers would increase from about

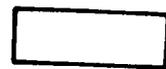
461,480 (1973) to about 880,000. The number of subsistence farmers would increase from 349,000 to 660,000. The number of landless farmers would increase from 157,104 to 300,000. Altogether, new employment opportunities would have to be generated for about 100-120,000 new rural persons per year (Fox and Huguet, 1977).

It is difficult to imagine that the urban area can absorb them. In Guatemala City, for example, urban employment grew by less than 1.8% per year during the 1964-1973 period. The urban population, meanwhile, was growing at more than twice that rate. (USAID/G CDSS - FY 1981). At present, new job creation in the metropolitan area appears stagnant, or possibly in decline, due to: 1) the continued slowing of the post-earthquake construction boom, 2) the virtual standstill in private investment due to tight credit and the uncertainties in the political situation, and 3) a growing reliance of industry on capital intensive production (US Embassy, 1979).

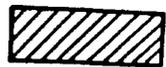
Whether through economic pressure or through choice, women are making increasing bids to enter the formal labor force. Figure 2 shows the population distribution of Guatemala City in terms of the proportion of economically active persons (shaded portions of the horizontal bars). It can be seen that virtually all work-age men are economically active, whereas less than half of prime-age women are economically active. Yet, on close examination it appears that the ratio of economically active

FIGURE 2

POPULATION PYRAMID (GUATEMALA CITY, 1977). SHOWING
ECONOMICALLY ACTIVE POPULATION BY AGE AND SEX



Total population



Economically Active Population

SOURCE: CNPE, Encuesta de Hogares Sobre Recursos Humanos, 1978

women to men is inversely related to age — that is, the ratio of working women to working men rises in the younger age cohorts. In other words, younger women are represented in the formal labor force in greater proportion than older women.

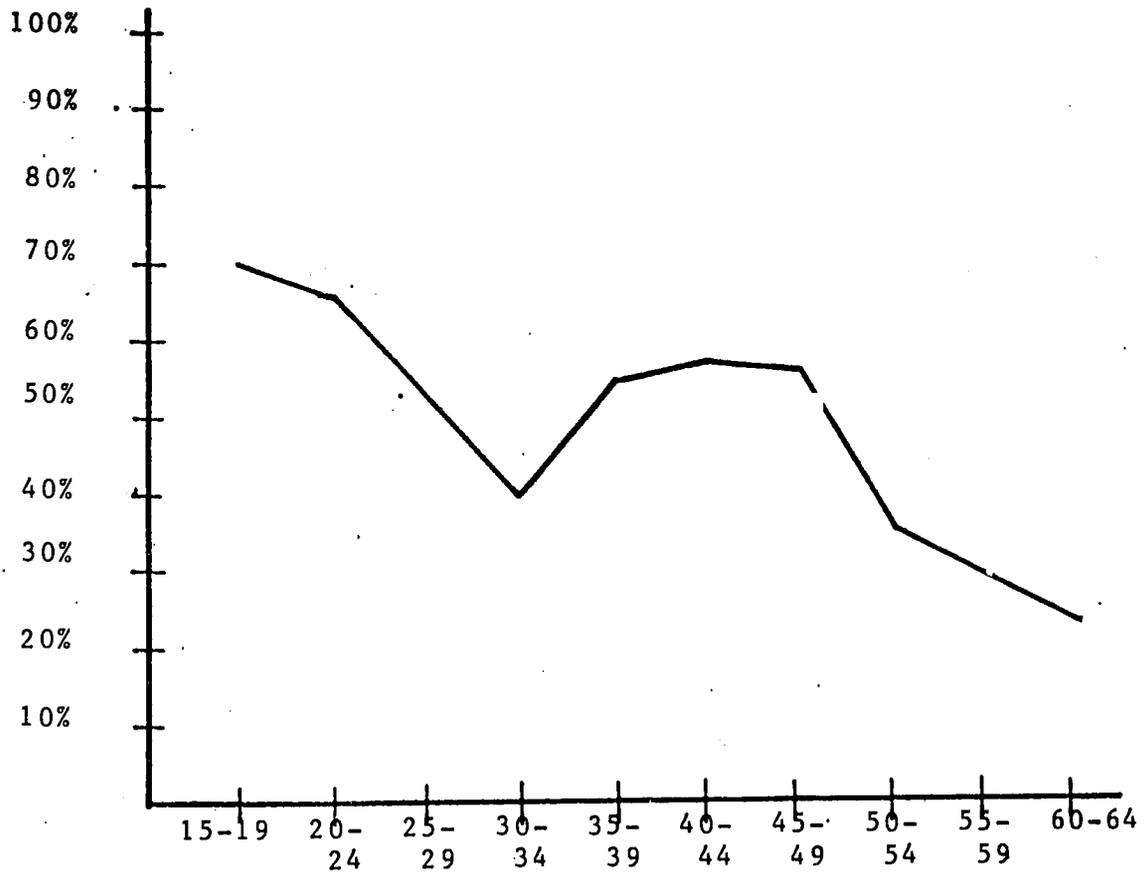
This trend is shown more clearly in Graph 4, in which female participation in the Guatemala City labor force is shown as a percentage of male participation, broken down by age group. To calculate the participation ratio for each age group the length of the shaded "women's bar" in Figure 2 was divided by the length of the "men's bar" (and then multiplied by 100 to make a percentage). As can be seen, at ages 60-64 women's participation is about 24% of men's, in contrast to 71% participation at ages 15-19. The curve declines steadily with age, i.e., younger women are more likely to enter the labor force vis-a-vis men.

In what occupational categories are women represented? Figure 3 shows the distribution of working women in the labor force by their occupational categories.

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GRAPH 4

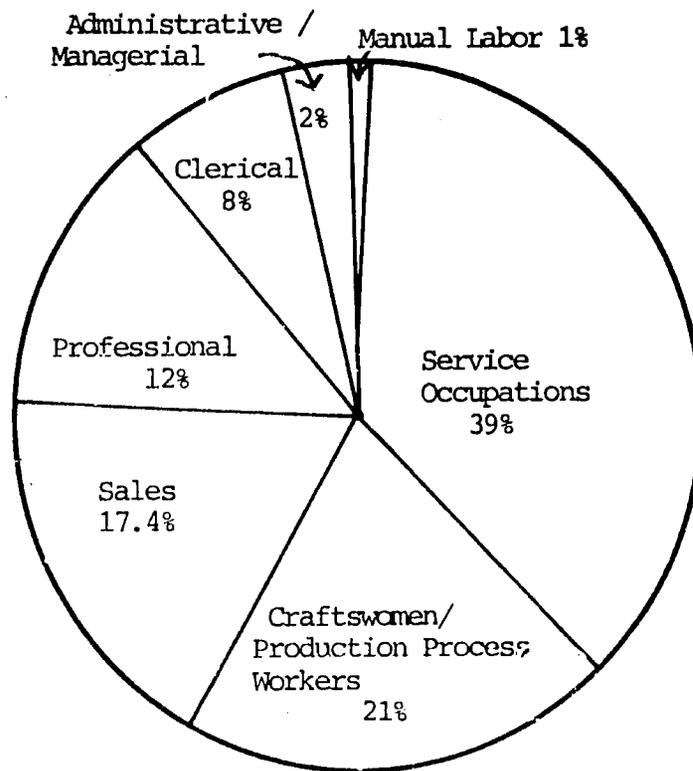
FEMALE PARTICIPATION IN LABOR FORCE AS
PERCENTAGE OF MALE PARTICIPATION: BY AGE GROUP



SOURCE: Derived from Figure 2

FIGURE 3

WORKING WOMEN BY THEIR OCCUPATIONAL CATEGORIES



SOURCE: From 1973 Census, Table 22

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This pie diagram' is for the country as a whole, including urban and rural women. Since agricultural women workers are greatly under-represented by the Census, they have been excluded, in order to reduce further distortion in the data (see Chapter II on rural women). Although data are not shown here, in urban areas there are slightly higher percentages of women in service occupations, sales, and professional occupations, particularly in Guatemala City, than there are in the rural area. In the rural areas there are slightly lower percentages of workers in crafts and production processes than in urban areas, reflecting the fact that traditional rural women's crafts such as home weaving are excluded from the national statistics.

Table 4, on the following page, shows the proportion of all workers who are women according to occupational classification. About 30% of all workers are women. Note that a disproportionately high percentage of service occupations are filled by women (66% of all workers) as well as are professional positions (40.5%). Many of these professional positions are accounted for by female primary and secondary teachers, 63% and 36% respectively of all teachers (Education Sector Assessment, 1978:A-1).

Table 5 shows the proportion of women workers by economic sector. As would be expected, women are disproportionately represented in the service sector and under-represented in traditional male occupations such as mining, construction and transportation.

TABLE 4

PROPORTION OF ALL WORKERS WHO ARE
WOMEN BY OCCUPATIONAL CATEGORY

(Population, 15 years +)

Occupational Classification	Total Country	Percent Female of Total Workers		
		Rural Areas	Urban Areas	Guatemala City*
<u>All Workers</u>	<u>30.1%</u>	<u>20.5%</u>	<u>33.5%</u>	<u>38.9%</u>
Professional	40.5%	39.6%	40.6%	38.6%
Administrative/ Managerial	18.7%	17.7%	18.8%	15.5%
Clerical	34.1%	6.4%	36.5%	44.0%
Sales	35.1%	17.1%	42.6%	43.2%
Mining & Transport	.4%	.3%	2.0%	.0%
Craftspersons/ Production Process Workers	17.1%	20.1%	15.3%	14.4%
Manual Labor	7.2%	4.7%	8.7%	69.7%
Service Occupations	66.1%	51.9%	68.7%	68.4%

*Excludes workers categorized under "Ill-Specified" or "unknown" categories. Data for Guatemala City include population 10 years and over.

SOURCE: 1973 Censo de Población, Table 42 (unpublished).

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TABLE 5

PROPORTION OF ALL WORKERS WHO ARE
WOMEN IN EACH ECONOMIC BRANCH OF
ACTIVITY BY RESIDENCE

(Population, Age 15+)

Economic Sector	Total Country	Percent Female of Total Workers		Guatemala City*
		Rural Areas	Urban Areas	
All Workers 15+	<u>30.3%</u>	<u>20.7%</u>	<u>33.6%</u>	<u>37.7%</u>
Extractive Industry	.3%	0%	0%	7.7%
Manufacturing	21.7%	23.3%	20.7%	20.7%
Construction	.5%	.2%	.7%	1.3%
Electricity/Gas	2.9%	.4%	3.6%	5.9%
Commerce	32.2%	15.9%	38.0%	39.0%
Transport	2.5%	.6%	3.0%	5.4%
Services	55.4%	47.4%	56.0%	59.8%

* Data for Guatemala City include population 10+ years and over; for other columns, percentages refer to population 15 and over.

SOURCE: 1973 Censo de Población

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Table 6 shows the distribution of women by occupational category according to employment status, i.e., self-employed, wage earner, etc. It will be seen that about 2/3 of women in sales are self-employed; this probably includes many (but not all) vendors and other small-scale entrepreneurs. Similarly, about 60% of craftspersons and production process workers are self-employed, reflecting the cottage-industry character of a large segment of Guatemalan "industry."

In Guatemala City the average workplace has relatively few workers. In a recent study which surveyed three lower income neighborhoods, 95% of heads-of-household worked in places of employment with five to ten workers (Amaro, 1978, Table 4.15). Many of the categories used in census classifications, such as those presented in the preceding tables, give a distorted impression of the probable character of the work and workplace if one thinks in terms of cities in industrialized countries. Whereas "sales" may conjure up images of department stores in the US, in Guatemala City the term more likely describes a street vendor or market seller.

Census figures disguise the fact that women occupy lower-salaried and less secure positions in whatever economic sector or job category. For example, one anthropological study of market vendors in Antigua analyzed in detail the characteristics and scale of operations of 844 persons — 125 men and 719 women --

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TABLE 6

PERCENTAGE DISTRIBUTION OF WOMEN WORKERS BY
EMPLOYMENT STATUS AND BY OCCUPATIONAL CATE-
GORIES

Occupational Categories*	Employer	Employed	Salaried Wage Earners	Unpaid Family Worker	Total
All Women Workers	1.1% (2,201)	27.9% (55,751)	67.6% (135,751)	3.4% (6,685)	100% (200,105)
Professional	.7%	4.5%	94.4%	.4%	22,791
Administrative/ Managerial	16.1%	56.7%	25.8%	1.4%	3,125
Clerical	.3%	.9%	97.9%	.9%	14,033
Sales	2.6%	67.8%	25.4%	4.2%	33,485
Working/Mining	-	58.9%	35.3%	5.8%	17
Workers/Transport	1.8%	22.2%	71.7%	4.3%	166
Craftsmen, Production Process Workers	.06%	62.5%	26.7%	10.1%	42,435
Manual Labor	.3%	4.7%	94.7%	.3%	2,626
Services	.5%	4.9%	94.6%	.9%	81,427

* Excludes women workers whose employment status was "unknown."

SOURCE: 1973 Censo de Población, Table 26.

classified as "market vendors" (Swetnam, 1975). The census would classify all of them as "sales personnel" or as involved in "commerce," yet in almost no other way were these men's and women's economic activities comparable. Virtually all the men (87%) managed large inventories and had established lucrative ongoing businesses. On the other hand, virtually all the women (also 87%) had small, low capital inventories -- that is, some vegetables spread out on a cloth as opposed to a permanent fixed market stall.

Despite Guatemala's spectacular rate of industrial growth in the last 20 years, the proportion of women involved in the industrial sector has actually declined, from 28% in 1950 to about 22% in 1973 (Census data, 1950, 1964, 1973; Chinchilla, 1977). The bulk of real increase in female labor force participation has been absorbed mostly by the marginal service sectors, especially women working as domestic servants. It is estimated (Youssef, 1978) that 71,000 women, or 35% of the total non-agricultural female work force, were employed as domestic servants. Indeed, the number of women working as domestics is so large that the geographic distribution of females in the urban population is distorted. Although more than half of the Guatemala City population is female (about 52%), in poorer neighborhoods the percentage of females is conspicuously lower than the urban average, and in middle and upper income neighborhoods it is conspicuously higher than the average due to the presence of female domestics (Abeles et al, 1980).

1.65

It is not known how many women are working in the informal sector -- that is, the smaller-scale economic activities not reported in official surveys. In the informal sector, neither taxes nor worker's benefits are paid, nor is there inspection, licensing, or audit. Such businesses operate outside the banking system and government regulatory procedures. These activities include an enormous number of women -- probably a majority, if supplemental income generation is taken into account. These women engage in work such as home sewing, street sales, dish-washing in the market, tortilla making, buying and selling empty bottles, selling a few eggs, washing and ironing for middleclass homes, selling flowers, etc. The importance of such small-scale activities to poor people is reflected by the fact that the reported rate of self-employment in poor neighborhoods is far higher than in the city as a whole. One recent study (Marroquín, 1978:92) estimates that the share of self-employed persons in the lower income neighborhoods was half again as high (28%) as in the city as a whole (19%).

The marginality that exists in poor neighborhoods is more pronounced among women, who themselves constitute a marginal group which is defined by sex rather than by geography. Thus, the 92.9% of women, urban and rural, classified as economically non-active are working in occupational slots of such low remuneration or importance that they fall beneath the measurements of census classifiers.

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One area of the labor force in which women are not underrepresented is the Guatemalan labor movement. Only 2% of formal sector workers (about 30,000) are organized.* (Source: Organizer from Centro Nacional de Trabajadores (CNT)). Women make up about 30% of union membership, which is proportionate to their representation in the overall formal labor force. Both as members and as leaders of the unions, women have been able to articulate their concerns and make their impact felt. One woman now in exile recently directed the major labor coordinating organization in Guatemala. Despite the progress that women appear to be making, it is doubtful that in the near future the union movement will gain sufficient strength to improve the miserable working conditions of most Guatemalan women. In the short time during which this report was written the local press reported that about 50 union leaders had been kidnapped or assassinated.

* Many workers among the 2% considered to be "organized" belong to organizations which would not be considered "unions" by non-Guatemalan standards. Many of these are guilds or employer-backed organizations. Typically they lack militancy and real bargaining force.

E. WOMEN'S PAY

Table 7 shows women's salaries compared to men's by economic sector for the year 1977. Although the data are restricted to the municipio of Guatemala, they include a representative sample of agricultural workers and by inference are probably not too dissimilar to the rest of the country. Whereas wages outside Guatemala City are lower, the male-female wage ratio is probably constant. Unfortunately, the data cannot be broken down by job category.

Table 7 shows that women earn only 56% of the monthly salary of men. Commerce, industry and domestic services account for 3/4 of all female jobs (See Figure 3); it is in these very sectors where women's salaries are lowest compared to those of men. There is no apparent explanation for the fact that women working in "basic services" earn slightly more than men, other than that the number of such workers is relatively small and a few well paid women may possibly distort the averages. The table does not show data for women agricultural workers, reflecting the fact that most women's agricultural work is unpaid and unrecognized. Other studies have shown, however, that women are paid less than men when working as paid field hands. In San Antonio Aguas Calientes, Sacatepéquez, for example, women earn about one half to three fourths of men's salaries, even when performing identical tasks such as washing carrots (Annis, unpublished data).

TABLE 7

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WOMEN'S VERSUS MEN'S MONTHLY
SALARIES BY ECONOMIC SECTOR
(GUATEMALA CITY, 1977)

<u>Sector</u>	(A) Women's Average Monthly Salary	(B) Men's Average Monthly Salary	(C) Women's Average Salary Expressed as a Percentage of Men's (A/B x 100)
Commerce	\$76	\$170	45%
Industry	\$67	\$120	56%
Domestic services	\$35	\$ 63	56%
Financial services, e.g., insurance, banking	\$130	\$200	65%
Social services, e.g., hospitals	\$158	\$227	70%
Public administration and defense	\$152	\$183	83%
"Other" services	\$120	\$128	94%
Basic services, e.g., water and electricity	\$168	\$154	109%
Agriculture	-	\$ 65	-
Construction	-	\$112	-
OVERALL	\$ 79	\$142	56%

SOURCE: Data derived from Encuesta de Hogar Sobre Recursos Humanos, 1978.

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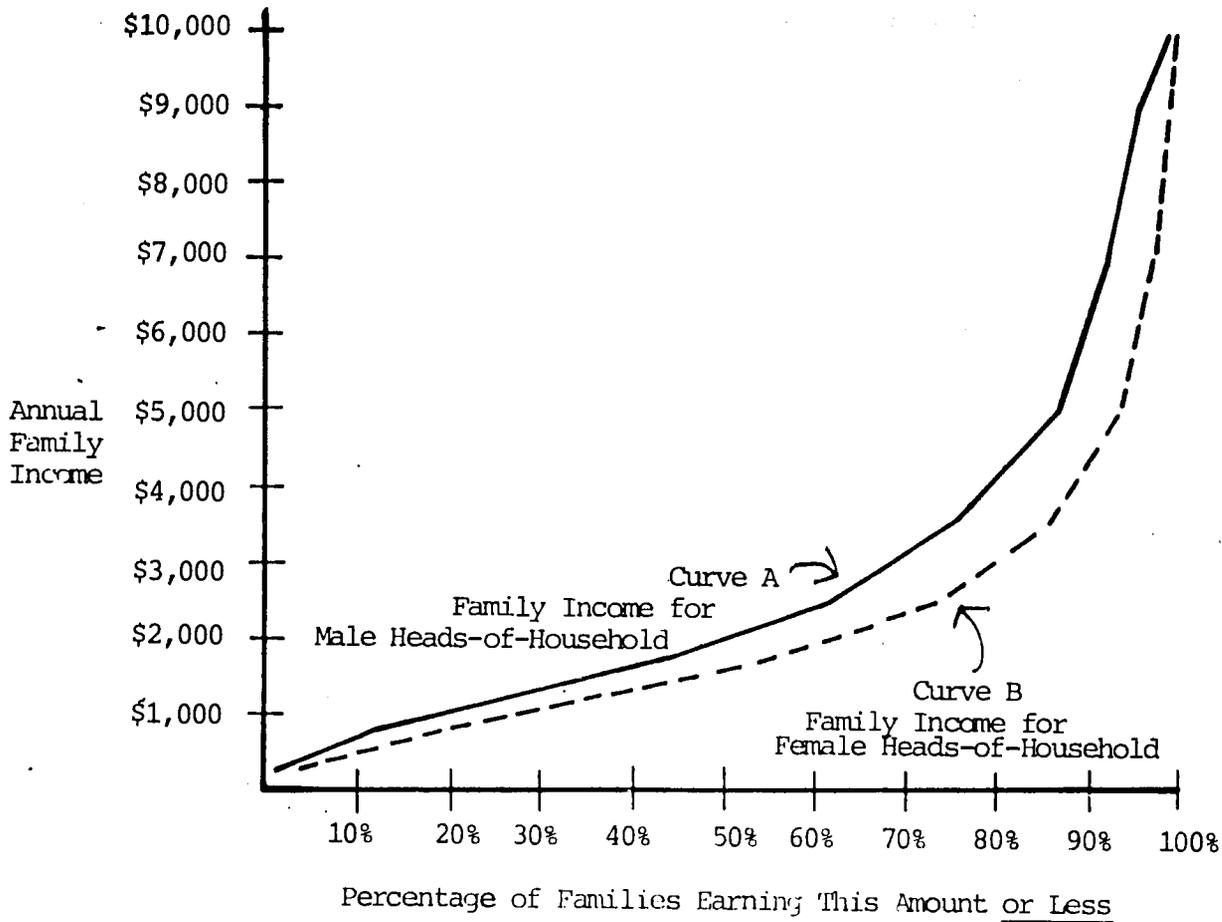
It is frequently heard in Guatemala that women should earn less because they have less responsibility for family support than do men. However, even when women are heads-of-households they earn less than men, although the discrepancy is somewhat less than might be expected. Graph 5 compares annual income of male and female heads-of-households. Curve A represents average annual family income for male-headed households; Curve B represents average annual income for female-headed households.

Graph 6 shows the monthly income for three different kinds of workers, not broken down by sex. Curve A represents professionals and technicians; Curve B represents workers on fixed salaries in the formal sector; and Curve C represents domestic servants. Notice that even among professionals and technicians, about one-half earn less than \$200 per month (and within this group, women earn about one-half the salary of men; see Graph 10 in the following chapter). In Graph 6 even among workers on a fixed salary about 50% earn less than \$70 per month, which is insufficient for minimal food purchases for an urban family of five (see Graph 3).

The true plight of the urban working woman -- as sole head-of-household or as contributing breadwinner -- is best expressed by Curve C, monthly salary distribution for domestic servants, the largest single job category for urban women. According to the graph, in 1977 about 90% of all persons employed in domestic service earned less than \$50 per month. A safe guess is that the 10% who earn more than \$50 per month are mostly men, who, as will

GRAPH 5

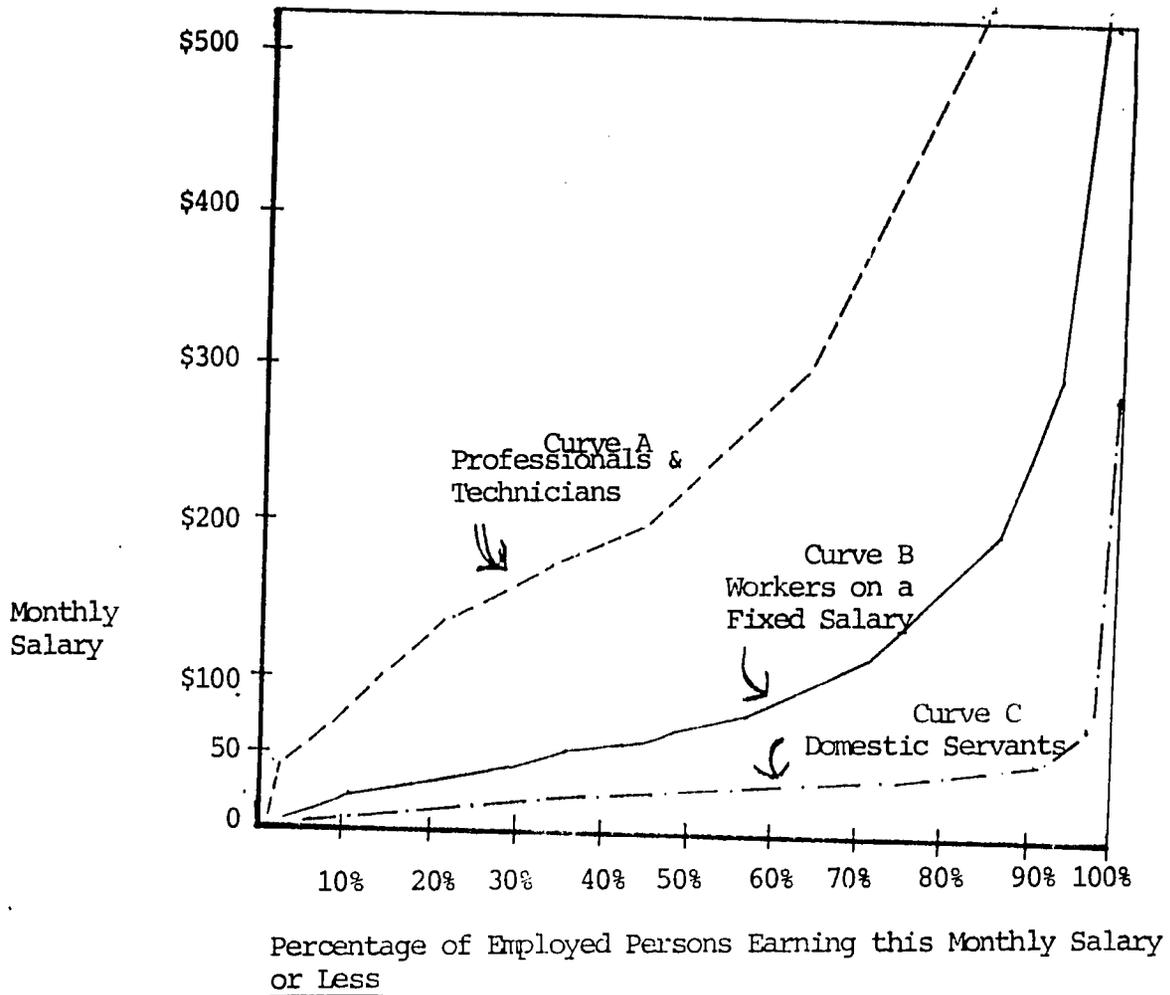
COMPARISON OF AVERAGE ANNUAL FAMILY INCOME OF
HOUSEHOLDS HEADED BY MALES AND HOUSEHOLDS HEADED
BY FEMALES (GUATEMALA CITY) 1977



SOURCE: Ingresos y Gastos, IIES, pp. 101-102. Data in the above graph have been summarized and re-expressed. Therefore, some discrepancies exist between this and the original data due to rounding of income categories. The original data show male-female heads-of-household for persons who are bosses, wage employees and self-employed. The male-female discrepancy exists for all three categories.

GRAPH 6

DISTRIBUTION OF MONTHLY INCOME FOR PROFESSIONALS
AND TECHNICIANS, WORKERS ON FIXED SALARIES, AND
DOMESTIC SERVANTS (GUATEMALA CITY, 1977)



SOURCE: SGCNPE, Encuesta de Hogares Sobre Recursos Humanos, 1978

be seen in Table 7, earn nearly twice as much as women employed in domestic service. However, what is more important about Curve C is that it is probably a realistic expression of the opportunity cost foregone if a woman decides to stay at home. In all likelihood Curve C is probably also a reliable indicator of the level of wages that women who work in the informal sector receive.

Even within the deeply depressed wages of the informal sector, there is a substantial difference between men's earnings and women's earnings. Although reliable data for Guatemala were not encountered in the course of this study, a 1974 study in San Salvador, where conditions in the informal sector can be assumed to be similar, show: 1) that workers within the informal sector earned less than those in the formal sector and 2) that women consistently earned less than men. This is shown in Table 8. In the table, the coefficients are ratios, not dollar amounts. Incomes were sampled for persons working in the formal and informal sectors. In the first column, for example, the average income of men 15-25 years old in the formal sector was divided by the average for men in the formal sector, with a resulting ratio of .86. By contrast, the ratio of women in the same age group is .50.

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TABLE 8

RATIO OF INCOMES EARNED IN INFORMAL SECTOR TO
THOSE EARNED IN THE FORMAL SECTOR: MEN VERSUS
WOMEN BY AGE GROUPS

(San Salvador, 1974)

	15-24 years	25-34 years	35-54 years	55+
Men	.86	.67	.65	.45
Women	.50	.61	.52	.30

SOURCE: PREALC. Summarized from "Encuesta Demográfica y de Mano de Obra en el Area Metropolitana de San Salvador, 1974."

F. EDUCATION

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Literacy

Table 9 shows literacy rates for urban and rural men and women. Rural women are the least literate group (22%) and urban men are the most literate (78%). Fifty-two percent of all men and 39% of all women are literate.

TABLE 9

PERCENTAGE OF PERSONS OVER 10 WHO ARE LITERATE: RURAL AND URBAN

	Rural	Urban	National
Men	37%	78%	52%
Women	22%	66%	39%

SOURCE: Derived from Census data.

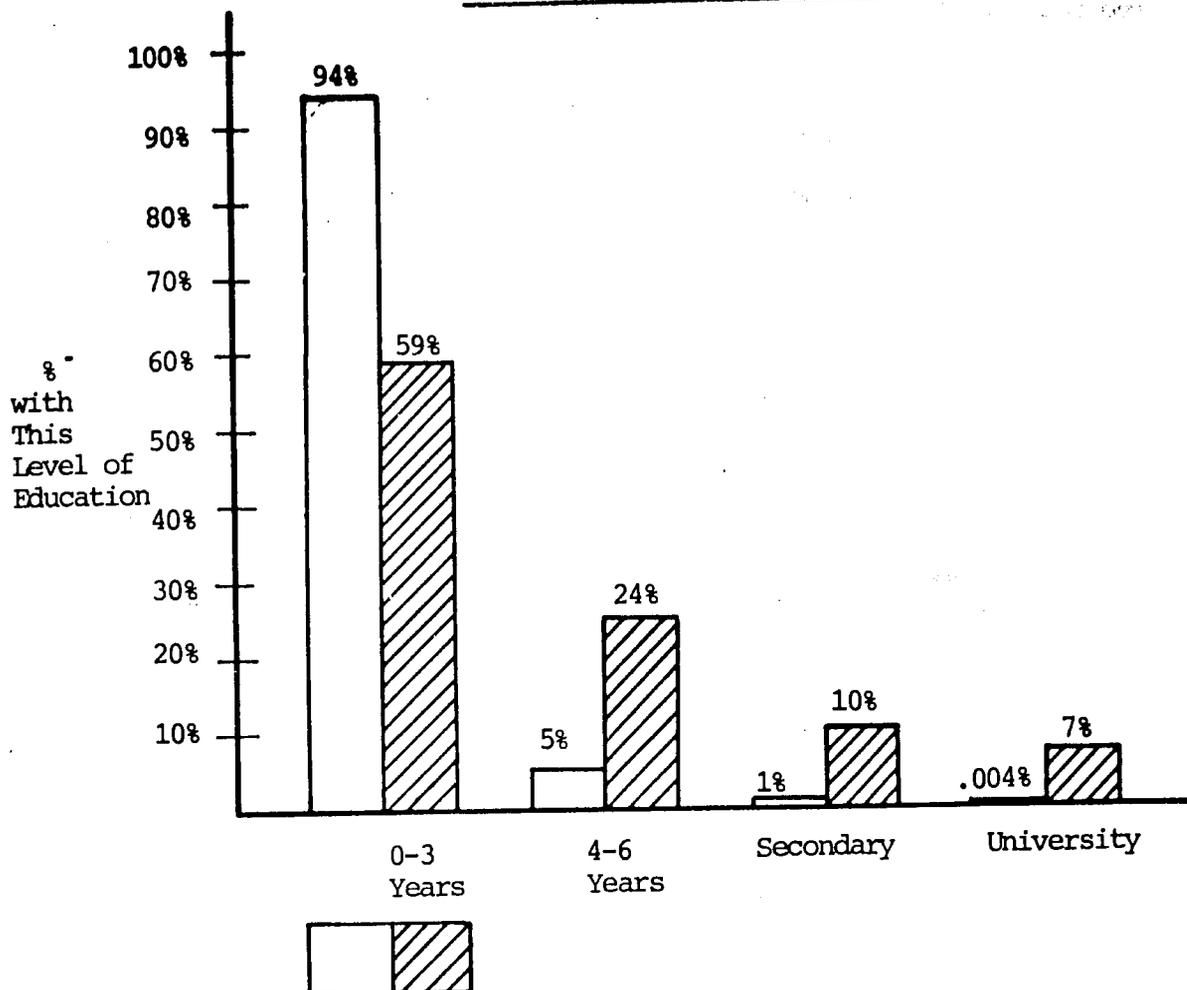
These data tend to disguise high regional and ethnic inequalities in literacy. In 1973, the Department of Alta Verapaz, with a population 91% Indian, had a literacy rate of only 14%. The Department of Quiché, which is 86% Indian, had a literacy rate of only 17%. Only 28% of rural Indian women over 18 years of age were literate and only 8% of those between the ages of 7 and 17 (Annis and Hurtado, 1978).

The discrepancy in educational level between urban and

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rural women is shown in Graph 7. In the rural area, 94% of all women have had less than three years of school. The percentage of rural women with university education is four-thousandths of one percent (.004%). But even among urban women, 60% have had less than three years of school and only 7% have had some university education.

GRAPH 7

LEVEL OF EDUCATION: RURAL VERSUS URBAN WOMEN



SOURCE: Derived from Census data

Years of School

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In rural areas there is substantial difference between the amount of education received by girls and boys. Surveys generally report that parents and community leaders have lower educational expectations for girls (Seelye, 1979, Tables, Q112-Q112; Annis, unpublished data from Sacatepéquez, 1978, and San Marcos 1979). Where schools exist girls tend to drop out after the second or third grade while boys continue. This is shown in Graph 8 for the town of San Antonio Aguas Calientes.

Graph 8 shows that there are more girls than boys in school at the younger ages but by eight or nine years of age the girls begin to drop out as the boys go on. Even at this relatively low level of female education, this town has the third highest females Indian literacy rate (58%) reported in the country for a municipio that is 90% Indian (Early, 1980, Table C-4).

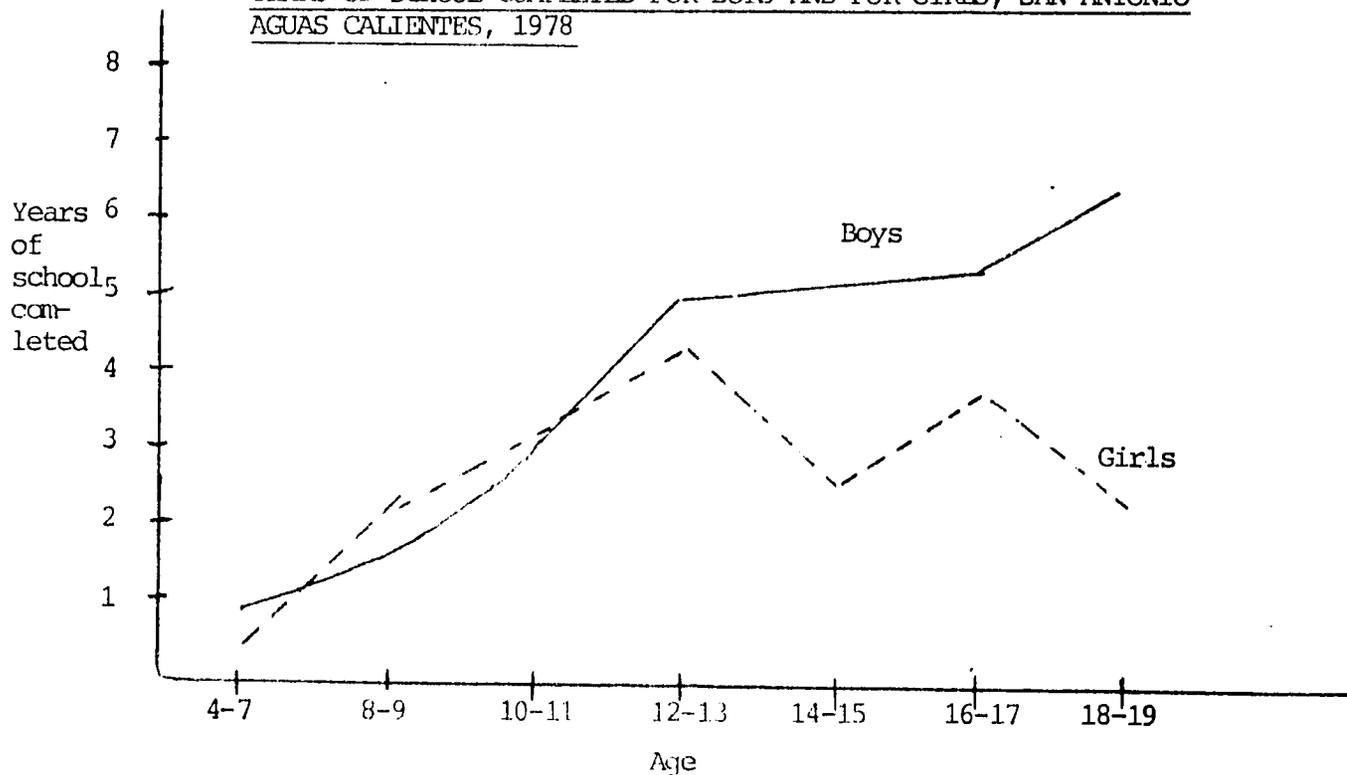
Educational Quality

Whereas 3-4 years of formal schooling may be a lot for a rural Guatemalan girl, the quality of education received in these three years is usually poor. In the first place, in most rural schools all lower grades are usually taught by one or two teachers. Typically there is a scarcity of blackboards, desks, chalk, maps and books (particularly good books, much less a selection of good books). Only recently has the Ministry of

Education begun to confront on a large scale the multilingualism of the country — and the high Indian drop-out rate at early ages because of it (Seelye, 1979). Despite establishment of an Indian normal school at Santa Lucía Utatlán, in most Indian towns the teacher is still Ladino and the students are Indian. Typically these teachers confuse heavy racist stereotypes and paternalistic clichés for a philosophy of education and teaching skills. Leaders in rural towns invariably complain about the teacher, e.g., she arrives on Tuesday and leaves for the weekend on Thursday, and every year she gets sick and misses the last three months of the school year.

GRAPH 8

YEARS OF SCHOOL COMPLETED FOR BOYS AND FOR GIRLS, SAN ANTONIO AGUAS CALIENTES, 1978



SOURCE: Anis, 1978

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Obtaining supplies for schools is a common problem in the rural area. For example, in one San Marcos school that was recently visited, the town was pleased because a new school had been built. The old school, a ramshackle structure, had hard-packed dirt floors into which poles were driven and boards nailed across to make desks. The new school, however, was unequipped, and children were sitting on a concrete floor. After months of telegrams and waiting, a village committee went to the capital to ask for desks and was told to bring its own wood to the Ministry of Education workshop. The committee returned to San Marcos (roughly 600 kilometers round-trip), collected money, cut and bought wood, and returned to the workshop. Several months and several telegrams passed, and the committee was finally informed they had not brought enough wood and would have to return once more to the capital. Nearly two years after the opening of the school, the desks still had not arrived.

Impact of Education

In spite of the many problems found in rural educational delivery, campesinos appear able to use the literacy that they acquire. Table 10 shows agricultural income by level of education, holding farm size constant.

TABLE 10

AGRICULTURAL INCOME ACCORDING TO EDUCATION
AND SIZE OF FARM

Size of Farm (hectares)	Annual Income (\$) accord- ing to years of school			Income Index accord- ing to years of school (100 = 0 years)		
	0 Yrs.	1-4 yrs.	5-6 yrs.	0 Yrs.	1-4 yrs.	5-6 yrs.
less than 1 ha.	\$315	\$385	\$625	100	122	198
1 - 2.5 ha.	650	585	1,345	100	90	207
2.5 - 5.5 ha.	840	865	1,450	100	102	172
5.5 - 10.5 ha.	1,296	1,680	1,565	100	129	120
10.5 - 49.5 ha.	2,265	2,920	2,030	100	129	89

SOURCE: Taken from Censo Agrícola de Guatemala, Cited in Education Sector Assessment, Cuadro VIII-1

The real impact of education appears to be felt not among the large farmers (who have greater resources) but among the small farmers. For those with less than 2.5 hectares of land, agricultural income is nearly double between the no-education and 5-6 years groups. These data refer to a sample of farmers who were not receiving agricultural credit. Among a second sample of farmers receiving credit (not shown here) education becomes even more significant; the income index rises from 100 to 352 for farmers with less than 1 hectare (Education Sector Assessment, Table VIII-2).

Another aspect of rising education among women is its well established negative correlation with birthrate. Table 11 shows the average number of children per urban and rural woman in Guatemala by the number of years of education received.

TABLE 11

AVERAGE NUMBER OF LIVE CHILDREN: BY EDUCATION

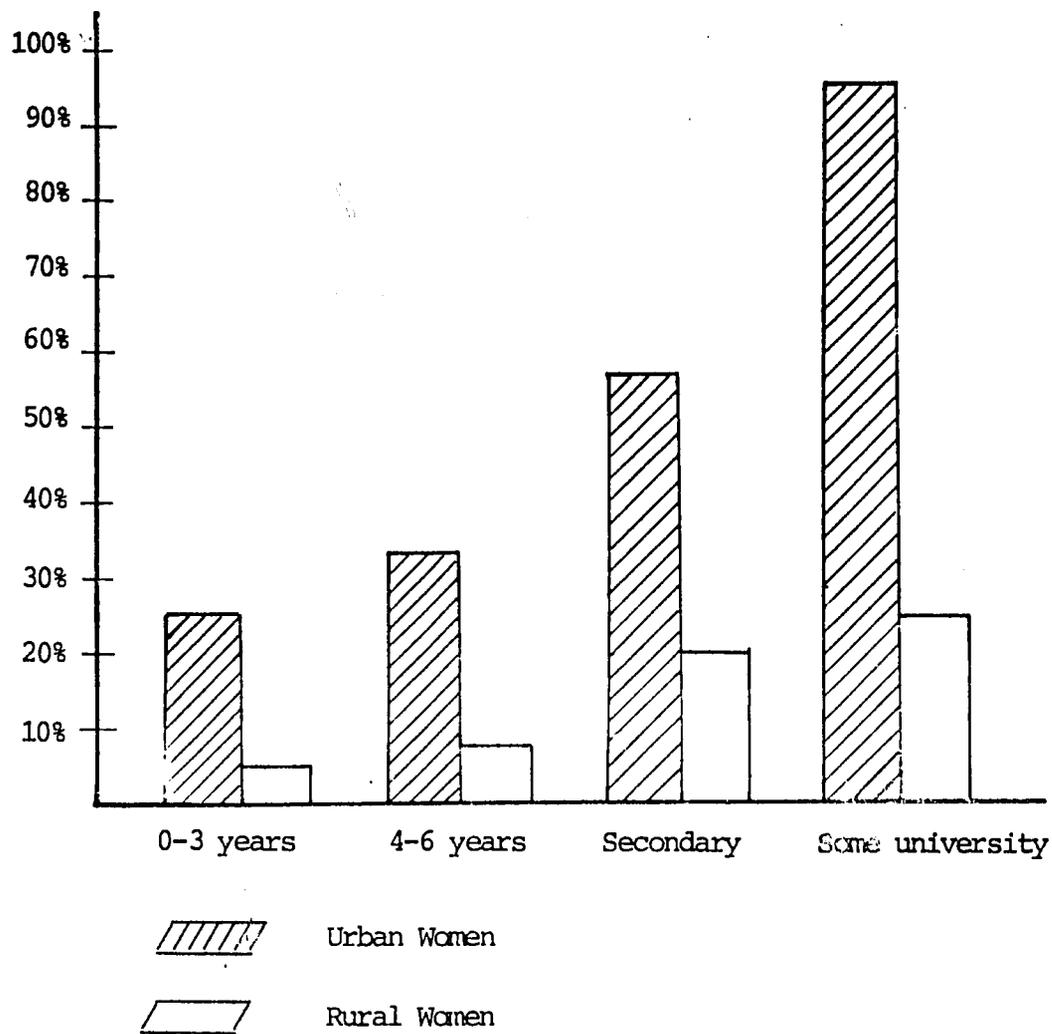
	3 years	4-9 years	10-12 years	University
Urban Women	4.2	2.15	1.4	1.15
Rural Women	4.15	2.15	2.15	1.6

SOURCE: Census, 1973

The more schooling that a woman receives, the more likely she is to participate in the formal labor force. Graph 9 shows the percentage of women who are economically active according to number of years at school. For urban women, common labor force participation rises from 26% among women with 0-3 years of school to 95% among women with some college (contradicting the notion that college-educated women simply get married and leave the labor force). It should be emphasized that although these data are presented in the 1973 National Census as representing total labor force participation, in reality they reflect only formal sector, non-agricultural women's labor. For this reason,

GRAPH 9

PERCENTAGE OF WOMEN (URBAN AND RURAL)
WHO ARE ECONOMICALLY-ACTIVE: BY LEVEL
OF SCHOOL COMPLETED



SOURCE: Análisis del Sector de Educación en Guatemala, 1978

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the percentage of participation shown in the graph is probably less meaningful than the shape of the upward slope. What is important is that the degree of participation in the better-paid formal sector increases steadily with education. It increases at a higher rate among urban women, because urban women have greater access to formal sector employment opportunities.

Graph 10 shows that in the urban area women with better education get better jobs. Sixty-two percent of women who work in "personal services" have either no education or less than three years. Of these women only 1% have 11-12 years of school. On the other hand, virtually no women with less than a sixth grade education (approximately 83% of urban women; see Graph 7) are able to get office jobs.

Secondary Education

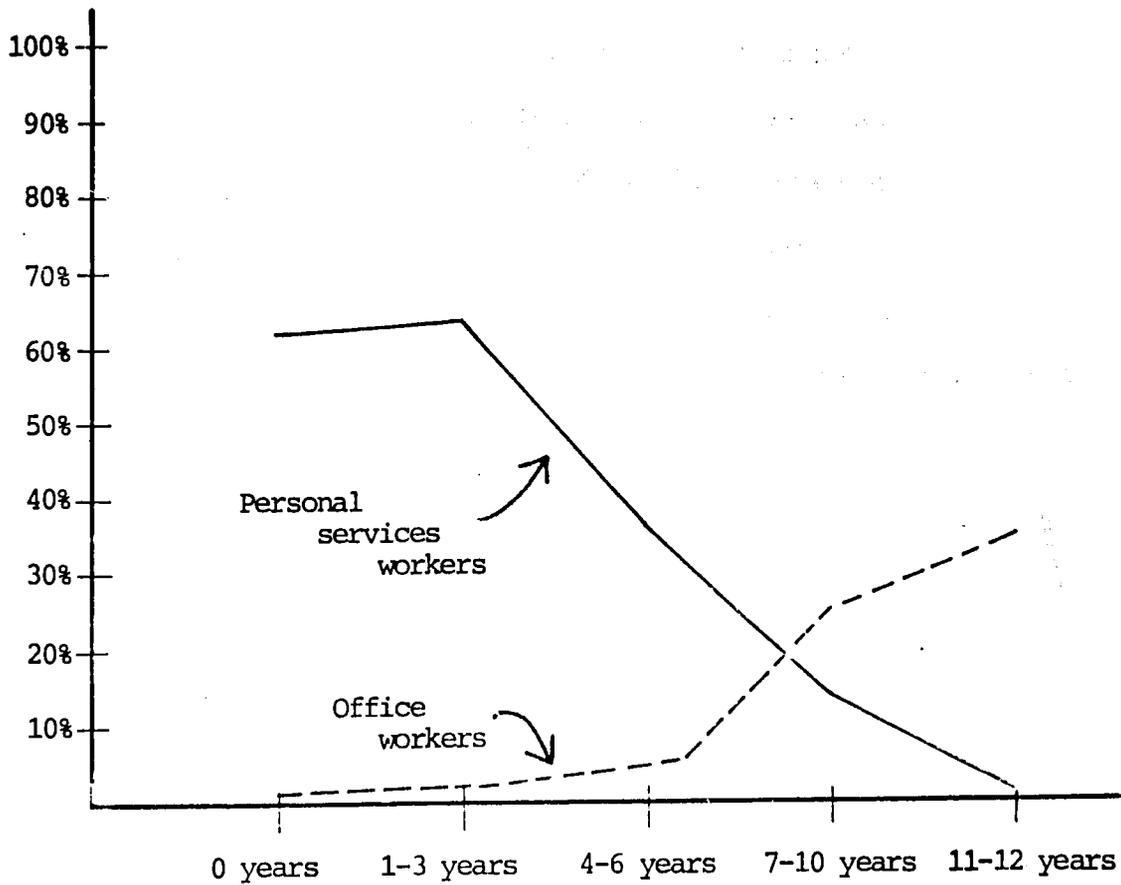
As previously mentioned, females are under-represented in rural schools and drop out at earlier ages than boys. In the secondary schools, the overall male-female ratio is about 60:40 (Análisis del Sector de Educación de Guatemala, 1978:66). The vast majority of these young women are enrolled in traditional secretarial and business courses.

Higher Education

One hopeful sign within the educational system, is that female enrollment in universities is high and apparently still growing. Table 12 shows the percentage of the public and

GRAPH 10

PERCENTAGE OF URBAN WOMEN WHO WORK
IN PERSONAL SERVICES AND IN OFFICES:
ACCORDING TO LEVEL OF EDUCATION



SOURCE: Derived from data in Encuesta de Hogares, 1978

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private university population that is now female:

TABLE 12

FEMALE ENROLLMENT IN THE UNIVERSITY SYSTEM

University	Percent Females
Universidad del Valle (private)	56%
Francisco Marroquín (private)	54%
Rafael Landivar (private)	41%
Mariano Galvez (private)	35%
San Carlos (national university)	26%

SOURCE: Batres, 1980.

Batres estimates that about one-half the total university student population is now female. Taking into account that San Carlos alone (with the lowest overall percentage of females, about 26%) has an enrollment of about 30,000 students, Simons' estimate that 30% of the total university population is female is probably more accurate (1980:5).

Within the universities most careers are still heavily sex-biased. At private universities, a disproportionate share of women are enrolled in education, humanities, or business adminis-

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tration courses. In San Carlos, the national university, 96% of the students in the school of social work are women, as are about 2/3 of the students in pharmacy and psychology. In the humanities, women make up 55% of the student population, largely because of disproportionate female enrollment in secondary school teaching. Women comprise much lower enrollment percentages in traditionally male fields: 2.5% in agricultural science, 4.7% in engineering, 6.3% in veterinary medicine. In the largest divisions -- business and economics, law, medicine -- women now make up about one-quarter of the total student population. As of 1954, there were only three women who had passed the bar and were accredited lawyers. Today 146 of the 1904 Guatemalan attorneys are women. However, the recently-appointed dean of the law school is a woman and she is encouraging and recruiting women to enter the profession (Attorney Gladys Vielman, personal communication).

Education and Earnings

Unfortunately, higher education does not necessarily mean wage parity with men. This is shown in Graph 11, "Average Monthly Salary by Sex and Years of School Completed."

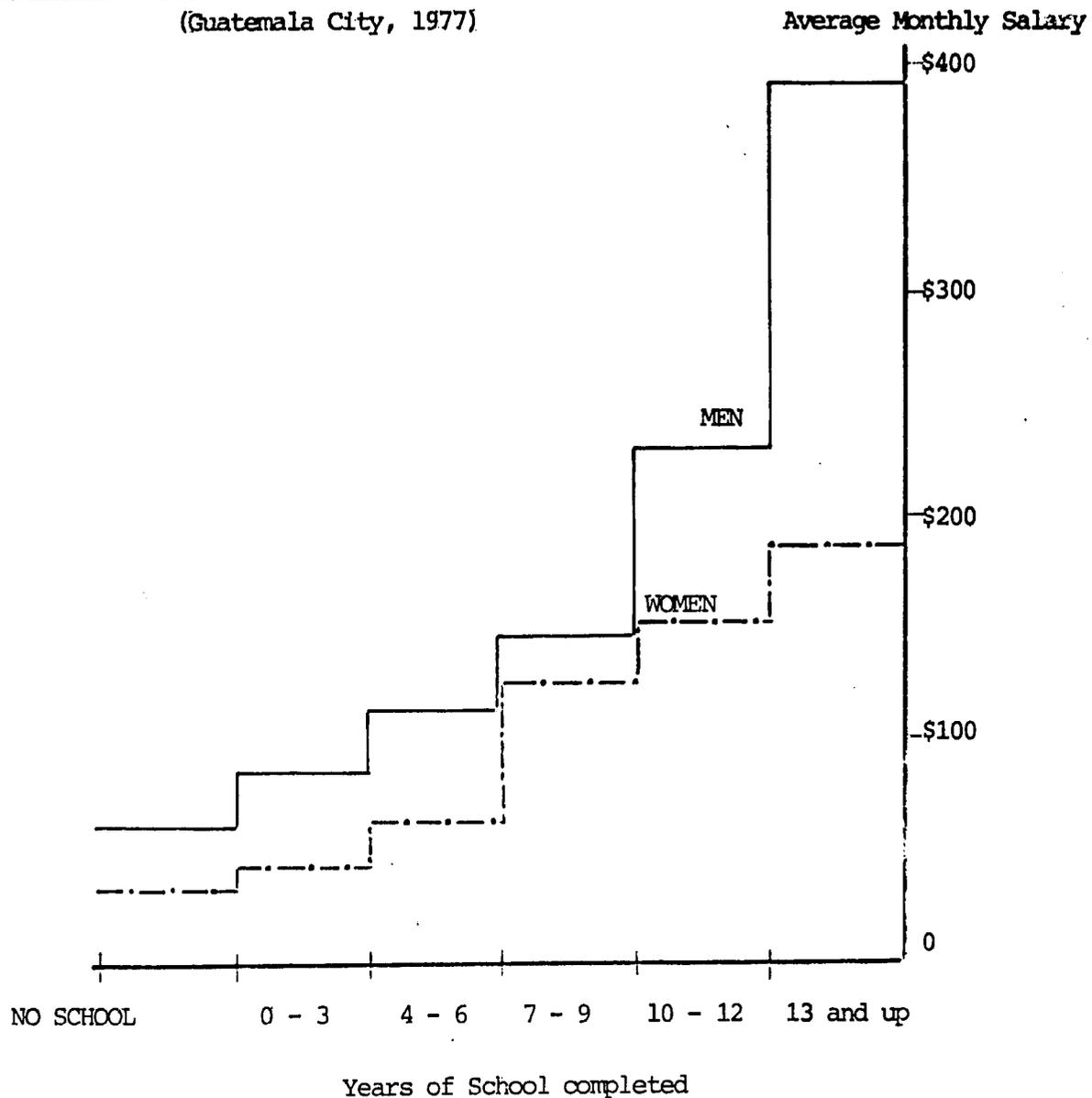
Graph 11 shows two things clearly: first, at all educational levels men earn more than women. Second, the discrepancy between men's and women's earnings increases with education. With university training, average men's salaries are twice those of

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GRAPH 11

Average Monthly Salary by Sex and Years of School Completed

(Guatemala City, 1977)



SOURCE: Encuesta de los Hogares, 1978: Graph 10

women. Whereas women's earnings rise with investment in education, they do not rise nearly so much as men's earnings.

Non-formal and Vocational Education

Outside the formal educational system there is an innovative program of non-formal education in Guatemala. About 50% of the participants in non-formal education are women. However, most women participants receive training restricted to home economics and health education; most men receive practical training in technical skills (Junta Nacional de Educación Extra-Escolar, 1980).

Four major vocational training centers offer most of the vocational training opportunities available to Guatemalan women (Youssef, 1978). These centers have the following limitations:

- 1) with some exceptions, they are almost exclusively geared toward women with a sixth grade education. This effectively excludes 83% of urban women and virtually all rural women, i.e., the women most urgently in need of vocational skills.
- 2) Most program offerings are in traditional "women's areas," e.g., sewing, cooking, hair-styling, artificial flower confection. In most cases there is a limited market and too much competition for marginally trained women in these fields.
- 3) These centers tend to be equipped with antiquated machinery and instructional materials, e.g., treadle sewing machines rather than modern industrial equipment.
- 4) Instructional quality is often poor since none of the institutions can compete with the private sector for highly skilled instructors.

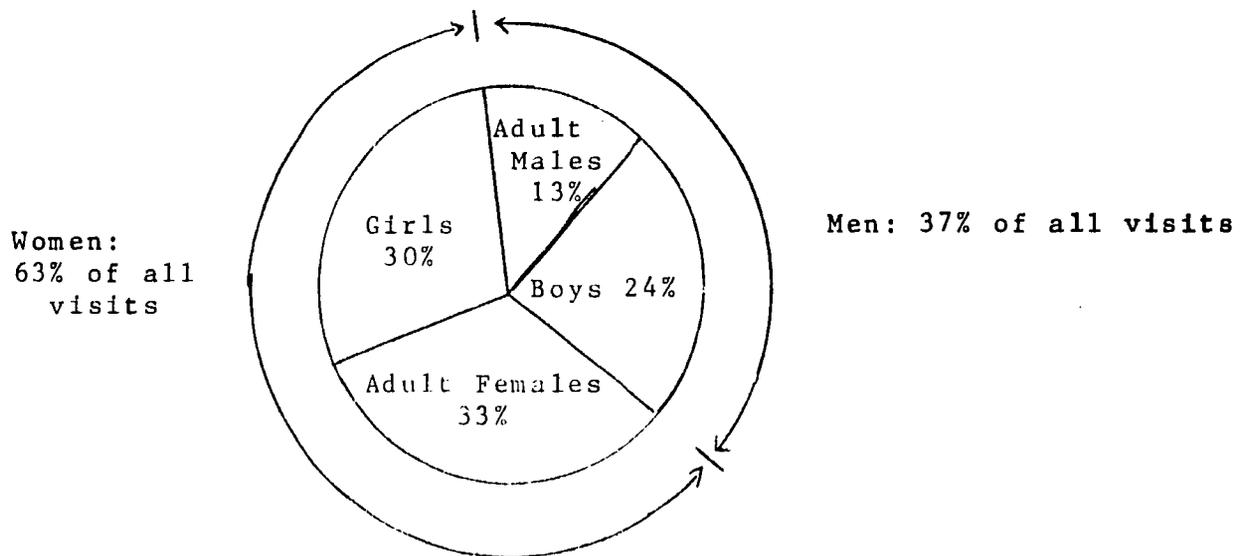
Thus, women graduates of vocational programs are seldom ready for the industrial labor market. Levels of participation are not high since participation in vocational programs does not necessarily guarantee jobs.

G. WOMEN'S HEALTH

Having reviewed the facts concerning women's employment, salaries, living situations and other conditions, it comes as no surprise to find that women have more illnesses than men. A survey conducted by the Ministry of Health (MOH) in 1973 gives the following breakdown of users of public health posts in five departments:

FIGURE 4

USERS OF HEALTH POSTS BY
SEX IN FIVE GUATEMALAN
DEPARTMENTS, 1973



The obvious assumption to be made from this table is that women have more illnesses than men.

The five leading causes of death in Guatemala are shown in Table 13. Complications of childbirth is one of the five principal killers.

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TABLE 13

PRINCIPAL CAUSES OF DEATH,
NUMBER AND RATE PER TEN THOUSAND
INHABITANTS AND PERCENTAGE OF ALL DEATHS *

<u>CAUSE</u>	<u>NUMBER</u>	<u>RATE PER TEN THOUSAND INHABITANTS</u>	<u>PERCENTAGE OF ALL DEATHS</u>
1. Acute respiratory diseases and pneumonia	14,593	25.4	20.8%
2. Diarrhea and dysentary	13,063	22.7	18.6%
3. Malnutrition	4,783	8.3	6.8%
4. Postpartum infections	4,228	7.4	6.0%
5. Intestinal parasites	<u>2,306</u>	<u>4.0</u>	<u>3.3%</u>
TOTALS:	38,973	67.8	55.5%

* Statistics based on deaths certified by physicians, which represent only 20% of all deaths.

SOURCE: Unidad de Planificacion y Estadistica, 1973

Maternal Mortality

In 1977, the most recent year for which figures are available, there were 1.5 million women of child-bearing age - between 14 and 44 years of age. Approximately 37% of these women live in urban areas and 63% in rural areas.

A study carried out by the PanAmerican Health Organization (PAHO) for 1976-78* shows that for every 10,000 live births in Guatemala, 16 mothers die. The USAID/G Office of Public Health and Population uses the figure of 22 per 10,000, believing this to be a more accurate figure.

The average for the rest of Latin America is ten deaths for every 10,000 live births.

Table 14 shows the breakdown of maternal deaths by department for the years 1970 through 1973. Comparison of this table with the PAHO study indicates that there has been no decline in the maternal mortality rate during the eight-year period from 1970 to 1978.

Although mortality rates are the result of a complex set of variables including environment, nutrition and income, some improvement could be made through a more effective national Maternal/Health Child Program.

Maternal/Child Division (DIMIF) of the Ministry of Public Health

DIMIF was established under the Director General

* Organización Panamericana de la Salud, Programa de Adiestramiento Continuo en Salud Materno-infantil y Bienestar Familiar en Areas Rurales de Centro America y Panama, 1976-78.

TABLE 14

GUATEMALA: MATERNAL MORTALITY (PER
1000 LIVE BIRTHS) BY DEPARTMENT,
1970-1973

DEPARTMENT	1970	1971	1972	1973
República	1.6	1.6	1.5	1.7
Guatemala	1.3	1.4	1.4	1.2
El Progreso	1.3	0.6	0.6	0.6
Sacatepéquez	1.1	2.5	1.4	1.5
Chimaltenango	1.5	1.7	2.3	0.9
Escuintla	1.9	2.7	2.0	1.8
Santa Rosa	0.3	1.6	0.7	1.1
Sololá	1.2	0.7	1.4	1.1
Totonicapán	1.2	0.6	1.2	1.7
Quetzaltenango	1.6	1.5	1.7	1.6
Suchitepequez	1.9	2.1	2.2	3.0
Retalhuleu	1.7	1.6	2.1	2.2
San Marcos	2.3	1.5	0.9	1.6
Huehuetenango	2.2	2.4	2.0	2.8
Quiché	1.7	1.9	1.5	1.2
Baja Verapaz	1.1	1.0	1.1	1.3
Alta Verapaz	2.0	1.8	1.9	2.5
Petén	0.4	2.8	3.0	3.3
Izabal	1.1	1.6	1.8	1.9
Zacapa	1.7	1.3	2.1	2.4
Chiquimula	1.2	1.1	1.2	1.4
Jalapa	0.9	0.9	0.5	1.4
Jutiapa	1.9	1.2	0.8	1.5

SOURCE: Dirección General de Estadística. Sección de Estadísticas Vitales, tabulaciones no publicadas. Guatemala.

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of Public Health more than 25 years ago and carries out its work through four divisions:

1. Family Health Services - pre-natal, delivery and post-natal services are offered. Family planning services are also provided.
2. Education and Nutrition Services - nutrition education is provided to mothers of undernourished children. Food is distributed to low-income families who qualify for this aid.
3. Pre-School Health Services - for the 0-5 year old population.
4. Oral Health Services - provide dental care to the maternal and child population.

These four services extend MCH coverage to only 30% of the total population and only 15% of the lowest income citizens. The probable reasons for the low MCH coverage are:

1. Although DIMIF elaborates program norms for the country, these norms are either not applied or are relatively unknown to most direct services.

2. Physicians carry out almost all consultations, both initial and subsequent. Trained paramedical personnel have little opportunity to extend the capacity of the physician and are used for tasks such as cleaning that other personnel could perform.

3. No standard exists to identify medium- and high-

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risk pregnancies. Determination of risk is based on the personal opinion of the doctor and distinction is made only between a normal pregnancy and a high-risk one.

4. Outreach programs and active community participation in the programs are almost non-existent. Once services are set up, the staff waits passively for people to utilize them.

5. Midwives. A population group not cared for by any of the four conventional types of DIMIF services mentioned earlier constitutes an estimated 70% of the country's at-risk population. This group receives MCH services from empirical midwives (also called traditional birth attendants) or from a few trained midwives. Best estimates are that there are some 20,000 midwives practicing in Guatemala. Eighty percent of all deliveries take place in the home, and 62% of all deliveries are assisted by empirical midwives.

Table 15 shows the percentage of deliveries by type of birth attendant and place of delivery for all departments of Guatemala.

Family Planning

The greatest single indicator of the desire of Guatemalan women to limit their fertility is the high abortion rate. From 1965 to 1972, for every five to seven obstetric deliveries in the Guatemalan Social Security Institute (IGSS) medical system, there was one patient hospitalized for complications following induced abortion.

TABLE 15

PERCENTAGE OF DELIVERIES BY BIRTH ATTENDANT AND PLACE OF DELIVERY FOR ALL DEPARTMENTS IN GUATEMALA, 1975

Department	BIRTH ATTENDANT				PLACE OF DELIVERY		
	Doctor	Trained Midwife	Empirical Midwife	None	Hospital	Midwife Facility	Home
Guatemala	71	7	21	1	63	6	31
El Progreso	2	23	70	5	2	3	95
Sacatepéquez	4	42	53	0.7	23	2	75
Chimaltenango	0.7	22	76		2	6	92
Escuintla	4	43	33	20	12	3	85
Santa Rosa	1	21	54	24	0.8	0.4	99
Sololá	2	7	90	1	4	0.1	96
Totonicapán	0.6	15	84	0.1	3	0.1	97
Quetzaltenango	13	30	50	6	15	1	83
Suchitepéquez	3	11	85	1	11	2	87
Retalhuleu	8	39	52	1	19	1	80
San Marcos	3	13	76	8	5	0.1	95
Huehuetenango	2	10	85	3	4	0.1	95
Quiché	1	0.5	98	0.3	1	0.2	99
Baja Verapaz	0.7	0.9	93	5	0.2	0.2	99
Alta Verapaz	0.7	3	91	5	6	1	93
Petén	15	2	74	9	21	0.4	78
Izabal	8	38	40	13	22	1	76
Zacapa	15	21	29	38	23	2	74
Chiquimula	7	11	51	31	7	0.3	93
Jalapa	1	4	82	12	7	0.2	93
Jutiapa	1	32	64	3	11	0.2	89
NATIONAL AVERAGE	16	16	62	7	18	2	80

SOURCE: Unidad de Estadística, D.G.S.S., 1976

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A recent study of incomplete abortions in Guatemala City shows that 50% of maternal mortality in the city is due to induced abortion and that 20% of the total hospital budget is used to treat these cases.

In 1976, APROFAM, in conjunction with the University of Chicago, conducted a study on the receptivity of potential family planning users.

In summary, this study shows a rural population aware of family planning (63.8%), in favor of family planning (57.8%), but not currently using some method of contraception (92.7%). This disparity among knowledge, attitude and practice appears to be related to:

1. Religious beliefs
2. Fear of adverse effect on health
3. Lack of knowledge of availability of clinic services
4. Lack of specific and accurate knowledge of contraceptive methods.

More than two-thirds - 68.8% - of the study group wished to receive additional information on family planning, through either a home visit (95.6%) or a public meeting (82.6%).

While there appears to be receptivity to family planning activities, these activities have been hampered by the lack of high level government support since the inception of private and public programs in the late 1960's. The country's National Development Plan does not include any reference to the problems caused by excessive population growth nor does it make any suggestions as to the incorporation of family planning

techniques in professional and non-professional training programs.

Breast Feeding

Guatemala appears to be one of the few countries where the majority of women breast feed their children.

As a general rule, all women in the rural areas breast feed their children. A study* carried out in Santa María Cauque, a highlands Indian community, shows that over a period of eight years, virtually all mothers nursed their children from the time of birth. The same results were obtained in rural communities made up entirely of Ladino mothers. The average weaning age is eighteen months, although many babies are nursed until they are two years old.

Solid foods such as bean and vegetable soups, tortillas, bread and pabulum are usually introduced in small quantities sometime after the age of three months.

In urban areas, low income mothers usually breast feed for a shorter period of time, customarily weaning their babies at an average age of six months. Upper urban class women quit nursing even sooner - usually when the baby is between one and two months of age.

* US DHEW cited in Mata, L. J. The Children of Santa María Cauque. A prospective field study of health and growth. The MIT University Press. Cambridge, Massachusetts (In press)

H. LEGAL RIGHTS

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The Guatemalan constitution (Title II, Chapter I, Article 43) guarantees that all citizens are free and equal in dignity and rights. Discrimination for reasons of race, color, sex, religion, place of birth, social or economic position or political opinion is prohibited. Any regulation, law or ruling contrary to this edict shall be declared null and void because it is unconstitutional.

This amendment was passed in 1945. All Guatemalans, whether male or female, become citizens at the age of eighteen. They are guaranteed the right to vote, to seek and to be elected to public office. Voting is considered to be an obligation, as well as a right, for those who are literate. (Only 39% of Guatemalan women are literate, compared to 52% of Guatemalan men).

Guatemalan women are guaranteed all rights under the laws of inheritance; in acquiring property; and in managing their own interests.

Within the Guatemalan penal code there is a category called "feminine crimes," which can be committed only by women. Infanticide, abortion and adultery fall within this category. Women who commit infanticide during the early days of a baby's life can be committed to prison for a period of from two to eight years in prison. Should a woman plead not guilty by virtue of post-partum depression, and therefore not responsible for her actions, she

will still be sentenced to prison.

By comparison, should a man kill his child (called homicide rather than infanticide when it is performed by a man), he can plead not guilty by virtue of mental stress and be found not guilty.

Abortion is punishable by one to three years in prison; if it is found that the mother has committed the act as the result of temporary insanity, she can be sentenced to prison for a period of time from six months to two years. In actuality, however, abortion is rarely punished.

A married woman who commits adultery can be sentenced to six months to two years in jail. Should the act be surrounded by publicity or scandal, the sentence can be increased by one-third. Many studies have been conducted and various proposals have been presented to do away with this archaic law, but legislators have not dared to put it aside, on the grounds that it protects the family. The reality is, though, that there have been no cases of adultery filed in Guatemala during the last ten years.

Kleptomania is a crime which falls within a second category of offense - those which are "usually committed by women."

A third classification of crimes is that in which women are usually the passive subjects. These acts include sexual harrassment, sexual violation, rape and dishonest abuses. There are few cases of rape reported in the country; when it does occur, the woman's family usually insists upon marriage of the two accused.

Within the civil code, there is some discriminatory regulation; women, upon contracting marriage, are given the right to add their husband's last name to their own, but this same right is not given to the men. Family representation rests within the husband; he is obligated to maintain, protect and assist his wife, an obligation which the woman has only if her husband is physically or mentally impaired. The wife is only obligated to contribute equitably to the household.

A woman with children has the right to her husband's income only for amounts which correspond to food for herself and her children. The amount which a husband must give is lessened if the wife works or has money of her own.

In cases of divorce, or abandonment, women are almost always awarded child support. If the former husband does not pay, she can seek recourse through the court system. The truth is, though, that the majority of women are totally unaware of their legal rights. In those cases where they know that there are grievance procedures, the extremely high costs of lawyers and court fees act as a deterrent to women trying to pursue their rights.

In many cases, legislation passed prior to 1945 has not been modified to give women equal rights. A good example is the Agrarian Reform Law. Women are not specifically prohibited from receiving land under this act; but it was never contemplated that they would be legally capable of being landowners, so therefore they are excluded de facto.

Discussions with both men and women lawyers indicate that sex discrimination is not the main problem in terms of equitable and equal enforcement of the law. The law impinges unequally on both men and women of the lower classes. The majority of Guatemalans do not even know their basic legal rights. They accept inequality and unjust treatment because they are not aware that the law protects them in many situations.

For those who do know their rights, the high cost of lawyers and court fees often prohibits them from seeking justice. It is said that whoever pays the best lawyer and the highest court fees wins his/her lawsuit.

I. POLITICAL PARTICIPATION

It was not until 1945 that the Guatemalan constitution granted citizenship to women and gave them the right to vote, to be elected to public office, to become part of electoral bodies and to become citizens upon reaching the age of 18.

During the ensuing 35 years, Guatemalan women have made little progress in integrating into the political life of the country.

Political participation appears to be mainly a function of economic and social class. The majority of women in political parties are high school and college graduates, belong to the middle class and live mainly in the capital city. Their activities are primarily limited to election years, when they exercise their traditional role: serving coffee at meetings, taking part in rallies, handing out campaign propaganda and transporting male candidates from one meeting to another (when they access to a vehicle).

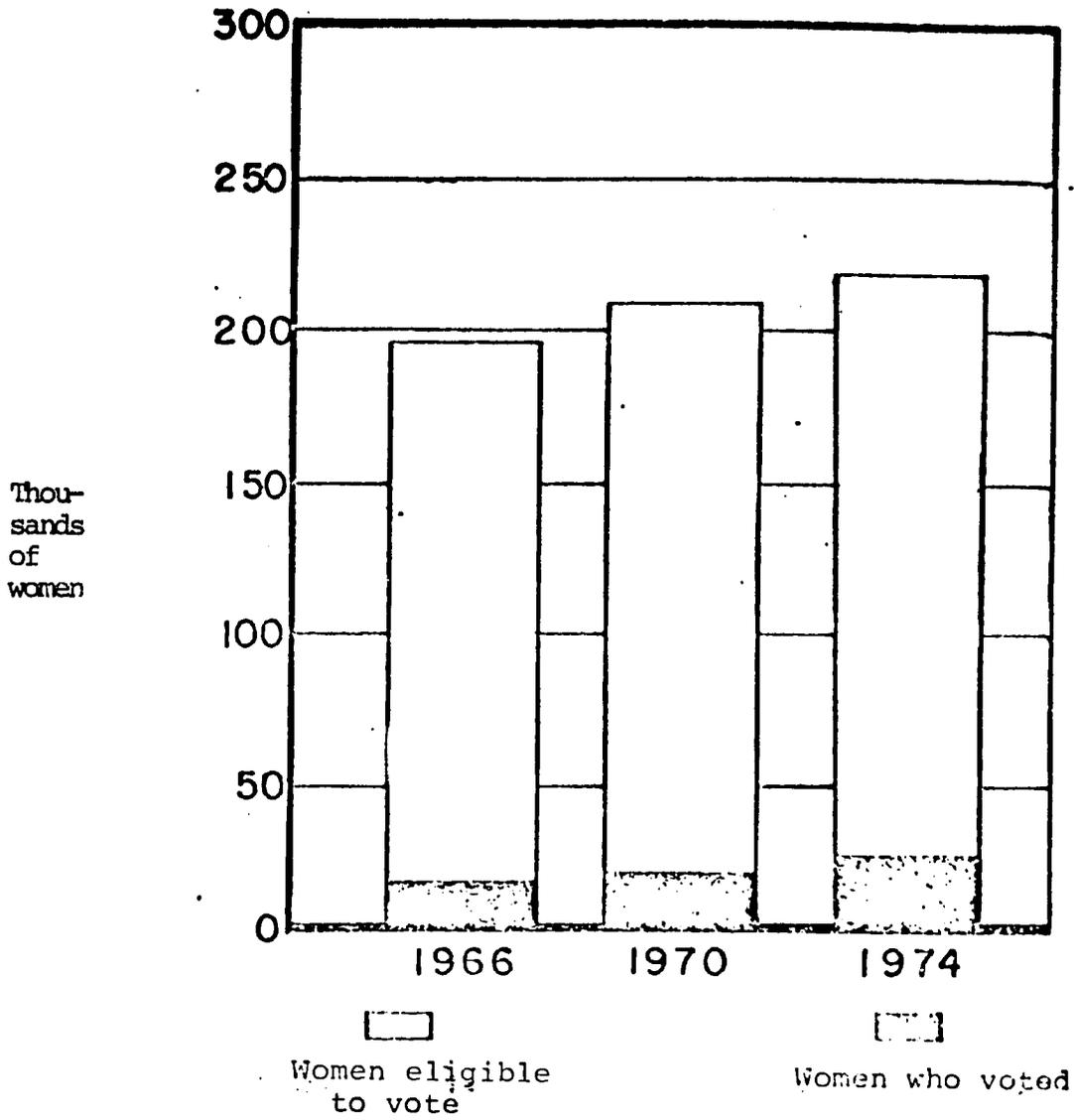
A study conducted in 1976 by San Carlos University shows that in the Department of Guatemala only 48,955 women, out of a total of 312,780 women voters - less than 16% - actually voted in the 1974 elections. See Graph 12 for the numbers of women who voted compared to the numbers eligible for years 1966, 1970 and 1974.

There is little political activity among women outside the capital city. The indigenous rural women are generally unaware of their rights, and when they are, they have little time or means to exercise them. No statistics are available on female political participation in the rural areas.

GRAPH 12

COMPARISON OF NUMBERS OF WOMEN ELIGIBLE TO VOTE
WITH THOSE WHO ACTUALLY VOTED: 1966, 1970, 1974

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Very few women have been appointed or elected to political office. There are 62 deputies in the congress; one of them is a woman. Only two other women have served as deputies during the past 35 years. The Governor of the Department of Guatemala is a woman, and two of twelve council members in Guatemala City's council are women.

Percentages of women in political office are:

TABLE 16

<u>Position</u>	<u>Percentage of Women In These Positions</u>
Ministers	0%
Vice-Ministers	0%
Departmental Governors (1)	2%
Congressional Deputies (1)	1.6%
Supervisors, both public and private sectors (principally education)	10%
Local Municipalities	25%
Women in Autonomous Organizations	1%
Technicians, both public and private sector	2.5%

J. THE COOPERATIVE MOVEMENT

Brief History

In 1903, during the term of Manuel Estrada Cabrera, legislation allowing for the creation of cooperative organizations was passed. Several savings and loans cooperatives were formed in Guatemala City and in Quetzaltenango.

From 1903 to 1944, the government showed no interest in promoting cooperatives and no new associations were created during those years.

In 1945 a new constitution was written and it spoke of the government's obligation to promote the establishment of cooperatives. From 1945 to 1949 a number of consumer, savings and loan, agriculture, school and handicrafts cooperatives were formed. Most of the cooperative activity took place in the urban areas; only five agricultural coops were established. The agricultural coops were created primarily by Ladino farmers; indigenous farmers were not in the mainstream of the cooperative movement.

The government became more directly involved with the cooperative movement in 1954 when the General Office of Cooperatives was integrated into the Ministry of Economy. The agricultural cooperatives will remain under the aegis of the Ministry of Agriculture until 1984.

In 1979 the National Cooperative Institute (INACOP) was formed to promote the principles of cooperativism and to give technical assistance to member cooperatives.

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There are approximately 725 cooperatives in Guatemala today; 316 are agricultural coops and 157 are savings and loans coops. It is said that Guatemala has one of the strongest and largest cooperative movements in Latin America for a country of its size.

Women's Participation in the Cooperative Movement

INACOP estimates that there may be as many as 1,000 female cooperative members, but they play no significant role in Guatemala's cooperative movement. It is estimated that there are 45,000 agricultural cooperative members, but in spite of women's participation in the agricultural production and marketing labor force, practically no women are members of these cooperatives.

Within the consumer, savings and loan and marketing cooperatives, women's participation is a bit more noticeable, even though this participation is only as members and not as policy makers.

It is only in the highlands weaving communities where active women's cooperatives exist. These cooperatives, which are composed of and directed by women, have come about primarily as a result of INACOP's efforts. Established women's weaving cooperatives are found in Patzun, Zunil, Jacaltenango, San Marcos and Cantel.

Two of INACOP's organizers are responsible for the formation of women's cooperatives. Within the past few months a clothing-making cooperative has been established in Bartolme, Alta Verapaz, and another is being formed in Cunen.

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K. THE NATIONAL DEVELOPMENT PLAN

Section 7.5 of the National Development Plan reads as follows:

Finalmente, dentro del area de desarrollo social tendran especial importancia el desarrollo de acciones tendientes a facilitar la incorporacion de la mujer al trabajo productivo mediante el desarrollo de proyectos de trabajo remunerado en el hogar, como primera etapa, -- mientras se implementan los programas complementarios destinados a facilitar el desempeno de actividades fuera del hogar.*

A loose translation of this section is as follows:

Finally, within the area of social development, special attention will be given to those activities which will facilitate the incorporation of women into productive paid work in the home, as a first step, while complementary projects designed to facilitate women's carrying out paid work outside the home are implemented.

Section 7.5 doesn't say a lot and may have been added as an afterthought. Nonetheless, it is the first time that the National Development Plan has specifically mentioned integrating women into economic activities. It is a starting point.

* Secretaria General del Consejo Nacional de Planificacion Economica (SGCNPE). Plan Nacional de Desarrollo 1979 - 1982. Guatemala, Guatemala, December, 1978. Page 147-a.

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L. Article from Impacto, July 11, 1980

It is rare to find articles about the development of women in the Guatemalan press. The attached article is one of the few pieces describing the situation of women that has appeared in a national newspaper.

2 PUNTOS DE VISTA SOBRE LA MUJER

* Aunque la Mujer Guatemalteca es una... Dos la ven Diferente

COPENHAGUE, 25 Julio 80 (DPA). - (Por Christine Wischmann). - La jefa de la delegación guatemalteca a la conferencia internacional de las Naciones Unidas sobre la mujer, que se realiza en Copenhague, la juez Ana María Vargas de Ortiz, dijo que Guatemala fue el primer país latinoamericano en organizar un tribunal de la familia.

"Desde 1964, cada mujer puede hacer valer sus derechos en este tipo de tribunal, ya sea en lo que

conferencia, la maestra Raquel Pérez, criticó este programa diciendo que en su país, "había solo treinta", de esos centros y que cada uno "era visitado a lo máximo por diez mujeres y sólo dos veces a la semana".

Con respecto a los tribunales de la familia, Raquel Pérez preguntó: "Pero... qué mujer india conoce el tribunal de la familia?"

Luego añadió: "Si vamos al campo para informarle a la población sobre el tribunal de la

otorgando créditos pero sólo a familias que tienen una entrada mínima mensual de 100 dólares", señaló.

A este respecto, la maestra Raquel Pérez dijo que la mayoría de las mujeres que viven en poblaciones marginales son comerciantes ambulantes que venden fruta y ropa en las calles del centro y que ganan como máximo 50 quetzales al mes. "Una mujer sola con niños no tendrá nunca el chance de adquirir una vivienda",



ES CIERTO QUE EN GUATEMALA TENEMOS, desde hace muchos años, los tribunales de familia, pero en realidad sería interesante ver cuantas de las mujeres indígenas de nuestro país saben que esto sucede. En Copenhague, dos mujeres guatemaltecas ven desde diferentes puntos de vista la realidad de la mujer guatemalteca. La realidad todos la podemos observar día a día...

respecta a la manutención de sus hijos, problemas de separación o quejas por haber sido golpeadas", expresó la representante de ese país centroamericano en una entrevista con DPA.

Señaló que en Guatemala existía una serie de programas orientados especialmente a ayudar a la familia campesina, contemplándose numerosos cursos destinados al perfeccionamiento de la mujer en sus labores domésticas.

Sin embargo, otra integrante de la delegación guatemalteca a la

familia o el derecho del trabajo, entonces se dice en el gobierno que es hacer comunismo".

Denunció que "en junio pasado numerosos miembros sindicales fueron secuestrados, entre ellos varias mujeres".

Por otra parte, Ana María Vargas reconoció que un gran problema en la capital de Guatemala son "naturalmente las poblaciones marginales", pero el pueblo "ha obligado al gobierno a construir viviendas".

"Con este fin, el banco está

agregó.

Sólo un 14 por ciento de la población guatemalteca en edad laboral con mujeres que trabajan en las fábricas, como secretarías, son profesoras o empleadas domésticas.

"Cuánto gana la gran parte de las mujeres?", preguntó luego Raquel Pérez, respondiendo ella misma: "En la industria, alrededor de 50 quetzales (55 dólares), como secretarías no mucho más, y el costo de la vida ha subido en Guatemala. Las empleadas domésticas viven de lo que les dan sus patrones y no tienen ningún tipo de seguridad social".

Sobre las mujeres que estudian, Raquel Pérez indicó que la cuarta parte de la población estudiantil guatemalteca pertenecía al sexo femenino, pero "esta cifra tampoco representa la realidad".

Aclaró que "la mayoría de las estudiantes abandonan prematuramente la universidad, porque esta es cara y las becas son muy escasas".

IMPACTO, July 11, 1980

II. Inventory of Women's Organizations and
Organizations with Programs Directed to
Women

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**INVENTORY OF WOMEN'S ORGANIZATIONS AND ORGANIZATIONS
WITH PROGRAMS DIRECTED TO WOMEN**

Compilation of the following inventory turned out to be the most arduous task of this report. The contract calls for a study of women's clubs and organizations and of organizations, agencies and PVOs which work with women.

The primary purpose of the study was to identify an organization which could serve as the institution through which to channel funds and technical assistance to strengthen women's development programming throughout the country. It was envisioned that such an organization might serve as a coordinating council of women's clubs with WID activities.

The secondary purpose, and one which was essential to the completion of the primary purpose, was to identify the type of activities in which these organizations are involved.

A survey team of three young women - one recent graduate from San Carlos University and two senior sociology students - was hired. They were trained in the purpose of the study and interviewing techniques. A questionnaire designed to produce the necessary information was developed.

Six directories* of clubs and organizations in Guatemala were studied. From these, 114 organizations were chosen for in-depth personal interviews. A total of 97 groups was actually interviewed, and a profile of each was prepared for inclusion in the inventory.

The following criteria were used for the groups to appear in the inventory:

1. Must be composed of women or have programs directed to women
2. Must be groups recognized either for their programs or because their members have power and/or influence in the country's decision-making processes

* A list of the six directories can be found at the end of this section

PROBLEMS ENCOUNTERED

1. "We sent out a letter requesting an interview to the president of each association. In the letter we explained our purpose and asked for an appointment. There was little response to our letters. We then changed our approach and telephoned the president. Results were no better. Finally, we decided to visit the home of the president of each association to arrange an appointment; in this manner, we obtained our interviews." ^{our} 7/

The above excerpt from the Pathfinder Fund study illustrates the first problem: that of making an appointment with a person who could give us the needed data. There were a few groups with which we were never able to arrange appointments; these groups are not included in the inventory.

2. Multiplicity of Inventories. Unanswered letters and unreturned phone calls are endemic to the Guatemalan social system and were only one part of the problem. The lack of response was compounded by the fact that the Pathfinder Fund study mentioned above was completed just as the preparation of this inventory got underway. Moreover, the Overseas Education Fund conducted throughout May a direct-mail survey of women's organizations as part of its world-wide inventory. The bulk of interviewing for this inventory was done during May, June and July, by which point many groups had reached saturation level and were simply not interested in going on record yet another time.

Each inventory focused on different organizational aspects and had different objectives but the fact that they all took place during the same time period made the task at hand more difficult.

It is the lack of complete information about each and every organization that makes this inventory a bit of a disappointment to those who worked on it. It is the most complete inventory published to date - it includes addresses, telephone numbers, names of the contact people, objectives of the organization and specific women's programs - but there are still gaps, in spite of the time, money and energy which have gone into its compilation.

3. Time and effort. Often the time and effort involved in getting to various groups, especially those in the highlands, were disproportionate to the amount of information gathered.

7/ María Josefa Osorio de Isaacs, *Inventario de Asociaciones Guatemaltecas que Desarrollan Programas para La Mujer y La Familia en Guatemala, C.A.* Funded by the Pathfinder Fund, Boston, Massachusetts, 1979.

4. Arrangement of the Inventory. Various methods of classification were considered and discarded. In the end, the simplest and broadest categories were chosen. Many groups could be included in more than one classification, but they are listed in the category which most identifies their activities. Thus, Catholic Relief Services is found under religious orders and PVOs, although it is also an international PVO.

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GENERAL FINDINGS

A. Two characteristics emerged in almost all the organizations which were surveyed:

1. In the private sector, there appeared to be little knowledge or awareness of the country's total development process, and even less knowledge and interest in integrating women into this process.
2. Emphasis in women's programs is heavily concentrated in the traditional fields - weaving, cooking and sewing - and on the woman in her role as reproducer.

Additionally, all the groups which were examined displayed one or more of the following characteristics:

3. Reluctance to recruit women or to offer in-service training to women for non-traditional training or employment activities.
4. Lack of knowledge of project design elements which result in institutionalization, or achievement of project goals. No evaluation component.
5. No commitment to the goal of assisting women in their income-generation efforts.
6. Large groups of marginal women, both urban and rural, without access to any programs offering them personal or economic growth.
7. Duplication and overlap of services in the few women's programs being offered throughout the country. Little knowledge of - and seemingly little interest in - activities being offered by other groups.

B. Perceived Needs and Program Priorities: Discussions with the various organizations indicate that both men and women feel a need for the following types of assistance:

1. Basic leadership training
2. Simple administrative and financial management techniques
3. Awareness and consciousness - raising sessions
4. Training in family planning, literacy, child care
5. Credit, especially for small business, but also for housing and consumer goods
6. Increased opportunities to produce more income with concomitant training
7. Day care centers

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C. There is unanimity among USAID/G WID officers and the research team for this project that a brand-new organization should be created. At this time, there is no organized group in Guatemala that is strong enough or that has sufficient resources to establish a council of the sort desired.

There is no organized group conducting even elemental WID activities in Guatemala today.

The clubs in the private sector which give cooking and sewing classes - traditional welfare-assistance activities from a WID point-of-view - operate from a paternalistic mode.

More importantly, (since acquiring a WID perspective is the result of raised awareness and training) there is no organized group with strong infrastructure or sufficient resources to implement the type of program that AID seeks to fund.

Strategies for the creation of the women's federation which USAID/G seeks to fund are discussed in Section IV of this report.

II. Inventory of ^{ent}
Organizations

21/2/11

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INVENTORY OF WOMEN'S ORGANIZATIONS AND ORGANIZATIONS WITH WOMEN'S
PROGRAMS

PRIVATE SECTOR: WOMEN'S GROUPS

INTERNATIONAL WOMEN'S SOCIAL SERVICE CLUBS

PROFESSIONAL WOMEN'S ORGANIZATIONS

SOCIAL SERVICE ORGANIZATIONS

TRAINING ORGANIZATIONS FOR WOMEN

GENERAL GROUPS

FEDERATIONS AND CONFEDERATIONS

GUATEMALAN AND INTERNATIONAL PRIVATE VOLUNTARY
ORGANIZATIONS (PVO'S)

RELIGIOUS ORDERS AND PVOs

GOVERNMENT OF GUATEMALA INSTITUTIONS WITH WOMEN'S PROGRAMS

OTHER

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International Women's Social Service Clubs

<u>Name</u>	<u>Page</u>
Ananda Marga, Women's Welfare Department	103
Club Altrusa de Guatemala	105
Club Soroptimista Internacional	105
Club Zonta de Guatemala	106
Mesa Redonda Panamericana	106

ANANDA MARGA, WOMEN'S WELFARE DEPARTMENT
Av. Simeón Cañas 9-31, Zone 2
Guatemala City

Tel. 22738

DIRECTOR: Didi Bhaba'nii Brcii

A fraternal/philosophical organization with its home office in India. The women's program is directed by nuns and is open to the public.

OBJECTIVES: To improve women's social and spiritual condition.
To help women achieve economic independence as the only way to protect them from exploitation.

PROJECTS: There are a variety of programs which focus on the spiritual, intellectual and physical development.

-The Girls Volunteer program is designed to help women develop physical strength through exercise and practice of martial arts. Classes in the operation of machines and vehicles are given.

-The Ladies Universal Relief Team (AMURTEL) receives training in first aid and basic procedures to give assistance following national emergencies and natural disasters. This group worked in San Martin Jilotepeque following the 1976 earthquake.

-The Progressive Women's Spiritual Association is dedicated to intellectual development by means of discussions, classes, literature and publications from Ananda Marga International. As part of this program they teach yoga, meditation and other exercises to women in the Santa Teresa prison.

-A homeopathic clinic teaches women the benefits of plants and herbs, exercises and massage. This program is open to any woman wishing to participate and cost of the clinic is based on the ability to pay.

The Women's House in San Martin Jilotepeque is a home for women who have no place to live. It is open to any woman willing to work voluntarily and to follow the philosophy of Ananda Marga. A similar program is planned for Puerto Barrios.

FUTURE PROJECTS:

There are plans to create a home for women who leave prison. They would grow vegetables and raise small animals to feed themselves, and eventually work outside and become adapted to society.

There will be a new school, teaching girls during the day and women at night. Classes will consist of health aspects, hygiene, nutrition, philosophy, exercises (Yoga) and meditation.

A mobile school will begin to operate this year in settlements in Mixco, Chinautla and neighbouring areas. Classes will be given in carpentry, construction, typing, mechanics, child care, homeopathy, literacy, etc.

GEOGRAPHIC COVERAGE: Guatemala City, San Martín Jibtepeque and Puerto Barrios

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CLUB ALTRUSA DE GUATEMALA
4a Avenida "A" 13-60, Zone 9
Guatemala City

Club Altrusa is affiliated with Altrusa International. It is a private women's club; the chapter in Guatemala City has 48 active members and 4 honorary ones. The affiliate in Quetzaltenango has 20 active members. Club Altrusa is a member of ACAF and of the Consejo de Bienestar Social.

OBJECTIVE: To raise the socio-economic level of Central American women through education and training.

PROJECTS: Assistance in the reconstruction of Zolzojá. The club maintains a committee which continues to give help to the community, especially at Christmas, when it distributes food and gifts to the people. It has contributed substantially to the Children's Library in Colon Park, and has provided most of the books for it.

Collaborates with the Bethany Missionaries and the Red Cross.

WOMEN'S ACTIVITIES: Maintains a Mothers' Center in Zone 3 of the capital city. The goal is to help the women raise their standard of living by learning home economics, hygiene and nutrition.

Club members meet regularly with women from El Gallito, an urban marginal area. They teach literacy, personal and environmental hygiene, sewing, cooking, washing, ironing, house cleaning and how to alter clothes. Approximately 200 women attend the classes, for which they are charged from 50 cents to one Quetzal per month.

CLUB SOROPTIMISTA INTERNACIONAL
19 Calle 8-30, Zone 11
Guatemala City
Telephone: 491904

PRESIDENT: Lucy Zapata de Ayala

The Soroptimist Club is affiliated with the American Soroptimist Club and has 32 active members. They give scholarships to bright, disadvantaged students in San Juan Sacatepéquez who do not have the funds to stay in school.

The club also gives financial and material assistance to an orphanage in San Miguel Tetapa.

CLUB ZONTA DE GUATEMALA

1a. Avenida 2-55, Zone 2
25 Avenida 1-85, Zone 7
Guatemala City

Telephone: 45061, 315769

CONTACT: Marta Padilla de Augusto

A social service club founded in 1957. The 27 members give training in handicrafts and weaving; give occasional financial assistance to the "Madres del Buen Pasto," a social service club; and give scholarships to persons who wish to attend primary school.

The objective of the club is raise women's cultural level. The group gives civic education classes to young women. When class participants reach the age of eighteen, they are given a special ceremony certifying their participation in the civics classes and their attainment of citizenships and eligibility to vote.

The group offers the Amelia Earhart scholarship to qualified women who wish to study in the aerospace field.

MESA REDONDA PANAMERICANA

11 Calle 10-75, Zone 2
Guatemala City
Telephone: 25247

PRESIDENT: Julia Falla de Foppa

The PanAmerican Round Table of Guatemala is affiliated with the Inter-American Round Table. Its primary objective is to promote friendship among PanAmerican women.

The group, which is composed of thirty women, gives one or two scholarships per year to students in secondary school; promotes cultural activities featuring the various countries and holds independence day celebrations of each American country in collaboration with the schools.

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PROFESSIONAL WOMEN'S ORGANIZATIONS

<u>NAME</u>	<u>PAGE</u>
Acción Solidaria de Mujeres	108
Alianza Cívica de Asociaciones Femeninas (ACAF)	108
Asociación de Mujeres Tejedoras	109
" " " Médicas de Guatemala	109
" " " Universitarias	109
" " Nutricionistas y Dietistas de Guatemala (ANDEGUAT)	110
" " Parteras Profesionales de Guatemala	110
" " Pintoras de Porcelana	110
" Guatemalteca de Abogadas y Notarias	111
" " " Enfermeras Profesionales	112
" " " Profesionales en Educación para el Hogar	113
" Mundial de Mujeres Periodistas y Escri- toras	113
Club de Mujeres Profesionales y de Negocios	113

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ACCION SOLIDARIA DE MUJERES
4a Avenida 22-55, Zone 14
Guatemala City
Telephone: 683334

CONTACT: Lic. Eunice Lima

OBJECTIVE: To obtain equal rights and opportunities for women.

PROJECTS: The group conducts programs to educate women in civic responsibility, family planning, pre- and post-natal care and personal hygiene. It also provides recreational activities for its members.

The group was formed in May, 1975, and has 48 members.

ALIANZA CIVICA DE ASOCIACIONES FEMENINAS (ACAF)
1a. Calle 4-34, Zone 1
Guatemala City

PRESIDENT: Sofia Castillo de Prado

ACAF is a confederation composed of 16 women's clubs and associations. Its primary purpose is to serve as a coordinating and support council for the members. It was formed in 1944 to promote passage of legislation to give citizenship to Guatemalan women.

MEMBERS: Asociación de Enfermeras Profesionales
" de Esposas de Contadores
" de Esposas de Expendedores de Gasolina
" de Muchachas Guías de Guatemala
" de Negociantes y Profesionales
" de Mujeres Universitarias
" de Señoras Periodistas
" Femenina pro Quetzaltenango
" Pro-Salud del Niño
Club Altrusa
" Cosmopolitana
" Soroptimista Internacional
" Zonta
Damas Aqua
Damas Blancas
Consejo de Bienestar Social de Guatemala

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ASOCIACION DE MUJERES TEJEDORAS

Caserío Pasac
Nahualá, Sololá

CONTACT: Manuel Choj Guarchaj

A group of women weavers who have banded together to sell their weavings and to improve their production techniques.

ASOCIACION DE MUJERES MEDICAS DE GUATEMALA

Guatemala City
Telephone: 25687

PRESIDENT: Dra. Ingrid Slowing de Miró

This is a society of 50 practicing women physicians affiliated with the International Association of Women Doctors.

The group serves as a forum for the discussion of their problems as women doctors and serves as a lobby group to try to better their working conditions. They completed a survey on the status of women doctors in Guatemala and will present the findings in July, 1980.

A program dealing with women's health problems is planned for TV on channel 5.

ASOCIACION DE MUJERES UNIVERSITARIAS

4a. Calle 1-68, Zone 1
Guatemala City

Telephone: 84482

The Association of University Women is composed of female university graduates. It is a private Guatemalan organization affiliated with ACAF.

OBJECTIVES: To give support to its members in their professional roles.

PROJECTS: Last year the group conducted career-conference programs on Channel 5, with members of various professions talking about their work and occupations.

ASOCIACION DE NUTRICIONISTAS Y DIETISTAS DE GUATEMALA (ANDEGUAT)
Avenida Mariscal 15-26, Zone 11
Guatemala City
Telephone: 481890

CORRESPONDING SECRETARY: Carolina Mena de Godínez

ANDEGUAT is an association for professional nutritionists and dieticians. Founded in 1969, its primary purpose is to keep its 30 members up-to-date in the state of the art.

ASOCIACION DE PARTERAS PROFESIONALES DE GUATEMALA
6a. Avenida 1-63, Zone 9
Guatemala City
Telephone: 64247

CONTACT: Blanca Estela Almengor de Zamora

This association, which was founded in 1925, is composed of 210 midwives who work in the capital city. They have formed a women's cooperative which distributes information and supplies for family planning, pre- and post-natal care. They give seminars in the state of the art for members.

ASOCIACION DE PINTORAS DE PORCELANA
19 Avenida "A" 0-26, Zone 15
Guatemala City

Telephone: 681679

PRESIDENT: Milly Derrelle

This club is composed of 60 professional porcelain painters who assist in the operation of a small school in the Villa de Guadalupe.

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ASOCIACION GUATEMALTECA DE ABOGADAS Y NOTARIAS (AGAN)
Guatemala City

PRESIDENT: Licda. Gladys de Vielman

This is a private Guatemalan corporation, composed of registered Lawyers and Notaries. It is financed solely by the members; about 25 of its 60 members participate very actively in programs.

OBJECTIVES: To serve as a protection and professional support group for women lawyers by means of professional and group pressure, enabling a greater number of women to reach public administration positions in the country.

To help low income women by representing them in Court and Tribunals.

- PROJECTS:
- Several women have obtained Magistrate positions through the support of the corporation.
 - Information programs have been given to last year students in public and private high schools, stressing the accomplishments that women can achieve as lawyers. Have tried to change the image of the law as strictly a male profession.
 - Committees have been formed to revise present laws related to teenagers, women and families.
 - Revision of the Legal Minors Code, and presentation of three public seminars, with discussions at Court of Justice. Amendments to laws related to this Code and preparation of a forum related to actual legislation, publicized through Channel 5.
 - Program through Channel 5 related to legal problems of adoption, family behavior, etc.
 - Social assistance program helping low income women when in need of legal action. About 15 to 20 cases a month are voluntarily attended by the corporation, free of charge.

FUTURE PROJECTS: -The association has undertaken the publication of pamphlets in very simple language, with attractive drawings, designed for women in rural areas, dealing with all kinds of legal problems related to the family. These educational pamphlets will instruct women on how to ask for alimony, register children on birth, how to register properties, legacies, women's rights as a wife and as a woman. This project has not been funded, but the graphics have been prepared. It would be channeled thru the Students Association of Rafael Landivar University and other institutions. The number of copies printed would be large enough to cover an ample area and to assure diffusion, as well as to finance following editions.

-In conjunction with the Association of Students of Universidad Rafael Landivar, a radio program is being planned with information on family, law, education and labor law problems. This program consists of small case histories. The scripts are ready, and necessary contacts are made; the only problem is financing.

ASOCIACION GUATEMALTECA DE ENFERMERAS PROFESIONALES

14 Calle 1-15, Apto. 6, Zone 1

Guatemala City

Telephone: 517265

CONTACT: Cristina H. de Méndez

The primary purpose of this professional association, which was founded in 1954, is to carry out educational programs for its members throughout the country. The group established and maintains a home for retired members.

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ASOCIACION GUATEMALTECA DE PROFESIONALES EN EDUCACION PARA EL HOGAR
Casa del Maestro
Guatemala City

PRESIDENT: Lic. Irma Luz Toledo de Ibarra

The Guatemalan Association of Home Economists was founded in 1967 and has 300 members. All programs are geared to the interests and needs of the members. They have presented programs in handicrafts, industrial arts, health and home maintenance. They also conduct recreational activities.

ASOCIACION MUNDIAL DE MUJERES PERIODISTAS Y ESCRITORAS
Avenida Elena 5-68, Zone 3
Guatemala City
Telephone: 21197

PRESIDENT: Atala Valenzuela

OBJECTIVES: To raise the professional status of female newspaper reporters and writers. The association, which has 30 active members, gives scholarships to journalism majors, and presents regional and national conferences for female journalists and writers.

CLUB DE MUJERES PROFESIONALES Y DE NEGOCIOS
3a. Calle 9-59, Zone 1
Guatemala City

Telephone: 22928

PRESIDENT: Sra. Lily Muñoz Plaza

This is a private women's club composed of business and professional women. It was organized in 1963 and has 80 members.

Its projects are concentrated in the urban areas; they have constructed a school in one of the city's marginal areas, and give classes in health, homemaking and industrial arts.

The group conducted a world-wide Women's Congress in Guatemala several years ago.

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PRIVATE SECTOR WOMEN'S SOCIAL SERVICE ORGANIZATIONS

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ARTE EN EL HOGAR

17 Calle 20-37, zone 10

Guatemala City

Telephone 681761

PRESIDENT: Carlota Pleitez de Roldan

Thirty members, all artists in various fields, work together and put on exhibitions of members' work. Funds received from ticket sales go to persons who have solicited financial assistance from the club.

ASOCIACION "DAMAS AGUA", JALAPA

1a. Ave. 1-39, Zone 1

Guatemala City

Telephone 361063

CONTACT: Judith Cabrera de Sandoval

Sixty members devote their time and energies to giving vocational training and recreation for school-age children in Jalapa. Present projects include the establishment of children's parks and counseling hospitalized children with emotional problems.

The association was created in July, 1979.

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ASOCIACION DE DAMAS MAZATECAS
Telephone: 29384
Guatemala City

PRESIDENT: Sra. Sidna Ramirez

This club was founded in 1964 and has 100 members. It gives scholarships and financial assistance to the Hospital de Sordomundos.

ASOCIACION DE ESPOSAS DE CONTADORES

13 Calle 12-28, zone 2

Guatemala City

Telephone 880136

CONTACT: Rogeliam Godoy de Contreras

The group gives scholarships to two business students, conducts classes in handicrafts and cooking, edits a cookbook (as a fundraising activity) and gives assistance to the Home for Convalescent Children.

The club was founded in 1962 and has 50 members.

ASOCIACION DE ESPOSAS DE ECONOMISTAS, CONTADORES PUBLICOS, AUDITORES Y ADMINISTRADORES DE EMPRESAS

CONTACT: Carlota de Paz

Gives financial assistance to low income families which need medical, dental or laboratory care. Distributes food that is donated to medical clinics. Founded in 1965, the association has 130 members.

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NAME OF ORGANIZATION: Asociación de Esposas de Ingenieros Agrónomos

ADDRESS: 2a. Avenida 2-53, Zone 13
Guatemala City

TELEPHONE: 324-545

PRESIDENT: Beatriz Fonseca de Curley

The Wives of Agricultural Engineers was started in 1968 and has 25 members. Primarily a social organization, it also provides volunteers for the nursery at Roosevelt Hospital.

NAME OF ORGANIZATION: Asociación de Esposas de Ingenieros de Guatemala

ADDRESS: 7a. Avenida 39-60, Zone 8
Guatemala City

TELEPHONE: 40193

PRESIDENT: Elsa Andrade de Papahiu

The Association of Wives of Guatemalan Engineers is a social service club founded in 1958. There are 300 members, directed by a Board of Directors composed of 12 members.

PROJECTS: Maintain a medical and dental clinic for construction workers' children aged 0 - 7. Approximately 700 children attend per year.

ASOCIACION DE HIJAS DE MARIA CASADAS

Casa Central, zone 1

Guatemala City

Tel. 25106

CONTACT: Rosa de Haranzen

This is one of the oldest organized women's clubs in the country, having been founded in 1875. The group gives instruction in religious doctrine. One hundred members; 200 girls and 150 women beneficiaries.

NAME OF ORGANIZATION: Asociación de Muchachas Guías

ADDRESS: 7a. Avenida 13-10, Zone 9
Guatemala City

TELEPHONE: 67630

TYPE OF ORGANIZATION: Private institution with approximately 350 members. Founded in 1934.

CONTACT PERSON: María Teresa de Foscano

OBJECTIVE: Complete development of girls between the ages of 8 and 18.

PROJECTS: Carry out educational activities concerning the home, health, training in handicrafts, industrial arts, civic awareness, etc. Participate in community affairs when their help is solicited.

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NAME OF ORGANIZATION: Asociación de Señoras de Abogados (ASA)
(Association of Lawyers' Wives)

ADDRESS: Avenida Elena 14-45, Zone 1
Guatemala City

TELEPHONE: 20962, 690624

PRESIDENT: Doris de Bonilla

ASA is affiliated with the Federación de Asociaciones de Esposas de Abogados de Centro America y Panamá (Federation of Associations of Lawyers' Wives of Central America and Panama). The group was started in 1960 and now has 425 members.

OBJECTIVES: To improve conditions in the women's prisons in Guatemala, and to assist in the prisoners' rehabilitation.

PROJECTS: Work in the Prision Santa Teresa y Centro de Orientación Femenino del Centro Penitenciario Pavón consists of:

Literacy classes, sewing and tailoring, cooking, etc.

Donation of books to the library.

Showing of films and leading group discussions on drug addiction, marital problems, family responsibility, etc.

Assistance with children of prisoners who die while in prison.

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ASOCIACION DE VOLUNTARIAS AUXILIARES DEL NEUROPSIQUIATRICO

"LAS CONCHAS"

10 Ave. 11-55 zone 14

Guatemala City

Telephone 682330

PRESIDENT: Margot de Bonilla Isaacs

This group was founded in 1964 to give financial assistance to disadvantaged persons. It gives literacy classes to women; approximately 620 women have become literate as a result of the association's efforts. There are 200 members.

ASOCIACION GUATEMALTECA DE ESPOSAS DE EXPENDEDORES DE GASOLINA

11 Ave. 13-19, zone 2

Guatemala City

CONTACT: Nora de Duran

A private group founded in 1972, the association has 35 members. They give financial assistance to the Centro de Recuperación # 1. They also provide one scholarship per year to a female student at the Colegio San José de la Montaña.

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ASOCIACION LUISA DE MARILLAC

4a. Call 6-50, zone 2

Guatemala City

Telephone 81180

This is a private institution which operates and supports financially the Hogar Social Santa Luisa, a home for elderly women. Additionally, the group prepares and serves meals twice a month to twenty-five elderly women, some of whom do not live at the home.

A fund-raising project is now under way to construct a new home which will cost approximately \$65,000.

The group was founded in 1935 and has 25 members.

NAME OF ORGANIZATION: Asociación para Protección a las Adolescentes
(Teen-Age Girls Protective Association)

ADDRESS: 15 Avenida 7-47, Zone 6
Guatemala City

TELEPHONE: 880285

PRESIDENT: Marta Aída de Anzueto

The Teen-Age Girls Protective Association is a private organization which operates a home for girls who have no resources or family to care for them. The home can accommodate up to twenty girls between the ages of 10 and 18.

ASOCIACION RAMA FEMININA DE FRATERNIDAD QUEZALTECA
0 Avenida 0-03, Zone 3
Guatemala City

CONTACT: Regina Perez de Barrios

Primarily a social club, this group gives training in handicrafts and recreation.

CLUB AMIGAS DEL HOGAR
1a. Ave. 3-39, zone 3
Guatemala City

PRESIDENT: Amalia E. de Popol

Twenty-five members make up this private club started in 1976. They give courses in cooking, sewing and home management for members.

NAME OF ORGANIZATION: Comité de Damas Blancas, Liga Anti-Tuberculosa

ADDRESS: 9a. Calle "A" 0-65, Zone 1
Guatemala City

TELEPHONE: 27529, 27944

PRESIDENT: Lily Muñoz Plaza

The Ladies in White Anti-Tuberculosis League is an autonomous organization with approximately 100 members.

PROJECTS: Publishing and distribution of educational materials about tuberculosis.

Operation of convalescent homes for children and parents who have tuberculosis.

COMITE DE INDUSTRIAS DE BUENA VOLUNTAD

6a. Ave. "A" 36-01, zone 11

Guatemala City

Tel. 480563

CONTACT: Dolores de Montenegro, Secretary of the Board of Directors

This group, which is affiliated with the Asociación Guatemalteca de Rehabilitación de Lisiados, gives industrial arts classes and literacy training to women's groups in the capital city. The group was formed in 1968 and has 210 members.

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COMITE DE SERVICIO SOCIAL DE VOLUNTARIAS DEL HOSPITAL DE HUEHUETENAN
Huehuetenango

CONTACT: Marina de Saenz, Treasurer

There are fourteen active members who give cooking and sewing classes to women in the hospital.

FRATERNIDAD MILITAR RAMA FEMENINA
4a. Calle 4-50, zone 1
Guatemala City
Tel. 518338

CONTACT: Ana Teresa Contreras de Muñoz

This is primarily a fund-raising group for the Military Hospital. It also gives courses in hygiene, mental health and home management. There are 667 members.

LIGA FEMENINA CONTRA EL CANCER
Guatemala City
Tel. 29143

CONTACT: Enriqueta de Garay de García Granados

The primary objective of the Women's Cancer League is the early detection of cancer, by making free laboratory tests available to the public.

The club, which has 125 members, also conducts courses in health and household management for women.

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PIEDRA DEL CHIVO

3a. Calle 11-35, zona 3
San Pedro Sacatepequez, San Marcos

CONTACT: Carmen Ayangor

This is primarily a sports club for young women. It has formed mothers' clubs to promote civic awareness and literacy among its 80 members.

RAMA FEMENINA DE LA FEDERACION MEDICA

37 Calle 1-84, zone 12
Guatemala City
Tel. 460744

PRESIDENT: Elsa Fajardo de Paiz

A private organization founded in 1955 with 200 women members. The club provides recreational activities for its members and gives material assistance to residents of San Vicente. Give three scholarships per year to needy medical students.

VOLUNTARIAS DAMAS AQUA

15 Ave. 3-00, zone 13

Guatemala City

Tel. 63334

PRESIDENT: Berta de González

MEMBERSHIP: 30 women

Members work as volunteers at Roosevelt Hospital, teaching literacy, sewing, cooking and hygiene.

UNICEF has donated eight sewing and electric knitting machines and a demonstration kitchen to this group. The club's idea was to place this equipment in the pediatric section of the hospital to teach new mothers sewing, knitting and proper infant and child care.

However, the hospital has not granted its permission for this activity and the club is presently looking for workshop space.

PRIVATE SECTOR TRAINING ORGANIZATIONS FOR WOMEN

NAME

PAGE

Academia de Corte y Confección "La Asunción"

Centro de Adiestramiento para Promotores Sociales (CAPS)

Centro de Integración Familiar (CIF)

Escuela de Alfabetización para Adultos
y Grupo de Mujeres de Comitancillo,
San Marcos

Instituto Femenino de Estudios Superiores (IFES)

ACADEMIA DE CORTE Y CONFECCION "LA ASUNCION"
San Marcos

OBJECTIVES: To give women training in the industrial arts, handicrafts, civic education, hygiene and recreation.

There are 77 members in this private, autonomous institution. The annual budget of approximately \$1,000 comes from members' dues.

CENTRO DE ADIESTRAMIENTO PARA PROMOTORES SOCIALES (CAPS)

Universidad Rafael Landívar
8a. Avenida entre 17 y 18 Calle, Zone 10
Guatemala City
Telephone: 681762

CONTACT: Marco Augusto Azurdia

This is a center which trains social promoters in the latest techniques of social dynamics and community development.

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CENTRO DE INTEGRACION FAMILIAR DE GUATEMALA (CIF)
Guatemala City

DIRECTORA: Maria Mercedes de Rossi

Private Guatemalan organization with no formal affiliation, but receives funds from various European donor agencies as well as from Catholic Relief Services.

OBJECTIVES: To train those in the rural areas so that they can become agents of change and assist in moving their communities into the mainstream of the national economy.

To strengthen family life and responsible parenthood.

PROJECTS: CIF operates a rural home center which trains community leaders in health, agriculture, home economics, Spanish, literacy and group work techniques.

The center manages an experimental farm which teaches modern techniques of poultry and rabbit raising, well-digging and horticulture.

The health program covers first aid, environmental sanitation, childbirth, application of injections and homeopathic medicine. Nutrition courses are taught in conjunction with the health program.

FEMALE PARTICIPATION: More than one-half of the bilingual community promoters are women.

Women participate in the various courses equally.

A women's cooperative for rabbit and poultry production is being organized in Chichupac.

CIF operates a day care center for single mothers in the market at La Terminal. Classes in child care and family relations are given to the mothers.

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In Guatemala City, Family Planning is taught. Women receive orientation in the Billings method. Unmarried mothers with children in day care centers receive seminars and small courses in child care.

GEOGRAPHIC COVERAGE: Rabinal, Baja Verapaz, nine villages from Rabinal, and Guatemala City.

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NAME OF ORGANIZATION: Escuela de Alfabetización para Adultos y
Grupo de Mujeres de Comitancillo, San Marcos
(Adult Literacy School and the Women's Club
of Comitancillo, San Marcos)

ADDRESS: Comitancillo, San Marcos

SPONSORED BY: Rafael Landívar University
Guatemala City

CONTACT PERSON: Lic. Guillermina Herrera

This group has no formal structure. Olimpia López Salvador, a graduate of the Sagrada Familia school in Chiantla, joined with two other teachers and found a school building in which they started literacy classes in 1979. The school is now recognized by the Ministry of Education. During its first year of operation, 150 persons learned to read and write; by mid-1980 there are some 250 students.

OBJECTIVES: To teach the first three primary grades, including reading and writing, in the native dialect Mam. Once proficiency in Mam is achieved, the Spanish language is introduced and taught.

PROJECT: Classes are held all day every Saturday. Many of the participants walk three hours in order to get to school.

The school hopes to give advanced literacy classes in Mam, with emphasis on grammar and cultural aspects. Lic. Herrera and Srta. López have already written the text for the course.

FEMALE PARTICIPATION: More than one-half of the students are women who have never previously had a chance to study. Srta. López has organized twenty of these women, all of them weavers, into a group that is now trying to form a cooperative in order to sell their textiles without a middleman.

NOTE: There has been no outside technical or financial assistance to this group. The idea for the school was conceived by a community member and has been implemented by the work of the community members.

INSTITUTO FEMENINO DE ESTUDIOS SUPERIORES (IFES)

23 Street 15-45, Zone 13

Guatemala City

Telephone: 31741

DIRECTOR: Flor de María Coronado

IFES is a private institute financed by Opus Dei (to which it is affiliated) and by private donations. The school was started in 1964 and offers a variety of courses for women. Tuition costs are lower than those of private universities.

OBJECTIVE: To promote women's integrated development and professional training in order that they may have new alternatives and options.

- PROGRAMS:**
- Centro Junkabal offers elementary school and pre-vocational courses to low income women. Tuition is seven Quetzales per month in primary school and fifteen Quetzales in secondary. Women receive training to become office workers, dental assistants, dressmakers and chefs. There are approximately 700 women in the center.

Mothers clubs composed of students and women in the neighborhood meet twice a week for religious training and family orientation.

The center is located in Zone 3 of the capital city and has approximately 700 students.
 - The Escuela Técnica and Hogar Zunil is located in Zone 11 of the capital city. Seventy students board at the school. They receive training in cooking, domestic service, house cleaning, washing and care of clothing, decoration and flower arranging.
 - At the university level, IFES offers training in social work, interior decoration, business administration and home enterprises. These classes are designed for middle income women.

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PRIVATE SECTOR FEDERATIONS AND CONFEDERATIONS

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ASOCIACION NACIONAL DEL CAFE (ANACAFE)

2a. Avenida 10-63, Zone 9

Guatemala City

Telephone: 63816, 315146

CONTACT:

Dr. Mazarlegos, Director of the Department of
Social Action

ANACAFE is a private Guatemalan organization made up of producers and exporters of coffee. Its primary purpose is to improve and expand coffee production in Guatemala.

PROJECTS:

ANACAFE supports a variety of health projects for those who work in coffee production. Individual coffee growers, sometimes in conjunction with ANACAFE, support recuperation centers for mal-nourished children, hospitals, dental clinics and laboratories.

To try to reduce the high infant mortality among the workers, ANACAFE supports training courses for empirical midwives. Doctors conduct conferences and give follow-up training; to date, 100 midwives in five communities have been trained.

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CONFEDERACION GUATEMALTECA DE FEDERACIONES COOPERATIVAS (CONFECOOP)
18 Calle 2-75, Zona 1
Edificio Vasco, 5o. Nivel
Guatemala City
Telephone: 84791

CONTACT: Miguel Angel Solorzano

CONFECOOP is formed by seven federations of cooperatives located throughout the country. Only four member federations show any significant women's involvement:

- ARTEXCO: Seventeen handicrafts cooperatives with a total of 2,500 members, many of whom are women.
- FEDECOGAGUA: Federation of coffee growers: 7,500 members
- FEDECONG: Thirty-five consumer cooperatives: 6,100 members
- FENECOAC: Federation of 90 savings and loan cooperatives: 90,500 members

OBJECTIVES: Promote the formation of cooperatives throughout the country.

Plan policies, both short- and medium-term, for the national cooperative movement.

WOMEN'S PARTICIPATION: Of the member federations, only ARTEXCO is actively promoting the formation of women's coops. CONFECOOP is interested in beginning an educational program to integrate women into the cooperative movement, but has not allocated any funds for this activity.

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FEDERACION DE COOPERATIVAS AGRICOLAS (FEDECOAG)

Lotes A and B, Manzana F-1, Residenciales Valle del Sol.
Zone 7

Guatemala City
Telephone: 533701

CONTACT: Pedro Hoffman

FEDECOAG is a federation of sixty agricultural cooperatives with a total of approximately 6,000 members. Its purpose is to give technical assistance and information to its members, so that they can attain economic self-sufficiency.

There are very few women members, and no specific women's projects.

FEDERACION DE COOPERATIVAS DE CAFE DE PEQUEÑOS PRODUCTORES (FEDECOCAGUA)

28 Calle 1-06, Zone 3

Guatemala City

Telephone: 43405

CONTACT: Napoleon Medina, Director of the Department of
Education

This is a private federation of cooperatives of small coffee growers and exporters.

The federation has departments of education and training in which women participate. No other information available.

FEDERACION NACIONAL DE COOPERATIVAS DE AHORRO Y CREDITO (FENECOAC)

5a Calle 0-55, Zone 9

Guatemala City

Telephone: 61520, 62484

FENECCAC is the national federation of savings and loan cooperatives.. At the federation level, there are no specific women's projects. The cooperative in Santiago de Coatepeque gives courses in sewing and handicrafts for women.

Very few women participate in FENECOAC activities.

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Guatemalan and International Private Voluntary
Organizations (PVO)

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NAME OF ORGANIZATION: Agua del Pueblo
 ADDRESS: 3a. Calle 6-352, Zona 4
 Chimaltenango
 TELEPHONE: 0391412

Agua del Pueblo is a private, non-profit association affiliated with The People's Consultants, Inc. In August 1980, it will receive its legal status as a Guatemalan private voluntary organization. The group was founded in 1972.

EXECUTIVE STAFF : Carlos Gomez, Director
 Steve Cox, Program Director

OBJECTIVES: To promote integrated development in the rural areas by the introduction of potable water systems; organization and training of local committees and the training of technical personnel.

PROJECTS: Under the auspices of the Rural Sanitation Program of Chimaltenango (SARUCH) a program in conjunction with the Behrhorst Clinic and the Ministry of Public Health and Social Welfare for the introduction of potable water systems in the departments of Sololá and Chimaltenango.

Training program for mid-level promoters and technicians for rural aqueducts (ITAR), for various public and private institutions.

COVERAGE: 40,000 beneficiaries since 1972.

WOMEN'S PROGRAMS: Agua del Pueblo is encouraging the various public and private groups with which it works to select women candidates for the ITAR program. This is the first year that promotion of women has been tried, and it is not yet known if it will be successful.

AFFILIATION: The People's Consultants, Inc. of the United States.

SOURCES OF FUNDS: Fundación Bienestar Pública, OXFAM, private U. S. donations.

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ALDEAS S.O.S

6a. Calle "A" 7-72, zone 3
Guatemala City
Telephone 64462

ALDEAS S.O.S. is a private organization affiliated with ALDEAS S.O.S. International. The objective of the organization is to provide substitute homes for orphans in the municipio of San Juan Sacatepequez.

ALDEAS S.O.S. maintains a colony of cottages each of which houses eight children. Each cottage is supervised by a female volunteer from the community. Volunteers are given free room and board plus a small living allowance.

ALIANZA PARA EL DESARROLLO JUVENIL COMUNITARIO
31 Calle 7-28, zone 10
Guatemala city
Tel. 315732

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EXECUTIVE DIRECTOR: Tomas Lent

The Alianza is affiliated with the Save the Children Federation. Projects are carried out by both paid and volunteer personnel. At the present time there are 30 health promoters, 33 community organizers and 12 literacy teachers. In addition, there are 450 agricultural agents and 120 midwives. All of these workers are bilingual and work in a total of 48 communities.

The Alianza began its work in Guatemala after the 1976 earthquake. Its first programs were concerned with physical reconstruction through the organization of community-help cooperatives. The coop members later showed an interest in community development beyond reconstruction and nine communities have organized cooperatives that are autonomous.

Coordinators in the communities where the Alianza works have organized neighborhood clubs where the most urgent problems are discussed and solutions designed.

OBJECTIVES: To promote integrated community development, based on the needs of the community, by creating local community cooperatives which can seek out their own solutions. The goal is to become self-sufficient when external assistance moves out.

WOMEN'S PARTICIPATION:

Group work with women has only recently started, but it appears to be quite successful. The only problem encountered is that these groups appear to be small and do not appear to have much community impact.

1) In Chiché, nine women's groups have developed spontaneously for the purpose of improving their economic situation. Although they have no coordinator, they appear to be progressing.

2) In Joyabaj, courses in midwifery are given in conjunction with the local health post. They have trained 120 midwives, and they also give courses in nutrition, child care, pre- and post-natal care and personal hygiene.

Four bilingual promoters in Joyabaj have organized twelve women's clubs with 10-15 members each. Cooking, sewing, child care and nutrition classes are taught, some in conjunction with INTECAP. They have started various small business activities: opening a store where community members can buy staples; cultivating fruits for local consumption; pig-raising; purchase and operation of a nixtamal

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mill.

3) Eighty-five women in Zacualpa meet with a promotor who gives them classes in traditional courses. Nine new groups are in the process of formation.

4) In Chichicastenango, fifteen of seventy members of a weaving cooperative are women.

ASOCIACION DE SERVICIOS COMUNITARIOS DE SALUD (ASECSA)
Chimaltenango

EXECUTIVE DIRECTOR: Maria de Zuniga

ASECSA is a private, non-profit Guatemalan institution which coordinates the activities of all health organizations in the country, introduces appropriate technology and obtains and distributes medicines at low cost.

Its programs, which cover the whole country, involve women and men equally.

ASOCIACION GUATEMALTECA DE EDUCACION SEXUAL (AGES)

Centro Comercial, zone 4, #201
Guatemala City
Tel. 690791 - 5 , Extension 147

Private Guatemalan voluntary organization affiliated with the Comité Regional de Educación Sexual para America Latina (CRESALC). Development Associates, Inc. and AID have financed various AGES projects.

CONTACT: Eugenia de Monterroso, AGES counselor

ORGANIZATIONAL

STRUCTURE: Twenty-two active members and 15 associate members comprise the organization. All are volunteer workers. Six of the active members form the Board of Directors, the decision-making body.

OBJECTIVES: To promote sex education and family planning in the marginal areas of Guatemala city and to help the people in these areas identify and solve their problems.

PROGRAMS: Training of approximately 150 teachers per year. Trained to give seminars and talks on sex education and to distribute contraceptives.

Preparation of sex education pamphlets for adolescents.

Conduct seminars and courses on sex education and family planning for both laypersons and professionals: psychologists, doctors, teachers.

Presentation of radio programs on sex education for adolescents.

WOMEN'S

PARTICIPATION: The majority of the Board of Directors and both active and associate members are women, as are the participants in the courses and seminars.

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NAME OF ORGANIZATION: Asociación Pro-Bienestar de la Familia de Guatemala (APROFAM)

ADDRESS: 4a. Avenida 2-18, Zone 1
Guatemala City

TELEPHONE: 81586

DIRECTOR, COMMUNITY DISTRIBUTION: Blanca Lidia Guerra

APROFAM is a private organization affiliated with International Planned Parenthood Federation (IPPF), London, World Organization of Health (WHO), International Labor Organization (ILO), UNESCO and UNICEF. The institution cooperates with the Ministries of Public Health and of Education and other organizations such as the Social Welfare Council and the Center for Family Integration. Established in 1964, there are now 300 members.

OBJECTIVES: To promote family planning, maternal/child health, responsible parenthood, sex education, decrease infant mortality.

PROJECTS: APROFAM clinics, working jointly with government and other private institutions, are located in all departments of the country. It is estimated that at least 10,000 people are reached by APROFAM's programs.

APROFAM gives various seminars and workshops dealing with problems of adolescents, single mothers, venereal diseases, and all aspects of family life.

Conducts community-based distribution of contraceptives.

Sponsors round tables with journalists, seminars with labor leaders and conferences with the University of San Carlos, the Chamber of Commerce and industrial plants and schools.

WOMEN'S PARTICIPATION: Almost all the beneficiaries of APROFAM's activities are women. Approximately 60%

of the department heads are women and the volunteer promoters are almost all women.

SOURCE OF FUNDS:

Private donations, costs paid by users, government quota, AID, IPPF and other international donors.

AYUDA DE LA IGLESIA NORUEGA
7a. Ave. 7-22, zone 4
Guatemala city
Tel. 65020

CONTACTS: Gladys Castillo and Yolanda de Salazar, social workers

AYUDA is a private, international voluntary organization which has projects in the capital city and sixteen departments.

OBJECTIVES: To give aid to exiles, immigrants and victims of natural disasters.

Construction of medical and dental clinics, health posts.

School construction, development of education materials.

Home construction

Electrification and potable water installations.

Integrated Christian social development

WOMEN'S

PROJECTS: Day care centers located in the Colonia Carolingia, personal development courses, nutrition, handicrafts, health and family planning.

FUTURE

PROJECTS: The infant day care centers have had a great deal of success and there are plans to construct and operate more, once funding becomes available.

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AYUDA SUIZA

REPRESENTATIVE: Andre Bressier

OBJECTIVES: Integrated community development in the municipios of Magdalena Milpas Altas, Santiago Sacatepequez and Santa Apolonia, Chimaltenango.

WOMEN'S

PROJECTS: Organization of weavers into groups. Reintroduction of weaving into communities where it had died out. Introduction and promotion of Lorena stoves.

NAME OF ORGANIZATION: Centros de Educación para la Mujer (CEM)
ADDRESS: Parroquia de San Nicolás
Quetzaltenango

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DIRECTOR: Yolanda de Paz, General Secretary
EXECUTIVE STAFF: Inez de Paz, Finance Secretary
Thelma Citalán, Correspondence Secretary
Consultant, Betsy Crites Moran

Private, non-profit organization founded in 1979, affiliated with the Catholic Church. Funded by Catholic Relief Services in 1979 and by USAID/Guatemala in 1980.

OBJECTIVES: To motivate and educate women of the lower economic strata in the importance of establishing their own independent and democratic organizations. To provide credit and technical assistance to organized women's groups wishing to establish small businesses.

PROJECT: Eight community women's groups (involving approximately 300 women) receive an eleven week training course in motivation and awareness, organizational development, administration and finance.

The women's groups working in this project are located in four different communities on the outskirts of Quetzaltenango.

ORGANIZATIONAL STRUCTURE: Three women serve as promotoras and form the central body which organizes the courses.

FUTURE PLANS: To form a central council composed of representatives of the various women's organizations in Quetzaltenango. The council will eventually manage the operations of CEM and establish an independent organization for administration of the revolving credit fund.

RECOMMENDATIONS: This is the type of incipient organization which USAID/G consider should consider funding. It is a grass-roots organization similar to the successful

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Clubes de Amas de Casa de Honduras.
There is built-in technical assistance (Betsy Crites Moran) and the goal is to form a confederation which would eventually serve as a coordinating women's council in the rural areas.

NAME OF ORGANIZATION: CENTRO MESOAMERICANO DE ESTUDIOS SOBRE TECNOLOGIA APROPIADA (CEMAT)

ADDRESS: 8a. Calle 6-06, Zone 1
Edificio Elma, Apto. 602
Guatemala City

COORDINATOR: Luz Marina Delgado

CEMAT is a private Guatemalan organization which forms part of the international appropriate technology and popular education network, with TRANET, COCOP, CENAF, SATIS, CIME, REBEBIO, CEMA, ALOP, RAH, EXTEC, international institutions, and RENET, ASECSA, CONIDEP, national institutions. It is financed by France, Holland, Germany, Belgium, Canada, USA, Mexico, Senegal.

OBJECTIVES: The general purpose of CEMAT is to help social progress and economic development by means of technical assistance, providing appropriate technology to Guatemalans, and validating traditional appropriate technologies, adapting them to the media.

PROJECTS: Several publications have been made on appropriate technology, and distributed.

Education programs have been designed. Educational material has been produced and tested.

A data bank has been created, lending support and knowledge to groups working in the rural areas. Areas of special interest: Alternate construction, energy sources, rural health.

FEMALE PARTICIPATION: Nutrition and Agriculture Programs have been developed for women. A nutrition center "Ri Palamax" trains children and women; two women work as promoters. Another center is beginning to operate in Sumpango, where integrated studies for women will be given.

GEOGRAPHIC AREA: San José Poaquil, Sumpango, Santiago Atitlán, San Lucas Tolimán, Chimaltenango, Quetzaltenango and Totonicapán.

NAME OF ORGANIZATION: Clínica Santiaguito, Project Concern

ADDRESS: Santiago Atitlán, Sololá

TELEPHONE:

PROJECT DIRECTORS: John and Susan Emrick

The Clínica Santiaguito was founded in 1965 and received its original support from the Catholic Diocese of Tulsa, Oklahoma. Since 1975, it has received 98% of its funds from Project Concern, International, and 2% from the Guatemalan Ministry of Health.

OBJECTIVES: To improve the health of the 22,000 people living in Santiago Atitlán and its 2 neighboring communities. Special emphasis is placed upon maternal/child health.

To train local persons to administer both preventive and curative medicine in such a way that they will eventually be able to operate the clinic by themselves with the help of the Ministry of Health.

PROJECTS: Operation of three centers for the recuperation of severely undernourished children.

Family planning programs, using the pill, vasectomies and tubal ligation.

Addition of clorox to the municipal water supply.

Construction of latrines in the school.

Evaluation of all projects in order to measure actual impact.

All of these projects have been carried out by members of the community, as a result of the promoters' work and the clinic's emphasis on self-help.

PARTICIPATION OF WOMEN: The majority of the volunteers are women and almost all the programs are directed to women.

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NAME OF ORGANIZATION: FOSTER PARENTS PLAN

ADDRESS: 11 Street 2-75, Zone 9
Guatemala City
Tel. 310096

DIRECTOR: Samuel Johnson

Private international organization, affiliated with INTECAP, Ministries of Public Health and Education. It is financed by donations from Holland, Canada, U.S., Austria and England.

GEOGRAPHIC COVERAGE: El Progreso, Amatitlán and Guatemala City

OBJECTIVES: To develop integrated projects, related to education as well as to the economic development of the region.

PROJECTS: Sewing courses, cooking, selling of sewing machines.

Support creation and operation of small enterprises. The Ministries of Health and Education lend assistance and support with these projects.

Supervised credit and cooperatives program health, latrines, potable water, health centers, equipment of health centers, medicines, garbage collection, midwife training.

Education programs on building construction.

Community development

FEMALE PARTICIPATION: Programs in social organization, sewing, cooking and sewing machine sales, as well as promotion of small enterprises.

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NAME OF ORGANIZATION: Fundación Clínica Behrhorst
(Behrhorst Clinic)

ADDRESS: Chimaltenango

TELEPHONE:

FOUNDER AND EXECUTIVE DIRECTOR: Dr. Carroll Behrhorst

The Behrhorst Clinic is affiliated with CONCAD and is associated with CAPS, ULEU, ASECSA and other Guatemalan entities.

OBJECTIVES: Improvement in the health of the community in a holistic manner, emphasizing prevention as well as treatment and rehabilitation.

PROJECTS: Training community promoters and agricultural extension agents in health and nutrition.

Promotion of awareness of the family unit and the role of the woman.

NUMBER OF MEMBERS: The clinic offers full medical, pharmaceutical and laboratory services.

Training of community health promoters:
During 1979 a total of 104 men and 123 women were trained in nine communities. Seven of the twelve trainers are women.

Identification of women community leaders and training them as promoters.

Introduction of Incaparina.

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NAME OF ORGANIZATION: FUNDACION DEL CENTAVO (THE PENNY FOUNDATION)

ADDRESS: 8a. Calle 5-09, Zona 9
Tels. 67213 - 67697 - 310754

Private Guatemalan voluntary organization. Affiliated with Solidarios, a group of Latin American foundations with headquarters in the Dominican Republic.

OBJECTIVES: To promote the integrated development of the rural areas in Guatemala, working with organized groups, financing their projects, giving technical assistance and supervision. Training in the use of credit, how to increase their incomes and improve their standard of living. Bring the small communities into the mainstream of economic life; increase and diversify production and improve agricultural, handicraft and industrial production. Develop community leaders.

PROGRAMS: Loans and donations to various communities both in the form of money and materials, or machines or equipment. Credit is given to organized groups and cooperatives for machinery, livestock, agriculture and homes.

WOMEN'S PARTICIPATION: There are no women members in the General Assembly or the Board of Directors. Neither are there women professionals in the organization.

The majority of loans which have been given by the foundation are agricultural, and fewer than 15% of these have been given to women. These have gone primarily to widows or single women who have inherited land.

The only loan given to an all-women group was in 1979 to a group in Paztup, Joyabaj, to purchase a mill to grind corn. The group was given assistance by the Alianza Juvenil Comunitaria and has completed all payments on time.

(2)

NOTE: The Penny Foundation is a prestigious group in Guatemala that has had unusual success with many of its projects. It has had international funding from a variety of sources and is noted for its administration.

At the present time, two female Peace Corps Volunteers are working with the Foundation in a fish culture project, and the results are positive.

According to the Deputy Program Director, the Foundation gives funds to all qualifying community groups, but to date only the one mentioned above has requested a loan.

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NAME OF ORGANIZATION: Puesto de Socorro de San Juan
Sacatepéquez
ADDRESS: Municipality of San Juan Sacatepéquez
Suchitepéquez
ADMINISTRATIVE OFFICE: 2a. Calle 5-70, Zona 9
Guatemala City
62394, 312429

The Puesto de Socorro is a private Guatemalan organization affiliated with CARITAS, World Vision Relief Organization, Inc., and the Fundación Chusita Llerandi de Herrera. The Puesto works in 13 communities within the municipality of San Juan Sacatepéquez and maintains an administrative office in the capital city. Its present program was started in 1976 as an emergency relief measure following the earthquake.

CONTACT PERSON: Dr. Juan José Hurtado

OBJECTIVES: The program is fundamentally aimed toward medical, nutritional and hygiene education, and environmental conservation so as to find alternatives to the traditional methods used in Indian communities in the field of health. The program is carried out by bilingual women from their communities.

PROJECTS: Serves as a CARITAS food distribution center with the attendant classes in nutrition, sanitation and food preparation.

Promotion of breast feeding and proper food supplementation during weaning period.

Training of traditional birth attendants.

Modern medical care set within the framework of the local cultural context, in order to relieve the anxiety and trauma related to the introduction of non-traditional medicine in Indian villages.

NUMBERS NOW SERVED: 765, of whom 65% are women.

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NOTE: The Puesto de Socorro has recently presented a proposal to the SDA/WID office for funds which would be used to:

1. identify, train and utilize local residents as health promoters;
2. develop appropriate technology for providing simplified curative and preventive health services with emphasis on maternal and child care; and to
3. establish a center for training paraprofessionals for health projects.

At this point, the project has been turned down for this type of funding, because it does not contain an income-generating component.

RECOMMENDATION:

That USAID/G maintain contacts with the Puesto de Socorro, as it appears to be a strong, grass-roots institution utilizing innovative concepts in the field of Maternal/Child health.

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RELIGIOUS ORDERS AND PRIVATE VOLUNTARY ORGANIZATIONS
WITH WOMEN'S PROGRAMS

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AGAPE

**San Felipe, Retalhuleu
Guatemala**

CONTACT: Ing. Edgar Fuentes

AGAPE is affiliated with the National Presbyterian Church and CONCAD.

**OBJECTIVE: To contribute to integrated economic development
by means of agricultural training for men and
sewing classes for women and to moral development
through the study of the Bible.**

**PROJECTS: AGAPE manages projects throughout the country.
Women learn to make dresses, sweaters, shawls,
blouses, shirts and bedspreads.**

CARITAS DE GUATEMALA

11 Avenida 31-86, Zone 5
Guatemala City
Telephones: 310624, 65443

EXECUTIVE DIRECTOR: Guillermo Gonzalez

CARITAS is a private, non-profit, religious organization affiliated with Caritas International of Spain and directly dependent upon the Guatemalan Episcopalian Conference. It works closely with Catholic Relief Services, distributing CRS food through its parishes.

OBJECTIVES: To help those in the lower income groups identify and solve their problems on an individual, family and community level, within a Christian framework.

GEOGRAPHIC AREA SERVED: CARITAS works primarily in the western highlands, with a few projects in the eastern part of the country. Most of their work is in the rural areas.

PROJECTS: School and road construction, beekeeping, food distribution centers, nutrition and health classes.

WOMEN'S ACTIVITIES: For women there are day care centers and programs in nutrition education. There is also currently an attempt to promote women's handicrafts in Quetzaltenango.

It is intended that women participate in all CARITAS projects, although there is no active promotion of this concept. Women participate indirectly in the decision making process by influencing their husbands, who make the final choice.

On the administrative level, there are no women in executive positions.

FUTURE PROJECTS: Implementation of a nutrition education program.

CATHOLIC RELIEF SERVICES (CRS)

11a Avenida 31-86, Zone 5

Guatemala City

Telephone, 65615

CRS is a non-profit, private international organization with headquarters in New York. There are a North American director and assistant director, Guatemalan assistant director and five other executive personnel, one of whom is a woman.

OBJECTIVES: To assist those in the low-income groups become aware of their problems and help them find solutions to them; to take care of their most urgent needs, such as food and clothing.

PROJECTS: Distribution of PL-480 food, and a concomitant maternal/child health program.

CRS sponsors radio programs on the Radio Voz de Nahaula. These programs deal with child care, nutrition, sanitation, health.

School construction, bee-keeping, non formal education.

Many of the projects sponsored by CRS have components for women. All projects benefit women either directly or indirectly.

CHINAUTLA EN POS DEL DESARROLLO COMUNAL (CHIDECON)

Sector 1, Lote 91

Finca San Julian

Nueva Chinautla

Jocotales, Zone 6

DIRECTOR OF THE WOMEN'S TRAINING CENTER: Maria Cristina de Leon

CHIDECON is affiliated with the National Reconstruction Committee and CONCAD. It received financing from Church World Service when it first started, but now is financed by its committee members. The principal concern of the colony is to find potable water. All attempts to date have failed.

WOMEN'S TRAINING CENTER: Gives courses in sewing, handicrafts, cooking and nutrition. A sewing teacher from the Universidad Popular gives sewing classes twice a day for eighteen women.

Courses cost one Quetzal per month or two Quetzales for those who live outside the community. A work exchange is set up for those who cannot pay. All monies made from the students' work are kept for the center.

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NAME OF ORGANIZATION: Christian Children's Fund (CCF)

ADDRESS: Calle Mariscal Cruz 9-21, Zone 4
Edificio Cámara de Industria, sixth floor
Guatemala City

TELEPHONE: 65364, 310645

COORDINATOR OF SOCIAL WORKERS: Aminta Barillas

CCF is an affiliate of the Christian Children's Fund in Richmond, Virginia and receives most of its funding from the home office.

OBJECTIVES: To help solve community needs, especially those concerned with family and child welfare.

PROJECTS: Currently carrying out 46 projects in various departments throughout the country. The majority of these projects center around: educational programs in literacy, maternal/child health, midwife training, food and nutrition.

Agricultural educational programs in truck gardening are being conducted in some communities.

Several women's clubs have been organized through weaving groups.

The general policy of CCF is to try to integrate women into all its projects without developing special courses for them.

LOCATION OF PROJECTS: Alta Verapaz, Baja Verapaz, Izabal, Zacapa, El Progreso, Sacatepéquez, Chimaltenango, Sololá, Totonicapán, San Marcos, Quezaltenango, Huehuetenango, Retalhuleu, Jalapa, Guatemala.

NAME OF ORGANIZATION: Comité Evangélico de Servicio Social
Maya-Quiché (CESSMQ)

CENTRAL OFFICE: Santo Tomás La Unión, Suchitepéquez

CONTACT PERSON: Ing. Edgar Fuentes, Executive Director of
CONCAD

CESSMQ works in the regions of Quetzaltenango, Totonicapán, and Mazatenango. The small towns and hamlets in the area are organized into local development committees by means of CESSMQ promoters.

OBJECTIVES: Community development; literacy, personal awareness, agricultural techniques, personal health and hygiene.

Demonstration farm plots have been planted in five communities.

FEMALE PARTICIPATION: Women rarely take part in the literacy and other general courses. There are only two female volunteer promoters in these communities. A course in preventive medicine was taught to 125 women in 1979; 117 of the women completed the course.

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NAME OF ORGANIZATION: Consejo Nacional Cristiano de Agencias de Desarrollo (CONCAD)

ADDRESS: 3a. Calle "A" 4-12, Zona 10
Guatemala City

MAILING ADDRESS: Apartado Postal 2579
Guatemala City

TELEPHONE:

EXECUTIVE DIRECTOR: Ing. Edgar Fuentes

FEMALE SECTOR REPRESENTATIVE: Esperanza de Fuentes

CONCAD is a private, non-profit Guatemalan organization affiliated with Church World Service of the United States. In January, 1979, ten development agencies, all with ties to Church World Service, formed a confederation to serve as their national coordinating agency for the 10 groups. CONCAD is presently in the process of obtaining its legal status as an independent Guatemalan organization.

Present members of CONCAD are:

Plan Educativo 4 de Febrero, Fundación Berhorst Internacional, Programa Episcopal de Acción Social (PEAS), Cooperative Quetzal, Agape Junta de Servicio Cristiano de la Iglesia Nacional Presbiteriana, CESSMAQ Comité Evangélico de Servicio Social Maya Quiché, Comité Pro Mejoramiento de Nueva Chinautla (which is carried under the name CHIDECON), Proyectos "Uleu," Cooperativa Esperanza Pocoman, Programa "ALFALIT de Guatemala," Asociación de Agricultores Cristianos del Norte y Asociación de Agricultores Cristianos del Sur.

OBJECTIVES: To provide technical assistance to Guatemalan development agencies; to coordinate the work of the member agencies, in order to avoid duplication of projects and maximize use of resources; to serve as a conduit for funding the various agencies and their projects; to interchange personnel, materials and resources; to maintain a talent bank of trained personnel; and to identify and establish relations with donor agencies.

PROJECTS:

CONCAD developed its work program in July, 1979. To date, it has established a department of training and education which trains community organizers for the member agencies, and has compiled its Talent Bank, which specializes in personnel trained in organization development and the design and implementation of projects.

FEMALE PARTICIPATION:

CONCAD was originally composed of all-male groups. At the present time, however, a Women's Department is being formed, and it hopes that each member agency will create a similar division. One such Women's Department has already been formed, and it is expected that it will be given representation in CONCAD this year.

Three women's conferences have been held. El Plan Educativo 4 de Febrero held the first conference two years ago and organized a coordinating committee and task force. Since that time, two other conferences have been held, with approximately forty women attending each one. These meetings have centered on the needs and concerns of women, and the importance of establishing their own goals and projects.

**OBJECTIVES OF THE
WOMEN'S DIVISION:**

To develop community projects focused on improvement of women's health, education and income-generating capabilities; to train mothers in proper child care techniques, nutrition, hygiene; and to help disadvantaged mothers find a means for covering their basic necessities and those of their children.

FUTURE PROJECT:

CONCAD hopes to form 20 women's clubs with a total of 400 members in the marginal areas of Guatemala City. Plans are in progress to teach the members both home-making and income-generating skills.

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Projected courses include literacy, preventive health, nutrition, sewing and tailoring, handicrafts, organization and development of community workshops, family gardens, small animal raising, marketing and organizational development.

SOURCE OF FUNDS:

Funds are received from private contributors as well as from member agencies, which pay an annual quota. Additional funds are received from AID, Church World Service, the Methodist Church of the United States, World Neighbors and the Behrhorst Foundation.

CONVENCION DE IGLESIAS BUATISTAS, MISION BAUTISTA

12 Calle 9-54, Zone 1

Guatemala City, Guatemala

Telephone: 514516 & 511554

DIRECTOR: Ricardo Greenwood

Religious organization, affiliated with the International Baptist Church. It is financed by Misión Bautista and small contributions from members.

PROJECTS: A health program directed by a U.S. doctor is functioning in Alta Verapaz. Courses are given to members of the church in their native language.

- Seminars in the Bible are given for men and boys who have accepted Christ.
- Nutrition and hygiene courses are taught to women church members in the Capital City.
- Wives of seminarists receive reading and writing courses in the Central Seminary in Guatemala.
- A primary school for both boys and girls is maintained.

GEOGRAPHIC COVERAGE: Guatemala City, Coban, Alta Verapaz, El Quiché, Quezaltenango and Sololá.

FEMALE PARTICIPATION: Practically nil, except in the primary school.

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FUNDACION ESPERANZA Y FRATERNIDAD (ESFRA)
11 Calle 6-62, Zone 2
Guatemala City

CONTACT: Mario Higueros

ESFRA came into being after the 1974 earthquake in order to help those of the marginal rural areas rebuild their homes and develop community organizations.

They also work in several urban slums in the capital city, using a mutual help system whereby members give both their time and money in community projects.

ESFRA has fairly large and extensive programs for women in the slum areas. It has formed sewing workshops and conducts consciousness-raising and social awareness courses.

ESFRA is affiliated with the National Reconstruction Committee. Its projects are financed by European churches.

GRUPO ECUMENICO ASESOR DE PROGRAMAS DE DESARROLLO (GEAP)
11 Calle 6-62, Zone 2
Guatemala City
Telephone: 21885

CONTACT: Maria del Carmen de Bustamante

GEAP is a private international organization affiliated with ICCO of Holland, Christian Aid of England and other European religious donor agencies. It was formed after the 1976 earthquake.

GEAP functions as a consulting team, giving technical assistance in community organization and development, formation of cooperatives, fund raising, rural development and project evaluation.

At the present time, it has no specific women's projects but it is interested in starting some.

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MISION ADVENTISTA DE GUATEMALA

1a. Calle 32-51, Zone 7

Guatemala City

Telephone: 911470, 911570

DIRECTOR: Lic. Dagoberto Barrios

MISION ADVENTISTA is affiliated with the International Seventh Day Adventist Church.

OBJECTIVES: The betterment of Guatemalan village life by giving instruction in catechism, improving health conditions by introducing appropriate nutrition education and improving hygiene and medical care.

PROJECTS: Maintains an orphanage in Peten; distributes clothing to those with low incomes in the areas where member churches are located.

Twenty-four men and ten women teach catechism and family orientation in Malacatán, Chiquimula, Poptun and Quetzaltenango.

In San Cristobal Totonicapan, in conjunction with the Public Health Department, there is an Adventist hospital with a physician, health assistant and graduate nurse. The nurse trains co-munity health promoters.

The Mission has an agricultural extensionist who gives technical assistance to local farmers.

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OBRA SOCIAL MARYKNOLL
Huehuetenango & Jacaltenango
Huehuetenango

This religious organization is financed by donations from the Catholic Church. Affiliated with the Maryknoll order, its main centers are in Huehuetenango.

DIRECTOR: Juana Malherek

PROJECTS: Hospital in Huehuetenango, with training programs for women in nutrition and catechism. Training in cutting and sewing, knitting and embroidering.

In Jacaltenango there is a strong health program. One woman doctor and two nurses cover the department, visiting distant villages, to give health promoters training courses.

There are very few women among the 500 community promoters. Of the 37 supervisors, none is a woman.

FEMALE PARTICIPATION: There is a midwife program (training) in Jacaltenango, which is having problems due to lack of personnel.

A nutrition hospital for children in Jacaltenango teaches mothers concepts of nutrition and child care.

A model home in Jacaltenango is used for teaching housekeeping to women.

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OBRA SOCIAL SALESIANA
8a. Avenida 40-02, Zone 8
Guatemala City
Telephone: 420694

This is a religious organization, financed by members, the Catholic Church, CARE and CCF.

PROGRAM DIRECTOR: Maria Pilar

OBJECTIVES: Provides health assistance, family integration training, children's education. Helps those in the lower income groups identify and solve their problems on an individual, family and community level, within a Christian framework.

PROJECTS: A program covering 331 children is carried out in conjunction with the Christian Children's Fund. Children are chosen from poverty areas where the parents are young and have many children. These children are provided with primary education and health services.

FEMALE ACTIVITIES: Several programs have been organized for the mothers who participate as part of the program. They have courses and seminars on human relations, parent/child relations, health, hygiene, nutrition, environmental hygiene, etc. With INTECAP, several courses have been programmed on a permanent basis in cooking, housekeeping, cutting and sewing, knitting, etc. All training is free and is given after regular working hours. Meetings are organized with neighbors to discuss social problems and those of a socio-economic nature. Family planning courses are given.

A group of 91 families enjoys the benefits of a housing program.

A large group of women was organized in the center to form a small knitting enterprise. Caritas provides food, which is prepared by the mothers. There is an effort to improve relations between parents, with a more egalitarian attitude towards women.

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PLAN EDUCATIVO 4 DE FEBRERO
Asentamiento 4 de Febrero
Guatemala City

The Plan 4 de Febrero is affiliated with CONCAD and San Juan Apostol Church. It has received funding from Church World Services, Christian Reformed World Relief Committee, San Juan Apostol Presbyterian Church, United Methodist Church and Advances of the Ministries of the Gospel.

COORDINATOR: Esperanza de Fuentes

OBJECTIVES: Contribute to the improvement of the socio-economic situation of inhabitants of the Settlement 4 de Febrero, providing them with a formal education, labor training as well as a better diet and improvements in health.

PROJECTS: There is a school in which they charge a very low quota, where they receive children from kindergarten to Fourth grade in the mornings and from First to Third in the afternoons. Teachers salaries are paid by donations; more than 260 children attend.

A school breakfast program is carried out; about 200 glasses of Incaparina are distributed each day. Gas for stoves is provided by the Parents Association, and mothers are organized to take care of the food preparation.

FEMALE PARTICIPATION:

There is a Parents Association, which is formed mostly by women, since many don't have a husband. They are in charge of a wide variety of tasks. There is a Teenagers program for girls at the San Juan Apostol Church, dealing with human relations and moral aspects. A group of women by the name of "Union y Esperanza" organized a cutting and sewing activity, which has increased their earnings.

SERVICIO SOCIAL DE LA CASA CENTRAL

1 Ave. 13-31, Zone 1

Guatemala City

Telephone: 25106

DIRECTOR: Mother Superior Narcisa Barba

Social Service is a national private religious organization, the social branch of Casa Central, Saint Vincent de Paul, financed by members' contributions and the congregation.

OBJECTIVES: Provide help to low-income persons. Beneficiaries must prove they are of scarce resources, by undergoing socio-economic test to assess their status, as well as receiving home inspection visits.

PROJECTS: There is a scholarship program for women students in the Casa Central. Scholarships are granted to low income women with high IQS.

Social Service provides food for old people.

There is a scholarship program for male and female students, 6 to 15 years old, with U.S.A. assistance. Educational materials are sold at low prices.

There is a project in Retalhuleu where a precooperative group is working with a corn silo. In these areas some agriculture training has been given.

FEMALE PARTICIPATION:

Several women are working in the above activities. Courses in cooking, family integration and moral training are given.

GEOGRAPHIC COVERAGE: National.

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GOVERNMENT OF GUATEMALA INSTITUTIONS WITH WOMEN'S PROGRAMS

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DIRECCION DE BIENESTAR INFANTIL Y FAMILIAR
Secretaría de Asuntos Sociales de la Presidencia
32 Calle y 8 Avenida, Zone 11
Guatemala City

COORDINATOR: Licda. Ruth Chicas Rendón de Sosa

Semi-autonomous, government institution, section of the Secretaría de Asuntos Sociales de la Presidencia.

OBJECTIVES: To promote the development of programs concerning the well-being of the Guatemalan family and stimulate solutions to problems affecting it.

PROJECTS: Social welfare centers

Orphanages

Incaparina and milk banks

Emergency subsidies

Recreation programs

Personnel training

13 centers in the Capital City, 5 homes for children and 26 centers in the departments

FEMALE PARTICIPATION: No information available

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DIRECCION GENERAL DE DESARROLLO DE LA COMUNIDAD -
DEPARTAMENTO DE ORIENTACION, CAPACITACION Y ORGANIZACION COMUNAL
2a. Calle 1-00, Zone 10
Telephone: 311765

CONTACT: Hortencia Lacayo de Moraga

The General Directorate of Community Development is part of the office of the President. It has 25 centers throughout the country. The directorate works intensively in ten departments, covering 27,000 families. Its service also extends to other departments where it covers approximately one million people.

There are twenty-five centers located throughout the country, each of which is staffed with an agriculture extensionist, adult educator, home extensionist, social worker, nurse's aid and two or three social workers. The teams are composed of all males, with the exception of the home economist, who is a woman.

GENERAL OBJECTIVE: To promote community development throughout the country in a manner which is consistent with the National Development Plan.

OBJECTIVE OF THE COMMUNITY TRAINING AND ORIENTATION DEPARTMENT:

To achieve community participation in solving local problems.

To raise the level of productivity in rural areas, thereby raising the standard of living. This is done through training of community leaders.

To strengthen municipal governments by giving them the structure and organization necessary to enable them to use more efficiently the government technical services for rural development.

OBJECTIVES OF THE HOME EDUCATION PROGRAM:

To train rural women to be more efficient by introducing modern techniques.

To raise women's awareness of their rights and obligations within the family, the community and the nation.

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To promote community organization so that the family will participate directly in projects that will better their lives.

To seek out direct and train female leaders.

ACTIVITIES THAT BENEFIT WOMEN:

Women are the principal participants in, and derive the most benefits from, the Home Education Section. This section has recently been expanded to include the entire family.

A variety of courses is offered:

Community development

Leadership training

Civic education

Personal hygiene and health

Child care

Nutrition

Home improvement

Small industries

Sewing

Handicrafts

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INSTITUTO NACIONAL DE COOPERATIVAS (INACOP)

17 Calle 2-77, Zone 1
Guatemala City

Telephone: 532086

EXECUTIVE DIRECTOR: Col. Fernando Alfonso Castillo

INACOP, an autonomous government organization which reports directly to the President of the Republic, was created in 1979. The Board of Directors is composed of five members, three of which are appointed by the Executive Director.

OBJECTIVES: To promote the formation of cooperatives.

To train technicians in cooperative procedures, accounting, infrastructure, etc., in order to assist member cooperatives.

To inform member cooperatives of the laws governing cooperatives and to see that they comply with these laws.

MEMBER COOPERATIVES: 14 in the capital city, with others in the departments.

WOMEN'S PARTICIPATION:

It is estimated that approximately 1,000 women are members of cooperatives. Two staff members have been specifically charged with development by women's cooperatives. Women's weaving cooperatives have been established in Patzún, Zunil, Jacaltenango, San Marcos and Cantel.

A clothing-making cooperative has recently been established in Bartolomé, Alta Verapaz, and other is being formed in Cunen.

INACOP has received both financial and technical assistance from AID.

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INSTITUTO TECNICO DE CAPACITACION Y PRODUCTIVIDAD (INTECAP)

13 Calle 11-08, Zone 1

Guatemala City

Telephone 23041-5

CONTACT: Rolando Godoy, Hotel Department

INTECAP has been a GOG institution, but is in the process of becoming private and autonomous.

INTECAP is a training center dedicated to increasing Guatemala's human resources through training. Training courses in the 3 productive branches of the national economy are given: Agriculture - no courses in which women participate

Industry - primarily in textiles and food production. Only a very small percentage of the participants are women.

Commerce and Service Occupations -
hotel management

Tourism

Health

Transport: no feminine

banking

Female Participation in this sector is very low.

At the present time, courses in which women participate are concentrated in industrial sewing, artificial flower making, tourism and hotel services.

INTECAP is trying to think of new areas in which women fit. In spite of its present poor showing, it is practically the only place where women can hope to become integrated into economic activities. INTECAP now works primarily in preparation of a work force for the urban industrial sector.

OFICINA NACIONAL DE REGISTRO Y METODOS PARA AUXILIARES DE ENFERMERIA

6a. Avenida 3-55, Zone 1

Guatemala City

Telephone: 40392

DIRECTOR: Ana de Jesús Avendaño de Flores

This is a government organization which trains nursery school attendants. The office plans, directs and supervises the development of nursery school programs, designs and revises curriculum and plans and evaluates the accreditation program.

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SECRETARIA GENERAL DEL CONSEJO NACIONAL DE PLANIFICACION ECONOMICA
DEPARTAMENTO DE BIENESTAR SOCIAL (SGCNPE)

(General Secretariat of the National
Economic Planning Council)
Edificio de Finanzas - 12th Floor
Guatemala City

EXECUTIVE DIRECTOR: Dra. Rosa Julia Elfas

Social Welfare is a department of the Social Sector Planning Office, SGCNPE. The Social Welfare Department is staffed by Dra. Elfas, Chief, two analysts, who are social workers, and a representative of the Social Welfare Secretariat before SGCNPE.

OBJECTIVES: To make women aware of their capacity to participate in the country's development.

To promote activities which give equal rights and responsibilities to women.

To remove obstacles that hinder women from equal access to education and work.

SOCIAL WELFARE DEPARTMENT OBJECTIVES:

To design a policy in favor of women's development by an assessment of the present status of women in Guatemala and of the official and private institutions serving them, followed by the preparation of projects, institutions with the capacity to develop them.

GEOGRAPHIC AREA SERVED: All the republic.

WOMEN'S ACTIVITIES: A revision of the curriculum of the public schools will be made to satisfy needs. An increase in labor training will take place. Increase in Home Education programs, and introduction of simple technology, especially in rural areas.

Four areas are being considered:

Promotion of Women's Role
Support to Women's Economic Activities (urban & rural areas)
Rural Family Promotion
Better Homes

PROJECTS: The Sectorial Plan of Social Welfare was created as part of the National Development Plan for the years 1979-82, and is being carried out by the Social Welfare Dept.

OTHER ORGANIZATIONS WITH WOMEN'S PROGRAMS

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CENTRAL NACIONAL DE TRABAJADORES (CNT)

9a. Avenida 4-29, Zone 1

Guatemala City

Telephone: 80392

CNT is the national workers' union and is composed of a number of smaller unions. There are approximately 2500 members. The primary objectives of the organization are to defend the rights of unions and individual workers, to give legal assistance and to disseminate information to its members.

The CNT maintains day care centers for its female workers and is planning to direct courses in child care and nutrition for them.

NAME OF ORGANIZATION: Comité Guatemalteco de Cooperación a la Comisión Interamericana de Mujeres (CIM) (Guatemalan Committee for Cooperation with the Interamerican Commission of Women)

ADDRESS: 6a. Avenida "A" 4-17, Zone 10
Edificio Bouganvillea
Guatemala City

TELEPHONE: 318929

PRINCIPAL OFFICERS: (Delegates to CIM):
President of Committee, Jeannette Simmons Paganini; Vice Presidents, Olga B. de Ramírez and Lic. Ana María Vargas de Ortiz

CIM was established in Guatemala in 1973 as an affiliate of the Inter-American Commission of Women of the Organization of Pan-American States.

ACTIVITIES: Communication with women of Guatemala of their rights and responsibilities. Research of the problems and the status of women in achieving their rights. Consultation with governmental and non-governmental organizations. Communications with international organizations. Promotion of rural women and research in rural areas.

ACHIEVEMENTS: Defending interests of women of Guatemala and education of women toward more active participation in decision-making.

CONSEJO DE BIENESTAR SOCIAL DE GUATEMALA (CBSG)

11 Avenida "B" 27-36, Zone 5

Guatemala City

Telephone: 314487

EXECUTIVE DIRECTOR: Alicia de Samayoa

Eighty-five social welfare organizations make up the Guatemalan Council of Social Welfare, a private organization which corresponds with the International Council of Social Welfare and is a member of ACAF. It is funded by member organizations and a government subsidy.

OBJECTIVES: To coordinate social welfare plans and programs in order to avoid duplication.

To study needs and resources to stimulate creation of needed services, school improvement, revision of social laws and evaluation of programs.

GEOGRAPHIC AREA
SERVED:

The entire country by means of mass media.

PROJECTS:

Programs are carried out in the following sectors:

Community Development
Health
Recreation
General Social Welfare
Youth
Child and Family Welfare

FUTURE PROJECTS:

Course on Administration of Feeding Services for Child and Family

Course for Red Cross Volunteers

Creation of Committees for Infants and Family in marginal areas

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The preceding inventory of women's organizations and organizations which have women's programs has been compiled from the following sources:

A Study of Health-Related Private Voluntary Organizations (HPVO'S) in Guatemala. USAID/G and the Guatemalan Ministry of Health, 1977.

Catalogo de Instituciones de Desarrollo Sin Fines de Lucro en América Latina 1979.

Directorio de Instituciones de Bienestar Social de Guatemala, 1979. Impresas Industriales, Guatemala, Guatemala, 1979.

Hosken, Francisca P. International Directory of Women's Development Organizations, Contract No. AID/ta/c 1176. Washington, D. C., 1975.

Isaacs, Maria Josefa Osorio de. Inventario de Asociaciones Guatemaltecas que Desarrollan Programas para La Mujer y La Familia en Guatemala, C. A. Funded by the Pathfinder Fund, Boston, Massachusetts: 1980.

U. S. Non-Profit Organizations in Development Assistance Abroad, 1978. New York: Technical Assistance Information Clearing House of the American Council of Voluntary Agencies for Foreign Service, Inc., 1979.

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The following list of all U. S.-based Private Voluntary Organizations working in Guatemala is included for the use of future program planners.

U.S. NON-PROFIT ORGANIZATIONS IN DEVELOPMENT ASSISTANCE IN GUATEMALA

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The following information has been compiled from the 1978 TAICH Directory, a publication of the American Council of Voluntary Agencies for Foreign Service, Inc., 200 Park Avenue South, New York, New York 10003. All U.S.-based general development organizations working in Guatemala are included here.

ACCION INTERNACIONAL/AITEC
10-C Mount Auburn St.
Cambridge, Mass. 02138

AGRICULTURAL COOPERATIVE DEVELOPMENT INTERNATIONAL
201 Continental Building
1012 14th Street, N.W.
Washington, D.C. 20005
(202) 638-4661
Cable Address: AGCODEV WASHINGTON DC

AMERICAN FRIENDS SERVICE COMMITTEE
1501 Cherry Street
Philadelphia, Pennsylvania 19102
(215) 241-7000
Telex No./Cable Address: 7106701617/AFSERCO PHILADELPHIA

AMERICAN HOSPITAL ASSOCIATION
444 North Capitol Street, N.W.
Suite 500
Washington, D.C. 20001
(202) 638-1100
Cable Address: AMERHOSP WASHINGTON DC

THE AMERICAN JEWISH JOINT DISTRIBUTION COMMITTEE, INC.
60 East 42nd Street
New York, New York 10017
(212) 687-6200
Telex No./Cable Address: 62873/JOINTDISCO NEWYORK

AMERICAN LUNG ASSOCIATION
1740 Broadway
New York, New York 10019
(212) 245-8000

203

THE AMERICAN LUTHERAN CHURCH
Division for World Mission and Inter-Church Cooperation
422 South Fifth Street
Minneapolis, Minnesota 55415
(612) 338-3821
Cable Address: MADAKINA MINNEAPOLIS

AMERICAN NURSES' ASSOCIATION
2420 Pershing Road
Kansas City, Missouri 64108
(816) 747-5720
Washington Office:
1030 15th Street, N.W.
Washington, D.C. 20005
(202) 296-8010

AMERICAN PUBLIC HEALTH ASSOCIATION
International Health Programs
1015 18th Street, N.W.
Washington, D.C. 20036
(202) 467-5000
Cable Address: APHAWASH WASHINGTON DC

THE AMERICAN RED CROSS
17th and D Streets, N.W.
Washington, D.C. 20006
(202) 737-8300
Cable Address: AMCROSS WASHINGTON DC

ASSEMBLIES OF GOD
Foreign Service Committee
1445 Boonville Avenue
Springfield, Missouri 65802
(417) 862-2781
Cable Address: GENCIL SPRINGFIELD

ASSOCIATION FOR VOLUNTARY STERILIZATION, INC.
International Project
708 Third Avenue
New York, New York 10017
(212) 573-8350
Telex No./Cable Address: 236106/IAFORVS NEWYORK

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BAPTIST WORLD RELIEF
1628 16th Street, N.W.
Washington, D.C. 20009
(202) 265-5027

BENEDICTINE FATHERS (O.S.B.)
Swiss-American Federation, Blue Cloud Abbey
Marvin, South Dakota 57251
(605) 432-6151

BENEDICTINE SISTERS OF PONTIFICAL JURISDICTION (O.S.B.)
Federation of St. Gertrude, Evansville Motherhouse
Convent Immaculate Conception
East 10th Street
Ferdinand, Indiana 47532
(812) 367-1411

BROTHER'S BROTHER FOUNDATION
824 Grandview Avenue
Pittsburgh, Pennsylvania 15211
(412) 431-1600
Mailing Address:
P.O. Box 6067
Pittsburgh, Pennsylvania 15211

BROTHERS OF THE CHRISTIAN SCHOOLS (F.S.C.)
Christian Brothers Conference
(Council on the Overseas Apostolate)
100 De La Salle Drive
Lockport, Illinois 60441
(815) 838-8900

CAM INTERNATIONAL
8625 La Prada Drive
Dallas, Texas 75228
(214) 327-8206/8207/2110

CARE, INC.
660 First Avenue
New York, New York 10016
(212) 686-3110
Cable Address: PARCELUS NY

205
CATHOLIC RELIEF SERVICES - UNITED STATES CATHOLIC
CONFERENCE
1011 First Avenue
New York, New York 10022
(212) 838-4700
Telex No./Cable Address: 224241/667207/CATHWEL NEWYORK

CHRISTIAN CHILDREN'S FUND, INC.
203 East Cary Street
Richmond, Virginia 23261
(804) 644-4654
Mailing Address:
P.O. Box 26511
Richmond, Virginia 23261
Cable Address: CHILDFUND RICHMOND

CHRISTIAN CHURCH (DISCIPLES OF CHRIST), INC.
Division of Overseas Ministries
222 South Downey Avenue
Indianapolis, Indiana 46219
(317) 353-1491
Mailing Address:
P.O. Box 1986
Indianapolis, Indiana 46206
Cable Address: GO INDIANAPOLIS

CHRISTIAN NATIONALS' EVANGELISM COMMISSION, INC.
San Jose, California 95112
(408) 298-0965
Cable Address: CNECOM SANJOSE

CHRISTIAN REFORMED WORLD RELIEF COMMITTEE
2850 Kalamazoo Avenue, S.E.
Grand Rapids, Michigan 49508
(616) 241-1691

CHURCH OF THE BRETHREN GENERAL BOARD
(World Ministries Commission)
1451 Dundee Avenue
Elgin, Illinois 60120
(312) 742-5100
Cable Address: BRETHREN ELGIN

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CHURCH WORLD SERVICE
475 Riverside Drive
New York, New York 10027
(212) 870-2257
Telex No./Cable Address: RCA 224579; TWX 710-581-5981/
DOMINICUS NEWYORK

CLARETIAN FATHERS (C.M.F.)
(Missionary Sons of the Immaculate Heart of Mary)
Eastern Province
221 West Madison Street
Chicago, Illinois 60606
(312) 848-2076

COMPASSION INTERNATIONAL, INC.
7774 West Irving Park Road
Chicago, Illinois 60634
(312) 456-6116
Cable Address: COMPASHUN CHICAGO

CONCERN
1618 North French Street
Santa Ana, California 92701
(714) 541-6119

COORDINATION IN DEVELOPMENT, INC. (CODEL)
79 Madison Avenue
New York, New York 10016
(212) 685-2030

DAUGHTERS OF MARY HELP OF CHRISTIANS (F.M.A.)
(Salesian Sisters of St. John Bosco)
655 Belmont Avenue
Haledon, New Jersey 07508
(201) 790-7964

DIRECT RELIEF FOUNDATION
404 East Carrillo Street
Santa Barbara, California 93101
(805) 966-9149
Mailing Address:
P.O. Box 1319
Santa Barbara, California 93102
Cable Address: RELIEF SANTABARBARA

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THE EPISCOPAL CHURCH IN THE U.S.A.
The Domestic and Foreign Missionary Society
815 Second Avenue
New York, New York 10017
(212) 867-8400
Cable Address: FENALONG NEWYORK

FAMILY PLANNING INTERNATIONAL ASSISTANCE
Planned Parenthood Federation of America, Inc.,
International Division
(Planned Parenthood - World Population)
810 Seventh Avenue
New York, New York 10019
(212) 541-7800
Cable Address: FAMLIPLAN NEWYORK

FOOD FOR THE HUNGRY, INC.
3131 North Hayden Road, Suite #1
Scottsdale, Arizona 85251
(602) 941-0307
Cable Address: HUNGERHELP SCOTTSDALE

THE FORD FOUNDATION
320 East 43rd Street
New York, New York 10017
(212) 573-5000
Cable Address: FORDFOUND NEWYORK

HEIFER PROJECT INTERNATIONAL, INC.
300 Spring Street
Little Rock, Arkansas 72201
(501) 376-6836
Mailing Address:
P.O. Box 808
Little Rock, Arkansas 72203
Cable Address: HEIFER LITTLEROCK

INTERMEDIA
Division of Overseas Ministries, National Council of
Churches of Christ in the U.S.A.
475 Riverside Drive
New York, New York 10027
(212) 870-2376
Mailing Address: P.O. Box 180, New York, N.Y. 10010
Cable Address: DOMINICUS NEWYORK

205

INTERNATIONAL CHURCH RELIEF FUND
747 East Green Street
Suite 204
Pasadena, California 91101
(213) 795-5100
Mailing Address:
P.O. Box 7018
Pasadena, California 91109

INTERNATIONAL EDUCATIONAL DEVELOPMENT, INC.
815 Second Avenue
Room 1021
New York, New York 10017
(212) 682-4351

INTERNATIONAL INSTITUTE OF RURAL RECONSTRUCTION
U.S. Office:
1775 Broadway
New York, New York 10019
(212) 245-2680
Headquarters in the Philippines: Silang, Cavite, Philippines
Cable Address: MEMINTCOM NEWYORK

LA BUENA FE ASSOCIATION
Independence Missouri 64051
(816) 461-6900

MAP INTERNATIONAL
327 Gundersen Drive
Carol Stream, Illinois 60187
(312) 653-6010
Mailing Address:
P.O. Box 50
Wheaton, Illinois 60187
Telex No./Cable Address: TWX 910 252 2123/MAPINC CAROLSTREAM

MARYKNOLL FATHERS (M.M.)
Maryknoll, New York 10545
(914) 941-7590

209
MARYKNOLL SISTERS OF ST. DOMINIC (M.M.)
Maryknoll Sisters Center
Maryknoll, New York 10545
(914) 941-7575
Cable Address: MKSISTERS MARYKNOLL NEWYORK

MENNONITE CENTRAL COMMITTEE
21 South 12th Street
Akron, Pennsylvania 17501
(717) 859-1151
Mailing Address:
P.O. Box M.
Akron, Pennsylvania 17501
Cable Address: MENCENCOM AKRON

MENNONITE ECONOMIC DEVELOPMENT ASSOCIATES, INC.
21 South 12th Street
Akron, Pennsylvania 17501
(717) 859-1151

MISSIONARY SISTERS OF ST. COLUMBAN (S.S.C.)
(Columban Sisters)
U.S. Region
1250 West Loyola Avenue
Chicago, Illinois 60626
(312) 761-2666

NATIONAL COUNCIL OF CATHOLIC WOMEN
1312 Massachusetts Avenue, N.W.
Washington, D.C. 20005
(202) 638-6050

OXFAM-AMERICA
302 Columbus Avenue
Boston, Massachusetts 02116
(617) 287-3304 Telex No. 940288

PAN AMERICAN DEVELOPMENT FOUNDATION
1625 Eye Street, N.W.
Suite 622, Washington, D.C. 20006
(202) 381-8651
Telex No./Cable Address: 440251/FUPAD WASHINGTON DC

210

THE PATHFINDER FUND
1330 Boylston Street
Chestnut Hill, Massachusetts 02167
(617) 731-1700
Cable Address: PATHFIND BOSTON

THE PEOPLE-TO-PEOPLE HEALTH FOUNDATION, INC.
Project HOPE
Health Sciences Education Center
Millwood, Virginia 22646
(703) 837-2100

PLENTY
International Headquarters:
The Farm
156 Drakes Lane
Summertown, Tennessee 38483
(615) 964-3574/3992
Washington, D.C. office:
3309 16th Street, N.W.
Washington, D.C. 20010
(202) 232-4094

PRIVATE AGENCIES COLLABORATING TOGETHER, INC.
(PACT)
777 United Nations Plaza, Suite 6B
New York, New York 10017
(212) 697-6222

PROJECT CONCERN INTERNATIONAL
3802 Houston Street
San Diego, California 92110
(714) 299-1353
Mailing Address:
P.O. Box 81123
San Diego, California 92138
Cable Address: PROJCONUS SANDIEGO

THE ROCKEFELLER FOUNDATION
1133 Avenue of the Americas
New York, New York 10036
(212) 869-8500

211
ROTARY CLUBS IN THE UNITED STATES
Rotary International
1600 Ridge Avenue
Evanston, Illinois 60201
(312) 328-0100
Telex No./Cable Address: 724-465/INTEROTARY EVANSTON

SALESIANS OF ST. JOHN BOSCO (S.D.B.)
Province of St. Philip the Apostle
148 Main Street
New Rochelle, New York 10802
(914) 633-8344

SAVE THE CHILDREN FEDERATION, INC.
28 Wilton Road
Westport, Connecticut 06880
(203) 226-7271
Cable Address: SAVCHILD WESTPORT
New York Office:
777 United Nations Plaza
7th Floor, New York 10017
(212) 697-0264

SEVENTH-DAY ADVENTIST WORLD SERVICE, INC.
6840 Eastern Avenue, N.W.
Washington, D.C. 20012
(202) 723-0800
Telex No./Cable Address: 89-580 (within U.S. & Canada)/
ADVENTIST WASHINGTON DC

SOUTHERN BAPTIST CONVENTION
Foreign Mission Board
3806 Monument Avenue
Richmond, Virginia 23230
(804) 353-0151
Mailing Address:
P.O. Box 6597
Richmond, Virginia 23230
Cable Address: FORENBORD RICHMOND

SUMMER INSTITUTE OF LINGUISTICS, INC.
19891 Beach Boulevard
Huntington Beach, California 92648
(714) 536-9346
Telex No./Cable Address: LINGUISTA HTBH 678-306/LINGUISTA
HUNTINGTONBEACH

2/2

UNITARIAN UNIVERSALIST SERVICE COMMITTEE
78 Beacon Street
Boston, Massachusetts 02108
(617) 742-2120
Cable Address: UNSERCOM BOSTON

UNITED WORLD MISSION, INC.
10900 Navajo Drive
St. Petersburg, Florida 33708
(813) 391-0195
Mailing Address:
P.O. Box 8000
St. Petersburg, Florida 33738
Cable Address: UNWOMIS ST PETERSBURG

WHEAT RIDGE FOUNDATION
7 South Dearborn
Chicago, Illinois 60603
(312) 263-1182

WORLD CONCERN
A Division of CRISTA Ministries
19303 Fremont Avenue North
Seattle, Washington 98133
(206) 546-7201
Cable Address: KINGSWORLD SEATTLE

WORLD NEIGHBORS, INC.
5116 North Portland Avenue
Oklahoma City, Oklahoma 73112
(405) 946-3333
Cable Address: NEIGHBORS OKLAHOMA CITY

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2/5/216

III. USAID/G
Mission Policy
and Practice

27/2/8

THE
STATUS AND NEEDS OF GUATEMALAN WOMEN:
1980

III. REVIEW OF USAID/G
PRACTICES AND POLICIES

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III. REVIEW OF USAID/G PRACTICES AND POLICIES

USAID/G is to be congratulated upon its efforts in making Women in Development activities one of its priorities in the CDSS during the next three years.

1. In November, 1979, USAID/G sponsored a round table discussion for thirteen key women's organizations, in order to begin plans for women's programming.

2. In January, 1980, the Mission developed Manual Order AID HB 3, which established the function, responsibilities and roles of the WID Project Team, the Project Design Coordinator and the Project Manager.

3. A Mission Strategy for a Women in Development Program was written in April, 1980.

4. Funds for this study were secured from AID/W PPD/WID in April, 1980.

5. The Mission established an SDA Fund of \$50,000 earmarked exclusively for WID projects to start in FY 80.

6. Since November 1979, USAID/G personnel and contractors have established contacts and held personal interviews with key people in more than forty local women's organizations and eight US PVOs. This number is in addition to those contacted during the course of this study.

Some of the above items are "firsts" in WID programming

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efforts in the field. Mission personnel have put a great deal of time and effort into laying the groundwork for a successful women's program in keeping with the spirit and the principle of the Percy Amendment.

However, without evaluating present USAID/G personnel policies, training programs, loans and grants vis-a-vis WID objectives, the Mission cannot really get a feeling as to its present performance in the field. Without an awareness of the fact that there are discrepancies between the stated WID goals and some of the present Mission practices, and without procedures to make adjustments, USAID/G will, at best, have limited impact with its WID program.

It is the firm belief of the contractor that the actions cited in the following pages are oversights and omissions; that they are the result of a lack of awareness and of long-time policies which have not previously been reviewed.

Let us examine the impact that present USAID/G practices, policies, grants and loans have upon women.

This section was written after interviews with nine U. S. direct-hires and seven Guatemalan staff members; informal conversations with approximately ten of the total staff of 28 professionals; examination of active and recently-concluded loans and grants; and review of other USAID/G documents.

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USAID MIS: TO GUATEMALA
Functional Organization Chart
U.S. and FN Professionals as of July, 1980

OFFICE OF THE DIRECTOR	
Director	Male
D. Director	Male
Sp. Assistant	Male

PROGRAM OFFICE	
Program Officer	Male
Dep. Prog. Officer	Male
Asst. Prog. Officer	Male
Food for Peace	Male
SDF Coordinator	Male
Statistician	Male
Training Spec.	FEMALE

CAPITAL DEVELOPMENT OFFICE	
Ca. Res. Dv. Off.	Male
Ca. Prj. Dv. Off.	FEMALE
IDI Loan	Male
Implementation Sp.	Male

EXECUTIVE OFFICE (USAID, joint with ROCAP)	
Exec. Officer	Male
Pers. Off.	FEMALE
Contracts & Sup.	FEMALE

CONTROLLER'S OFFICE	
Controller	Male
Deputy & FA	Male
Chief Accountant	Male
IDI - Cont.	Male
Financial Analyst	Male
Dept. Accountant	Male

RURAL DEVELOPMENT OFFICE	
Chief RDO	Male
Asst. Ag. Dev. Of.	Male
Ag. Economist	Male
Ag. Economist	Male

EDUCATION OFFICE	
Hmn Res. Dv. Off.	Male
HRDO/EDU	Male
Educ. Advisor	Male

HEALTH OFFICE	
Population Off.	Male
HL & Pop Officer	Male
Assistant	Male

ENGINEERING OFFICE	
Chief Engineer	Male
Asst. Engineer	Male

WOMEN IN USAID/G

USAID/G employs 24 women:

2 Americans - 1 professional
 1 clerical

22 Guatemalans - 3 professional
 19 clerical

When we talk about women in the Mission, we are talking primarily about Guatemalan clericals - 79% of the total female employee group.

PROFESSIONAL-CLERICAL BREAKDOWN BY SEX OF USAID/G MISSION

TYPE OF POSITION	MALE		FEMALE	
	Numbers	Percentage	Numbers	Percentage
<u>Professionals:</u>				
US Direct-hire	15	94%	1	6%
Guatemalan Nationals	13	81%	3	19%
<u>Clerical:</u>				
US Direct-hire	0		1	100%
Guatemalan Nationals	0		19	100%
TOTALS:	28	54%	24	46%

Women comprise 46% of the Mission and account for 13% of the professional positions. Men represent 54% of the personnel and make up 87% of the professionals.

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Morale is low among the Guatemalan clericals. They feel discriminated against not only because they are women - with the lowest salaries and least prestigious jobs - but also because they are foreigners working in a U. S. mission. They are aware of the discrepancies between the salaries and benefits of U. S. direct-hires and those of the nationals; they are frequently resentful.

Their resentment is compounded by the fact that this group is the one which has been employed by the Mission for the longest period of time. Theirs are "lifetime" positions. The reality is that the Guatemalan clericals serve as the Mission "memory."

US professional personnel often remark that the nationals lack motivation and drive. The answer is that there is no place for motivation and drive to take this group. Theirs are dead-end positions. Once they reach the top of the pay scale (which can occur after ten years of service), they are no longer eligible for salary increases. The majority of national clericals are clustered in the FSN-7 and -8 grades, with only slight opportunity to move into higher paying and more responsible jobs.

They have requested in-service training courses, in order that they can move into professional positions now held by Guatemalan males. One local, with an AB degree, a diploma as a bilingual executive secretary and fluency in four languages requested in-service training. The only course for which she was considered was a filing course.

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With some type of on-the-job training there are many professional positions which these women could hold: assistant accountant, food for peace office, health assistant, education advisor, etc.

No in-service training has been given since 1968, despite frequent requests. The women have stated that their morale is low and have requested additional training in order to qualify for better jobs. Some of the responses to these requests have been:

"We can't go against the system."

"There are no target positions open, so what is the purpose of additional training?"

"Some people are paid not to think."

"What we need are more parties."

Within the history of USAID/G, only three national females have managed to get beyond the clerical ranks: The Contracting Officer, the Training Officer and the Personnel Officer in charge of non-professional positions. Together, they have a total of more than 65 years with the agency.

Another factor which often enters into promoting women is that of prerequisites requested in the job descriptions.

It is reported that recently an administrative non-technical position became open in USAID/G's Agriculture Division. One of the division's secretaries with more than twenty years of service to the Mission made known her interest in the job. She felt that she had the qualifications, understood the work and could perform the job well. However, the job description made the degree of ingeniero agrónomo a pre-requisite; thus another national female employee lost an opportunity to advance.

It is beyond the scope of this study to know if the position mentioned here was indeed primarily administrative or if a high degree of technical knowledge was necessary. However, it is known that women are often inadvertently excluded from positions which they are capable of performing because of a demand for qualifications which are not essential to job performance.

One final point should be mentioned. Good secretaries are hard to find. Office directors are often unwilling to promote secretaries who keep the office running smoothly and efficiently. The WID project team discussed the possibility of including a bright program assistant on the team but was refused by her division chief who was more concerned about having a good secretary than about her personal advancement.

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RECOMMENDATIONS: As openings occur within the Mission, those already on board should be considered. Experience is often as important as formal education. Short-term training courses in specific areas could be offered so that present female employees might qualify for more responsible and higher-paying jobs. Hiring of new employees means at least six months lost while the new employees learn AID regulations and protocol.

In the event that there is no possibility of qualifying a present employee for an open professional position, advertisements should state "Qualified man or woman." Active recruitment for females should be tried by contacting local PVOs, universities and ministries.

2. As positions become available, job descriptions should be reviewed to see if the qualifications requested are consistent with the work to be performed.

CONTRACT OFFICE

During the two year period from April, 1978, through May, 1980, USAID/G hired approximately 134 people on a contract basis. These contracts lasted for periods from a few days to as long as one year. Twenty-four of the contracts were awarded to women - the majority of whom were hired as secretaries.

The Contracting Office has little to do with the selection of consultants, as most contractors are sent from Washington and are not local-hire.

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The Contracting Office contains regulations pertaining to the hiring of 8a minority firms and also an AID/W Roster of Minority and Women-Owned Consulting Firms. It is interesting to note that 75 firms and individual consultants are listed - of which only 4 are women. It is strictly coincidental that one of the four women listed is directing this study.

Since the Contracting Office rarely enters into the recruitment and selection of North American technical assistance, the Roster might be better kept in one of the offices which request occasional consultants.

BREAKDOWN OF CONSULTANTS BY SEX

April 12 through May 27, 1980

	<u>Number</u>	<u>Percentage</u>
Men	124	83%
Women	<u>24</u>	<u>17%</u>
TOTAL	<u>134</u>	<u>100%</u>

NOTE: At least 7 of the 24 women were hired as secretaries.

Additional women worked for the mission during this period, but since the "primary contractor" was a male they could not be identified from this source.

RECOMMENDATIONS:

1. That USAID/G office directors request lists of individual women consultants and women-owned firms (available through AID/W PPC/WID) and make an attempt to send RFPs to these groups and advertise in sources that will reach these groups.

2. That office directors make attempts to recruit women for specific contracts. Universities, GOG Ministries, local PVOs and AID/W can be of help in recruitment efforts.

3. That advertisements for local consultants request "Qualified Men or Women." It is said that qualified local women do exist, but that they never apply for short-term contracts because they think that USAID/G hires only men for its professional positions.

USAID/G TRAINING OFFICE

The Training Office serves the Guatemalan government agencies in administering their training programs financed by AID loans and grants. Candidates for training are selected by the participating agencies, often in conjunction with USAID/G officers.

During the years 1978 and 1979, a total of 208 people were given short-term training courses. Two hundred of those receiving this training were men - 96% of the total.

During 1979, between sixty and seventy men were given training in agriculture and related fields. Training in the health and education sectors, where women are always clustered, was given to some 25 people - only four of them women.

In 1980, for the first time, women have been selected by the Ministry of Agriculture for short-term training courses:

TABLE I

PARTICIPATION IN SHORT-TERM TRAINING
BY THE MINISTRY OF AGRICULTURE, 1980

<u>Field</u>	<u>Men</u>	<u>Women</u>	<u>Percentage of Women to Total</u>
Cooperativism	6	2	25%
Training of Trainers	5	3	37.5%
Bee Keeping	0	3	100%

All recipients of long-term training for study leading to an advanced degree have been men.

The Training Office, which is directed by a national woman, is making an effort to influence the GOG in selecting more female participants for AID-financed training programs. It is recommended that USAID/G office directors also encourage the inclusion of women candidates.

SPECIAL DEVELOPMENT ACTIVITIES (SDA) FUNDS

As the result of initiatives taken by USAID/G, the Mission has secured an additional \$50,000 of SDA funds earmarked for WID projects during FY 80.

USAID/G is to be congratulated upon its efforts. So far as this author knows, this is the first time that a Latin American mission has set aside a portion of its SDA monies for women's projects. This is one important part of the USAID/G approach to development of an integrated WID strategy.

Assignment of these funds to WID and actual recruitment and solicitation of WID project proposals represent a significant

SOURCE: USAID/G Training Officer

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turn-around from previous Mission practice. Two hundred twenty-six community projects were financed by SDA funds during the period from 1976 through 1979 - but none of these funds were given to women's groups. In many cases, women were the beneficiaries, but never the participants in the planning process. Some of these activities - if one counts construction of public washing centers, access roads and school additions - directly benefit women.

Between May 12 and July 10, 1980 the Mission WID officers and several contract personnel made field visits to the five target departments, talking with local women's groups to learn of their plans and future projects. In this way, by mid-July, 15 proposals had been developed and submitted to the SDA office for funding.

LOANS AND GRANTS

Since 1977 all project papers have included a Role of Women statement. These statements are usually meaningless, written in order to comply with requirements but having little basis in fact.

Once written, they are forgotten. Neither annual nor final evaluations include the project's impact on women as one of the criteria.

Women's considerations should be included in the design stage of a project. Additionally, there should be continual monitoring and feedback during the course of the project to see if

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these WID goals are being met.

A review of selected grants and loans follows:

<u>Municipal Earthquake Recovery (Loan)</u>	USG \$8,000,000.
	GOG 3,500,000.

Life of Project : 1976-1981
 Executing Agency : INFOM (Municipal Development Institute)

Project Purpose : To restore and upgrade infrastructure and services of 101 municipal governments affected by the 1976 earthquake. The four basic elements:

1. municipal reconstruction fund
2. municipal enterprise development fund
3. development of INFOM institutional capacity
4. development of institutional capacities of participating municipal governments

Excerpts from the Project Paper Role of Women Statement:

"The project would have the following hypothesized impact on women and on their role in rural society..."

"Insofar as women are employed as municipal officials, the project will directly affect the educational level of women through training and technical assistance... Although the employment of women in municipalities is not very high, where it exists (we did find women treasurers and secretaries in municipalities visited)..."

If the impact upon women was hypothesized, it means that the above statement was written to comply with requirements, and not with any serious thought or concern as to the loan's effect upon women.

The "educational level of women through training and technical assistance" was not raised as a result of this loan. Actual results to date are:

1. Municipal reconstruction fund: no women participants
2. Municipal enterprise development fund: no women participants

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- 3. Development of INFOM institutional capacity: 298 men trained; 2 women trained
- 4. Development of participating municipalities: no women trained

RECOMMENDATION: That all projects be monitored for their real impact on women to see if they reach their goals. The idea is to get more women involved. A review of project records twice a year could indicate the numbers of women included and would suggest where adjustments might be made in order to increase women's participation.

Rural Enterprises Development Loan..... USG \$6,000,000
 GOG 5,000,000

Women constitute a large percentage of the labor force in Highland rural enterprise activities. Annually, this project will generate approximately 7,155 women years of employment. In addition, women will have equal opportunity to solicit loans. In view of their preponderance in the textile (mainly weaving) industry, it is anticipated that a significant number of women entrepreneurs will receive financing.

- "Role of Women" statement for this loan

If the Role of Women statement is to be believed, this project will totally revolutionize the lives of 7,155 highlands women.

How was this figure calculated? Will someone monitor the program to see that 7,155 women are actually employed? Will there be promotion to let women know that they can solicit and receive loans? Will there be monitoring to see if they really do apply and receive loans?

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Small Farmer Marketing Systems (Loan) 520-0238. USG \$3,400,000
GOG 2,950,000

After years in the planning stages, this loan is an important component of the agriculture division's strategy. It is just now getting under way. So far only the complementing grant has been disbursed. No women have been involved in the planning stages to date. No Role of Women statement is included.

Traditionally, women are the marketers of produce in Guatemala (Section I Life in the Country). In spite of this, they have not been encouraged to participate in this project, nor are they receiving any training. The loan and a complementary grant are being implemented by BANDESA and the Cooperative Federations. These organizations are male-dominated; in the case of the farmer coops, women are rarely even members.

Through the cooperatives, men will be given technical training in a field that has traditionally been occupied by women.

This appears to be a classic example of how women are left behind in the development process. When a project calls for the introduction of technology or training in "hard" skills, women are disqualified. This has been the story with weaving and pottery-making in Guatemala. These handicrafts were the province

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of women - until the introduction of the footloom and the pottery wheel made them relatively well-paying occupations. Then they became male occupations - the rationale being that technology can only be understood by men.

This project still has almost five years before termination. It is not too late to rectify a potentially disastrous situation.

Non Formal Education (NFE) Grant

NFE is a project that has been around since 1975 and has evolved from the Basic Rural Education (BRE) Grant.

AID funding and participation in NFE has been nominal by comparison to that of other donors. The two full-time AID-funded advisers to this program have helped make NFE aware of women's issues. Their work in this respect has been bolstered by the new Secretary-General - a woman - of the Administering Agency. She appears to share the views of the AID advisers.

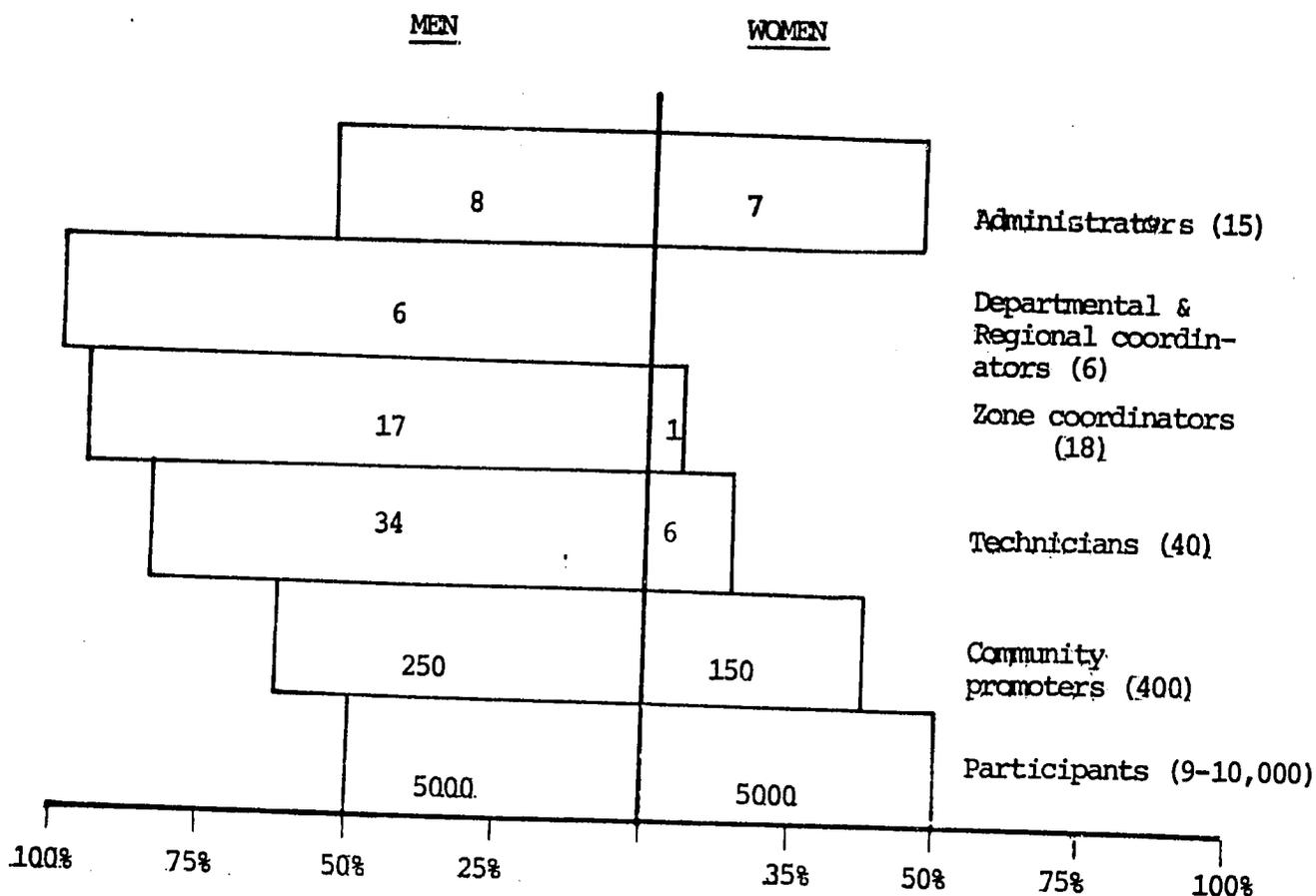
NFE maintains an open attitude toward trying non-traditional approaches to programming. It would not be opposed, for instance, to allowing women in carpentry classes. To date, however, little progress has been made toward equal participation even in its own administration.

Graphs 13 shows the lopsided structure of NFE in terms of males and females. At the bottom of the scale, fifty percent of all program participants are women. Females account for 37 1/2% of community promoters, the next level. Moving upward, only 15%

023-

GRAPH 13

NON FORMAL EDUCATION: PARTICIPANT/PROFESSIONAL BREAKDOWN BY SEX



SOURCE: Joseph Moran, USAID/G Program Advisor

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of the technicians are women. And so on, until the departmental and regional levels are reached and there are no women at all. Women account for 47% at the administrative level because secretaries, bookkeepers and project assistants are included in this number.

The phenomenon of many women at the participatory level and none at the upper levels is not peculiar to NFE; it is classic within many development projects.

RECOMMENDATION: NFE has tremendous potential for developing "women's projects." Strong institutional support exists; innovative programs could be incorporated into the structure. USAID/G should assist in development and implementation of such programs.

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Rural Primary Education (Loan 015).....USG \$8,000,000.
GOG 3,500,000.

Life of Project : 1975-1979
Executing Agency : Ministry of Education
Project Purpose : Introduction of a new curriculum and new teaching methods in the rural primary school system. Construction of regional schools which will also include vocational training.

Excerpt from the Role of Women Statement:

"...girls appear eager to absorb new information, develop practical skills and make use of the PEMEP methodology more rapidly than boys."

The project placed emphasis upon "family management, personal hygiene, nutrition and family sanitation." The project paper stresses that "these subjects are not directed only toward girls (although it does not mention to whom else they are directed)...nor are they presented in such a way as to reinforce traditional role limitations." It sounds like a new way of describing the same old thing, and it is difficult to see how new methodology results in a new way of looking at traditional roles.

The Role of Women statement suggests that the girls are eager to develop practical skills and have equal ability to do so. It is a shame that this project did not delve into new fields to test this thesis. Emphasis on "acceptable" subject matter (such as nutrition, hygiene, etc.) transfers direct impact on women into little, or at best, indirect headway into the broader development process.

AFTERWORD: This loan terminated last year, and discussions with the USAID/G project manager indicate the following: girls were offered traditional classes; boys were offered vocational and agricultural training.

However, follow-on loans #025 and 029 are now in process and it is believed that progress is being made with inclusion of new programming for women. Ruben Darío Méndez, Director of Educational Materials and Textbooks for this project, says that new non-sexist materials have been developed. They depict boys and girls working together in the fields, in the kitchen, etc.

FOOTNOTE: This program was developed by an officer no longer with USAID/G. This officer's stand was that you cannot "push" host governments. He felt that the government should "come around" on its

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own. He said that the Minister and Vice-Minister of Education were reluctant to nominate women even to participate in the National Planning Council or AID-sponsored seminars. His feeling was that Project Papers were to serve as guides and not to dictate policy; it is necessary to promote new ideas in a "reasonable fashion" to "maintain friends."

RECOMMENDATION: That USAID/G office directors and project planners enter into a dialogue among themselves as to how far AID wants to bend its stated principles in order to "maintain friends." Are there no development officers daring enough to suggest to host governments that they are wasting one-half their human resources by continued refusal to allow women to develop "practical skills?"

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WID OFFICERS

The WID function in the Guatemala Mission is presently divided between two officers:

1. WID Project Design Coordinator is an American direct-hire whose job description calls for 100% effort in the Capital Development Office; WID activities are over and above her regular work. This places a burden upon anyone holding the WID Officer position and also emphasizes the voluntary aspect of the job.

2. WID Project Manager is a national whose job description calls for 95% of her time to be spent as the only secretary in the Office of Public Health and Population, and 5% as the WID Project Manager. By verbal agreement with the Office Director, she actually works on women's programming 50% of her time. This works well as far as WID functions are concerned, but it leaves the Health Division with only one-half a secretary and the agreement can be changed at any time.

This division of labor appears sensible. The Project Design Coordinator serves as the WID ombudsman to wield influence in the predominantly North American personnel structure. This position guides and directs women's planning and works in tandem with the WID Project Manager.

On the other hand, a national employee is better equipped to serve as the WID Project Manager. She has greater ease of access to local organizations and provides continuity to the program as North American officers come and go.

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This still leaves unsolved, however, the problem that neither officer has a significant portion of her time officially allocated to women's programming efforts. This is a difficulty in all AID Missions. The goal of Women in Development activities is the integration of women into the ongoing development process, not the creation of a separate parallel or complementary development process.

However, the Guatemala Mission has established women's programming as one of its priorities during the next three years. If these activities are to achieve the importance that is planned for them, there must be an officer assigned to WID at least 50% of the time. This is necessary in order to:

1. assure that project planning and design take women into account from the beginning;
2. monitor ongoing programs, making adjustments as needed to see that women are included or, at least not negatively affected;
3. assist project managers in finding and recruiting qualified women for technical and administrative positions;
4. direct consciousness-raising and training sessions with Mission personnel, PVOs, ministries and agencies;
5. organize seminars, conferences, programs to educate clubs, ministries and agencies in the status and needs of Guatemalan women;

- 2/4/1972
6. serve as an advisor to the proposed OPG project described in Section 4 of this document; and
 7. guide the about-to-be-established Women's Office in the Ministry of Labor;

Ideally, this position would be full-time, at least during the first year of the project. It should be a full-time position, preferably located in the Program or Capital Development Office, rather than in a technical division.

The present system of having two officers responsible for WID activities is quite acceptable, but these WID functions should be part of their paid work. Intermittent, voluntary efforts give neither the time nor the motivation for effective, thoughtful, professional work in the field.

**IV. A. Constraints
to Programming
for Women**

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CONSTRAINTS TO PROGRAMMING FOR WOMEN IN GUATEMALA

1. The macho complex prevalent in Latin American countries appears to be deep-seated and ingrained in Guatemala. Local newspapers rarely carry news or information concerning women in economic or political roles; women's stories are carried primarily on the society pages. The majority of private sector clubs are social with some type of "Lady Bountiful" social service component. Within the political and professional arena, there are very few role models for Guatemalan females.

If women are to become integrated into the development process, a great deal of prejudice, tradition and ignorance must be overcome.

2. Accepting that the Guatemalan culture does not provide a ready-made environment for WID activities, we must nonetheless be careful not to confuse cultural values with actions which are the result of development schemes. The campesino who migrates to the coast in search of seasonal employment, leaving his wife and children in the highlands, is not doing so because of tradition - he's doing so because of development: development of agribusiness that relies on the people of poverty to continue producing. The woman who is left alone to care for her children is not acting out of tradition; it is development that has increased her burden.

Cultural traditions are often cited as the reason why women cannot or should not do this or that. Each case should be examined to see if the constraint is truly a traditional value or one which has arisen out of necessity as a response to development.

3. Prior to making recommendations concerning the kinds of assistance that USAID/G can give to WID programming, it might be well to examine why WID activities are an issue.

WID is not an extension of western, feminist liberation movements, nor is the issue an ideological one.^{8/} Leaving out one-half the world's population, or relegating them to welfare-type programs, does not make economic sense in the developing world.

A short discussion of the situation of women is necessary to understanding how it is that women have been left behind in the development process. Within the development context, women were first identified as reproducers. Their fertility was viewed as a hindrance to development; if their fertility could be limited, they could contribute positively to development. Donor agencies set up maternal/child health clinics, family planning programs and cooking and sewing projects.

"Women first became "situated" in the overall context of development as a demographic concern. By emphasizing the inter-relationship between population growth, per capita income and economic development, demographers singled out women as reproducers to be a major problem in hindering increases in per capita income. Policy makers came to view women as a resourceful target group who could - if properly motivated - contribute to development efforts by limiting their fertility."^{8/}

Early development planners, then, looked upon women primarily as reproducers and their fertility as an obstacle to development.

^{8/} Youssef, Nadia H. Women: A Neglected Aspect in Development Programs, International Center for Research on Women, Washington, D. C. Paper presented at the Population Association of America meetings, session on 'Development Programs, Demographic Research and Women.' Denver, Colorado, April 1, 1980. Page 1.

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As an outgrowth of the view of women as reproducers, policy planning efforts for women have been directed primarily at welfare programs. Welfare policy tends to promote assistance to improve women's physical well-being and that of their children by providing materials and services (Chaney, Simmons and Staudt, 1979). More than 60% of AID funds devoted to WID activities go to health, nutrition and education. This is not to say that these activities are unimportant nor that they should be discontinued.. However, continued emphasis upon women as reproducers and mothers tends to obscure the role that women play as productive resources, especially in peasant societies such as Guatemala.

Too often, welfare programs and projects are the only services provided to women. Section I of this report shows that women carry a heavy burden in Guatemalan society; programs that address women's poverty must be planned to give them opportunities to learn new marketable skills and to have access to new technologies and credit systems. The focus of concern must be directed to women as capable and productive individuals.

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Family planning projects have been labeled "women's projects" although few have as their short- or even long-term goals the Percy amendment-specified goal of economic integration. It could be argued that a successful family planning project actually diminishes the importance of women whose status depends on the production of children. Fewer children may allow a woman more free time to be economically active, but it is not clear that the activity will exist when the free time is available.

Knowing that rapidly increasing population is one of Guatemala's biggest problems, many policy planners feel that major funding for women should go into family planning programs for women. The bulk of USAID/G's funds for women's programming go into family planning and health.

These programs are beneficial, but they are not synonymous with integrating women into economic activities.

4. No report on Guatemala is complete without mentioning the political situation. Newspapers are filled daily with reports of assassinations and kidnappings. There is fear in all sectors. Some groups consider the advancement of women a "communist" idea which should not be promoted.

The fear of acting boldly and innovatively is a very real constraint to the development of women's programming in Guatemala.

5. In February, 1980, a bill to establish a Women's Office in the Ministry of Labor was prepared and forwarded to the President of the republic for his signature. The fact that more than six months have passed and he still has not signed it indicates that there is a problem, although it is no known what it may be. His not signing can be interpreted as his being against the idea of creating the office and officially recognizing the status and needs of women. This can act as a restraint upon groups which are considering the development or strengthening of women's activities - better that they put their money on priorities!

IV. B. Recommendations

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IV. B

Recommendations for the United
States International
Development Agency in Guatemala
For The Design of A Women-In-Development
Program

INTRODUCTION

It is impossible to speak of the typical Guatemalan woman. The interests of the female population are neither common nor homogenous. Guatemalan women - whether urban or rural, Indian or Ladina, married or single - are the "poorest of the poor."

How, then, can USAID/G best address this heterogeneous group that makes up almost 51% of the Guatemalan population?

The following recommendations are a joint effort of members of the project planning team, USAID/G personnel and AID/W PPC/WID and LAC/DP/SD. The suggestions made here are offered as guidelines with the hope that they can serve as a basis for to expand USAID/G's excellent WID planning to date.

ORIENTATION TO WOMEN IN DEVELOPMENT PRINCIPLES

The basis for effective, long-range planning in WID programming lies in the understanding of development officers of the principles and purposes of Women in Development. Professionals in all sectors - health, education, agriculture, rural development, etc. - need to understand that WID issues are not an isolated set of issues, but part of all development efforts. WID should not be a separate program category; the goal is integration of women into the development process while dealing with women as a new constituency.

If USAID/G is to serve as the catalyst for the integration of women into the Guatemalan economic and political spheres, it is incumbent upon its officers to be aware as to how women generally lose out in the development process, and the steps which must be taken to include them in the process.

USAID/G should lead the way in developing workshops which focus on women in the development process. An orientation workshop for AID personnel should be the first step - followed by similar workshops and seminars for representatives from PVOs, local women's organizations, GOG entities and international donor agencies working in Guatemala.

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Workshops would focus on assisting the participants to:

1. recognize how the development process often displaces women from their traditional roles and deprives them of an alternative means to status and income;

2. become aware of their own behavior and activities vis-a-vis the role of women;

3. help them distinguish between their own perceptions of WID and the perceptions of the local culture;

4. analyze the complex net of variables that affect all development and, more specifically, women within the development process, both locally and internationally;

5. look at present loans, grants and projects of various agencies and donor institutions from a WID point-of-view, with the objective of making these activities have a more effective impact upon the lives of women; and

6. plan future projects which orient women into the mainstream of economic life and the development process.

Such an orientation program should take place as soon as possible. The Mission could allocate a portion of its Program Development and Support (PDS) funds to this purpose or, in the event that this is impossible, orientation seminars could be one of the first activities of the proposed OPG.

There are several PVOs and consulting firms in the United States which offer training of the type suggested. Examples of such groups include, but are not limited to, the International Center for Research on Women; Overseas Education Fund; Recursos en Acción; the Secretariat for Women of the New Transcentury Foundation; Hager, Sharp and Abramson; and the Women's Planning Group of Human Resources Management, Inc.

RECOMMENDATIONS AT THE GOVERNMENT LEVEL

1. The Mission must seek active support and encouragement from GOG personnel, at the same time that Mission personnel are educating them in the meaning of WID. Many Guatemalans think that WID is an offshoot of Western feminist "women's liberation" movements; many are not aware that the country's national development plan has a section devoted to the integration of women into economic activities.

Specifically, USAID/G officials can:

a. Talk with their GOG counterparts. There is a notion that Women in Development is a luxury, especially in the face of the tremendous problems that Guatemala faces today. Rather than being a luxury, such development is afford to necessary; no country today can/waste one-half its human resources. There appears to be a fear that the family unit will dissolve once women become aware that they are capable, competent human beings with the ability to improve their lot.

Concerns and fears should be discussed openly and frankly. Social change always produces disruptions of some type in the status quo - but development continues, nonetheless.

b. Include GOG officials in the analysis of the impact on women of specific grants and loans. The Role of Women statements that are required in each grant and loan are typically prepared as an afterthought. Women's considerations should be a part of the project design process. They should be planned jointly by AID/GOG team. Monitoring and evaluation functions to see that goals are met might also be planned and conducted by the same team.

c. Promote actively the proposed Women's Office in the Ministry of Labor. In February, 1980, a bill to establish a Women's Office was prepared. This bill has been in the President's office since that time, awaiting his signature.

Although the Women's Office might better be located in the Economic

Planning Council, the mechanisms are in place in the Ministry of Labor and the personnel are enthusiastic about the idea. Creation of this office is a necessary first step in GOG/WID programming.

USAID/G personnel should continue to lobby, especially with the Office of the President, in order that the Women's Office can be established as soon as possible. Funds for the necessary technical assistance have been promised by AID/W PPC/WID.

d. Encourage the proposed changes for the collection of census data.

The present selection of the household as the unit of analysis is an improvement over counting only males. But the truth is that this technique does not get to the facts on women. Individual data on women should be collected. Using the household unit shows women as dependents or as supplementary earners and continues to perpetuate the myths as to the reality of women's status.^{9/}

e. Promote and develop a network of women in the mid- and upper-levels of the GOG bureaucracy. Numbers of women in decision-making positions within the GOG are not great, but there are enough women that they could be developed as a resource group for AID planning.

The GOG does not have organizations such as the US Government's Federally Employed Women or other groups to give peer support. Such a group could be of great help to the women in their own work, and could assist USAID/G with its WID planning in project identification, selection of female candidates for AID training and in dissemination of ideas.

^{9/} Youssef, Nadia H. Ibid., p. 9

f. Encourage an examination of civil service rules and regulations. Women are not discriminated against per se, but prerequisites for advancement often call for experience which women have been denied. As an example, the biggest obstacle to women rising above the Zone Coordinator level in the BRE program is the civil service requirement that Department Coordinators must have three years of experience in the field, even though the actual coordination work for the two positions is much the same. Women simply have not had three years' field work.

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RECOMMENDATIONS FOR COOPERATION WITH OTHER U.S. ORGANIZATIONS

1. Peace Corps (PC/G): One of the main goals of PC/G is the integration of women into all its projects and programs.

To date it has accomplished the following:

- a. Conducted two WID symposia - one in November, 1979, and one in February, 1980.
- b. Has appointed a PCV WID coordinator.
- c. Has established a WID task force study group composed of male and female Peace Corps Volunteers. The purpose of this group is to examine their perceptions of the Guatemalan reality and to seek out possible WID project programming ideas with rural women.
- d. Started leadership training groups with rural women.
- e. Appointed a full-time WID trainer to the training staff beginning in November, 1980.
- f. A WID trainer from Peace Corps/Washington will visit PC/G in August to review the present program and assist in training and project plans.

It is recommended that USAID/G coordinate its efforts with PC/G. There could be joint training sessions and Peace Corps Volunteers could be assigned to AID projects for the specific purpose of training project participants in WID concepts.

2. Formation of a PVO Council. A PVO Council's functions are much broader than just the promotion of WID activities. Other countries have successfully formed PVO councils which have fostered cooperation among member agencies, reduced duplication of services, disseminated information of their activities and developed long-range goals.

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Such a council could be the focal point for bringing the necessity of including WID activities to the attention of local PVOs. USAID/G's WID officers and task force members could give the council direction and guidance in developing WID projects.

3. Close coordination with PVOs and local institutions in the planning and execution of WID projects. It would be well for the USAID/G task force to discuss proposed WID projects in all sectors prior to funding. What will be the actual effect of the project upon women? Can results be quantified? Will the project contribute to a well-rounded aggregate of Mission WID projects? Does it contain mechanisms so that Mission can know of problems encountered as well as its progress?

The WID task force should talk with all international groups planning WID projects in Guatemala to see that proposed projects are complementary to Mission goals.

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RECOMMENDATION: DEVELOPMENT OF CRITERIA FOR USAID/G WID PROJECTS

USAID/G might set guidelines and criteria for developing and evaluating all projects as to their impact on women. These processes have so far been left to chance and to the whim of individuals.

The following criteria were developed by the Committee on Development Assistance of the Technical Assistance Clearing House of the American Council of Voluntary Agencies for Foreign Service and serve as an outline of the kinds of questions which should be asked:

Are benefits to women direct or indirect?

Do the participants perceive the project as benefiting key areas in their lives?

Does the project contribute to increasing women's access to knowledge, resources, the power structure?

Does the project increase women's options? Raise their status?

What are the political, economic and cultural implications of the project?

Does the project create dislocations (or otherwise disrupt traditional values?

Does it reinforce structures of exploitation?

Have these effects been anticipated?

What provisions are there to deal with them?

Does the project treat development as a process?

How does it relate to a larger plan?

Does it stimulate a broader base for continuing development?

An additional question that should be asked: "Is this project a step toward integrating women into the entire social and economic

progress of the country?"

Women's projects as a separate or parallel process may be necessary in the beginning, but the goal is integration of women into the total development process.

Recommendation for projects, loans and grants at the planning and design stage:

All USAID/ project design teams should include a member of the WID project team to examine proposed impact on women and work on design strategy to maximize benefits to women.

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RECOMMENDATIONS FOR AN OPERATIONAL PROGRAM GRANT (OPG) FOR
WOMEN IN DEVELOPMENT ACTIVITIES

I. BROAD GUIDELINES FOR AN OPG

SUPER GOAL: The integration of Guatemalan women into social, cultural, political and economic activities.

GOAL: The formation of a Federation of Women's organizations focused on development activities.

OUTPUTS:

1. Training program in WID principles and goals designed and conducted.
2. Training program in project design, implementation and evaluation conducted.
3. Eligible groups certified as PVOs.
4. WID projects designed and ready for funding and implementation.

TIME PERIOD: Ideally, the project will last for a period of three years. This will allow adequate time for the various organizations to understand WID programming; to acquire capability to design and implement projects; and to acquire legal status as PVOs.

II. CHARACTERISTICS OF THE GROUP TO EXECUTE THE OPG:

As indicated in Section II, there is no Guatemalan women's organization with sufficient management capability or WID experience to implement and execute an OPG. There is also no women's group currently certified as a PVO legally able to receive U. S. foreign assistance funds.

In light of this situation, two possible alternatives emerge:

1. A U. S.-based PVO or firm could be selected as the recipient of an OPG to work with representatives of Guatemalan women's organizations in achieving the goals listed above. Criteria for the selection of such a group should include expertise in training, experience with WID programming, skill in organizational development and the administration of OPGs,

and Spanish-speaking staff members and consultants.

Examples of U. S. groups which fit these criteria include, but are not limited to, the International Center for Research on Women; the Overseas Education Fund; Recursos en Acción; Hager, Sharp and Abramson, Inc.; the Secretariat for Women of the New Transcendental Foundation; and the Women's Planning Group of Human Resources Management, Inc.

Any organization which is selected should work closely with USAID/WID officers and task force members to insure continuity in the program once the OPG project period ends.

2. A second alternative is the selection of a Guatemalan PVO with proven ability in development projects to receive OPG funds to sponsor and establish a Women's Department. It is assumed that at the end of the Project Period the Women's Department would spin off and become an autonomous PVO - the Guatemalan Federation of Women's Clubs and Organizations.

The Penny Foundation and Save the Children are two PVOs which come to mind in this respect. Although they have limited experience with women's programming, both have expressed an interest in expanding their activities to include more women, and both are prestigious groups with good development track records.

Should this second alternative be followed, USAID/G will need to give continuing guidance. Assistance will be needed in selection of the person(s) chosen to direct such a department; a training program must be designed for department officers in order that a "new" model of women's organization be created; collaboration in designing projects will be invaluable.

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Whether the Mission decides to go with a U. S. or Guatemalan PVO, a great deal of support must be given to participating organizations throughout the life of the project. There will undoubtedly be a need for continued monitoring, feedback and project re-design throughout the life of the project. This is a new field for all concerned and continual support and assistance will be the key to achievement of project goals.

IV. GUATEMALAN ORGANIZATIONS TO TAKE PART IN OPG ACTIVITIES

The groups which have been selected for participation in OPG activities are the ones which appear to have the greatest likelihood for successful projects. In some cases, they have already indicated the type of project which they would like to develop.

These groups would appoint one or two of their members to attend the training sessions; ideally those who are trained will become project managers once the project stage is reached. While training is under way, the groups will be encouraged and assisted to design their projects, with careful prior analysis as to their intended impact on the total society and with strong monitoring and evaluation components.

The following organizations are suggested as possible groups for participation in OPG activities:

1. Asociación Mundial de Mujeres Periodistas y Escritoras. The Association of Women Journalists and Authors has indicated its interest in developing a public education campaign designed to increase public awareness of the status of Guatemalan women. The group would organize teams to speak at public meetings, schools, club programs and community assemblies. They would utilize all media - television, radio, press - to get the message across and to create a more aware public responsive to the needs of women.
2. Asociación de Abogadas y Notarias. The Association of Women Lawyers, working in conjunction with senior law students, is interested in setting up legal assistance centers in marginal

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urban and rural centers. The majority of low-income women, and men, too, have little knowledge of their legal rights and obligations as tenants, landlords, workers, employers, parents or dependents.

3. INTECAP, as the primary technical training institute in the country, can be one of the main movers in training women for entry into the wage earning sector. While INTECAP has always accepted women into its courses, no emphasis has been placed upon recruitment of women or of designing innovative courses for them. With technical assistance in training for WID activities, seed money for active women's programming and a few pilot projects that coordinate training with labor demands to insure placement of graduates, INTECAP can lead the way in women's gaining greater access into the formal labor sector.

4. Acción Solidaria de Mujeres is the only organization which has been formed in Guatemala for the express purpose of "Women's liberation." It is a conservative, restrained group (by Western "women's lib" standards) which currently operates a day care center, gives home economics classes and courses in civic education. It has the potential to become a dynamic organization with a bit of peer support and training.

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5. Sra. Maria Josefa Osorio de Isaacs. During 1979 and early 1980, the Pathfinder Fund, Boston, Massachusetts, sponsored the preparation of an inventory of women's groups working in Guatemala. The purpose of the inventory was to identify the activities of these groups and to ascertain interest in the formation of a federation of women's organizations.

Sra. Isaacs was awarded the grant money and conducted the survey. She completed the study in April, 1980 .

There is considerable doubt on the part of all who have worked with Sra. Isaacs that she is the most appropriate person to direct the formation of a federation of women's groups.

No one doubts Sra. Isaac's motivation and sincerity. She has conducted the survey while holding a full-time position as Director of Nursing in the MCH Division of the Ministry of Health. She has stated that she plans to resign this position at the end of the year if she can find funding for her proposed federation.

The uncertainty centers about her understanding of WID activities as anything other than welfare-type assistance programs. Conversations with her indicate that she sees little difference between paternalistic social service clubs and organizations which actively promote the full participation of women in social, political and economic activities.

This is not to say, however, that she could not learn and grow and expand her vision. Very few Guatemalans (very few Americans, for that matter) understand the long range goals of WID programming and the narrow constraints within which most such programs must work today.

Sra. Isaacs should definitely be included as a .

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participant in the training to be offered under the OPG, but AID should adopt a wait-and-see attitude before funding her proposed federation.

6. Alianza Civica de Asociaciones Femininas (ACAF)

ACAF was the first women's group to enter into civic action in Guatemala. Graciela Quan, the country's second female lawyer, founded the organization in 1944 to secure citizenship for Guatemalan women.

Citizenship and the right to vote were granted women in 1945, largely as the result of ACAF's lobbying efforts.

ACAF is no longer at the center of the women's rights fight, but it is still active. A confederation of sixteen women's clubs, its participants are primarily educated middle- and upper-class women with a sense of civic duty and interest in the concerns of women.

It is possible that ACAF could emerge as the federation of women's development organizations that USAID/G seeks to implement. ACAF should be invited to join in the training program of the proposed OPG.

7. The Ministry of Education. Three programs offer distinct possibilities for incorporating WID concepts into their projects.

a. Educacion Extra-Escolar (EEE): EEE is in charge of producing audiovisual materials, didactic materials and radio programs for use in non-formal education activities in the rural areas of Guatemala. Training of curriculum advisors so that they can produce materials with WID concepts integrated into their themes could be beneficial.

b. Department of Social-Rural Education: This department is responsible for the castellanización program in the highlands area. Forty percent of the bilingual promoters in this program are women. Advisers to this program or curriculum specialists should be trained in order to expand their attitudes about women's roles.

c. Non-Formal Education (NFE) Project: NFE has evolved from the Basic Rural Education program started in 1975.

The two full-time AID advisers to this program have helped make NFE aware of women's issues. They have prepared discussion materials for several classroom sessions on integrating women into a community's decision-making processes. Their work in this respect has been bolstered by the new Secretary-General - a woman - of the administering agency.

NFE maintains an open attitude towards trying non-traditional approaches to programming. It would not be opposed, for instance, to allowing women in carpentry classes.

NFE has tremendous potential for developing women's projects and assisting women penetrate non-traditional fields. There is strong institutional support which should be utilized.

8. Alianza Para El Desarrollo Juvenil Comunitario. (Save the Children Federation). The Alianza has only recently begun working with women, but early efforts have been successful as well as varied. In addition to traditional activities - cooking, sewing, child care, nutrition - their programs have incorporated innovative income-generation projects. The majority of the their community promoters are men. Officers of the Alianza should be included in training.

9. Fundacion del Centavo (The Penny Foundation). There are no women members in the General Assembly nor on the Board of Directors, nor are women employed as professionals in the organization. Only one loan has been made to an all-women group. Fewer than fifteen percent of their agricultural loans have gone to women.

Despite its poor track record to date in programming for women, the Penny Foundation should definitely be included as one of the groups to receive training under the proposed OPG.

The Foundation is a prestigious group that has had unusual success with many of its projects. It promotes the integrated development of the rural areas in Guatemala, financing projects and making loans. It has stated that it is interested in providing more services to women. USAID/G should give assistance so that it can do so.

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RECOMMENDATIONS FOR SOURCES OF ADDITIONAL FUNDS FOR WID ACTIVITIES

Until an OPG gets underway, there are several alternative sources of funding which might be utilized to expand the USAID/G WID program.

1. AID/W Office of Education and Human Resources has a limited amount of funds available for training in development planning. Courses in project planning, design, implementation and evaluation can be funded through this office.

2. The Pathfinder Fund has submitted a proposal to AID/W for funding a variety of WID projects. Should Pathfinder receive the requested funds, USAID/G WID officers might assist the Pathfinder representatives in choosing a project that would be complementary to the OPG.

3. World Education has also submitted a proposal to AID/W for WID projects. USAID/G WID officers should collaborate with them if they receive funds.

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RECOMMENDATIONS FOR USAID/G OFFICERS

1. Read widely in the vast and ever-growing literature on the problems that women encounter in the economic development process.

Ester Boserup's Woman's Role in Economic Development* is one of the earliest books published and is basic to a clear understanding of how women are left behind in the development process. The International Center for Research on Women has published a variety of excellent monographs.

The WID library in the Office of Public Health and Population has many background materials which can widen understanding of the WID theme.

2. Talk to men and women all over the country: project beneficiaries, host country counterparts, social acquaintances, other staff members. Emphasis upon women's considerations is a new field. Discussion helps to increase awareness on everybody's part and to identify more clearly common fears, problems and solutions.

* Boserup, Ester, Woman's Role in Economic Development, United States of America; St. Martin's Press, Inc. 1970.

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