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ISN 50002

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AIFLD SPECIAL WOMEN'S REPORT

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Date of Acquisition 9/77
Source AF

Summary

The report initially sketches the environment in which Latin American women work and engage in union activities. Economic constraints are viewed as the most serious: more progress is being made by professionally trained upper and middle class women than by working women in traditional "women's jobs".

AIFLD in the past has regarded a measure of women's participation in all its overseas and U.S. programs as a matter of course. Recent developments have led to greater emphasis in and accountability for more intensive participation by women in all labor and union areas of endeavor, and currently obtained program data will allow for a more accurate assessment of program accomplishments and their results.

Success is recorded in a case history, a roster of outstanding Front Royal women graduates and the account of significant field programs in honor of International Women's Year.

In the future, traditional AIFLD programs will place greater emphasis on women participation, and the development of new programs is under discussion.

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AIFLD SPECIAL WOMEN'S REPORT

I. The Problem: Past and present restraints, cultural, social and economic

The current stereotyped assumptions concerning women in Latin America include the following: (a) that Roman Catholic opposition to the use of contraceptives is responsible for the explosive birthrate in Latin America and (b) that "machismo" or exaggerated "he man" dominance of society demands a large number of children for male ego satisfaction, while at the same time demanding the humble submission of the Latin woman. Recent studies by women sociologists have shown these assumptions to be incorrect or slanted at least in part and these same studies (Norma Scott Kinzer, Ph.D., Purdue North Central, "Women in Latin America, Introduction", Journal of Marriage and Family, May 1973, pp. 299-312) have shown that the high birthrate of the Southern hemisphere and the dependence of women is due to a large extent to the prevalence of poverty there. Machismo or no machismo, the fact is that birthrates in Latin America, as elsewhere, vary in inverse proportion with income and education. The greater the latter, the lower the birthrate and vice versa.

The study mentioned above and others (ex: Kinzer, Female and Male in Latin America, Essays, Ann Pescabello (ed.). Pittsburgh, University of Pittsburgh Press, 1973, "Women Professionals in Buenos Aires"), unfortunately, place major emphasis on middle and upper class women, those with professional training based on university education. Yet, even glimpses about working women, including slum, barriada, favela dwellers, and campesinas reveal that the lower the socio-economic level in virtually all countries, the more male dominated the family or social environment and--as an extension--the more dependent and submissive the role of women.

While some countries in Latin America contain larger percentages of women in so called "male" professions than the United States (engineering, law, medicine, dentistry, pharmacy and architecture), it is nevertheless true that the bulk of the female working population is concentrated in the traditional women's fields: in the professions, in teaching, nursing, social work and retailing; in manufacturing, women work primarily, but not exclusively, in food, textile and clothing. There is also a large number of female domestic workers in each country.

As Ester Boserup has demonstrated so well in her book, Women's Role in Economic Development (St. Martin's Press, New York City, 1970), the position of all but the professional women actually deteriorated as-- through modernization and industrialization--they passed from traditional economic activities (with prestige, influence and self-realization) to unskilled, low-wage jobs in the women-dominated industries mentioned above (Boserup, op. cit., p. 139).

Although women in most rural areas of the world continue to till the fields, harvest the crops and market their harvests, modernization and commercialization of substantial sectors of agriculture have led to a serious deterioration of women's economic and social power and influence in the countryside. With the arrival of the European colonialist in virtually all third and fourth world countries, commercial agriculture for cash crops (plantation system) has led to the training of men only in agricultural technology and the use of machinery. Work in commercial agriculture demanding skills came to be performed for cash wages exclusively by men. Traditional, i.e., subsistence, farming, now reduced both in scope and importance, remained in women's hands, but, compared to the technologically advancing commercial sector, women's subsistence plots were increasingly regarded as inefficient and since no cash crops or wages were

involved, work on them not only lost prestige but came to be viewed with contempt which men refused to touch. Although women are slowly being introduced to commercial (technological) farming in the least skilled and most menial jobs, the general pattern of women = subsistence farming inefficiency and backwardness still holds. (Ester Boserup, op. cit., Chapters 1 and 3).

Recent empirical inquiries among unionized working women in Bolivia and experience with women workers in other countries of Latin America tend to confirm the systematic findings of the authors just cited; with rare exceptions women hold low skill, low paid jobs which are frequently of the dead end variety. In industries with large male worker contingent women hold the lowliest, worst-paid jobs, while in low-skill plants male workers hold the few skilled, high-priced jobs that may be available.

In the working class environment in most Latin American countries, societal constraints against work by women no longer exist and economic necessity makes women's participation in family earnings mandatory.

The empirical inquiries referred to above also revealed that most unionized working women had no more than four children, that many had domestic servants (usually from the villages) and that their main problem was low wages. Among women teachers, the family situation was similar to that of the factory workers. Their problems, however, were not only low wages but, as a concomitant of under-development, isolation through lack of transportation and communications. Nevertheless, working women who also are active union members appear to be ambitious for their children who as a rule reach a far higher level of education than their parents before them!

As regards Latin American women in the trade union movement, our field experience and extensive dialogues with women union leaders in the AIFLD

Front Royal Institute revealed the following situation:

Traditionally in Latin America the participation of union women was deemed desirable by union men only for the approval of contracts and for union elections. In most other matters, union men preferred their own company and patronizingly dealt with women as inferiors or dependents:

As a result of that attitude, for instance, about the only position on an Executive Board that a woman could aspire to was that of Recording Secretary or Secretary for Women's Affairs.

As elsewhere, women trade unionists in Latin America have serious problems to overcome if they want to aspire to leadership positions. Every myth and shibboleth regarding "female characteristics" is applied with particular emphasis to union women who want to lead. Character or temperamental weaknesses that are overlooked in a competent union man are turned into all but insuperable obstacles when women are involved. In addition, the "machismo" mystique in Latin America very often makes it difficult for married Latin women to become leaders in a union in which their husbands are not involved. Latin men do not want to become "trade union widowers". In addition, wives of union leaders often view female union leaders as a threat.

Yet while the above is still the general picture in many countries, it is by no means the whole truth. Both union men and women of the young generation are increasingly learning to live and fight together as union brothers and sisters without regard to the sex of the leader involved. Recent Front Royal women participants have also recommended that special in-country orientation programs be designed to make union wives fully participating members of the trade union family. Even in the rural areas, especially among small tenant and proprietary farmers, women (in the

Northeast of Brazil, for instance) have become local union presidents and have resisted landlord invasion of their properties with as much courage, determination and flair as any man. And in those cases, at least on the local level, women are given full recognition by the men for their prowess. In urban areas one can now find women as secretaries general of union locals, not only in locals with a majority of women members, but occasionally also in locals with mainly male membership.

Union education has been accepted for many years in Latin America. Women have participated in mixed courses in the field and in special women's courses both in the field and in the United States. Long before the current emphasis on the involvement of and participation by women, the integration of women in the mainstream of AIFLD sponsored union education did not present a problem.

Education of union women in the field suffers from the same constraints as in the United States with perhaps subtle differences in emphasis: In Latin American countries, the extended family and the availability of domestics even for workers, allows union mothers to be away from home more readily than is the case in the United States. On the other hand, Latin husbands are reluctant to allow their wives to participate in residential education programs, especially where these are of a mixed character. Yet, even these constraints are being overcome and women are increasingly participating in all types of union education programs.

II. History of AIFLD Interest in Women

Since AIFLD's inception, women have been incorporated in its education programs. Since this participation was viewed as a matter of course, separate statistics on their participation in in-country mixed groups

were not even kept until recently.

Because many women indicated a preference for separate women's courses for a franker interchange and an opportunity to practice public speaking, AIFLD (American Institute for Free Labor Development), ORIT (Organización Regional Interamericana del Trabajo), and many of the ITS's (International Trade Secretariats) answered that need in the field. For example, ORIT held its VI (Sixth) Inter-American Seminar for trade union women in Huampani, Peru, from February 1-28, 1967, in conjunction with the CTP (Confederación de Trabajadores Peruanos). AIFLD and the ITS's also participated. The previous years had seen similar collaboration in Caracas and Cuernavaca.

Many ITS's, particularly those such as PTTI (Postal, Telegraph and Telephone International) and FIET (Federación Internacional de Empleados Técnicos), which have a high percentage of female membership among their affiliates, have given women's seminars for their sectors over the years, and AIFLD has consistently been involved in those.

Selection has always been made without regard to gender for the high level Inter-American Labor Economics Program (IALEP), and women participated in the IALEP in 1967, 1968, 1972, 1973, and 1974, and in the 1975 Central American Regional Special Labor Economics Program (CARSLEP).

For logistical reasons, women's courses were not held at the Front Royal Institute until 1971. At that time, in close consultation and with the active participation of Clara Beyer (Consultant, Office of Labor Affairs, A.I.D.), an Advanced Union Leadership Course for Women was inaugurated. The following year two simultaneous courses were held, and subsequently these courses have become an integral part of the annual AIFLD/Front Royal Institute Education Program.

AIFLD and its personnel have also always collaborated in other special emphasis programs involving women, such as its collaboration with the Organization of American States (OAS) in the establishment of Women's Bureaus in the Hemisphere, the programming of Department of Labor teams, and various other forms of collaboration with organizations such as the Overseas Education Fund of the League of Women Voters, the Pan American Liaison Committee (PALCO) and the Inter-American Commission of Women.

AIFLD personnel were also involved during the Inter-American Labor Ministers Conference in Washington, D.C. (in 1963) when important decisions were taken regarding the role of women. Likewise, information was provided by AIFLD to Harriet Crowley (Acting Assistant Administrator for Population and Humanitarian Assistance, A.I.D.) for her testimony in favor of the passage of the Percy Amendment.

The absence of systematic data notwithstanding, information from the AIFLD files reflects the continuing involvement of women in all phases of the AIFLD program.

1) In-Country Programs

For many years the AIFLD in the several Latin American countries and in the Caribbean has been including union women in its in-country union and cooperative education programs whenever the situation warranted it; i.e., whenever women candidates presented themselves. Statistics on women participation, however, have only become available with some degree of consistency since the beginning of 1975. Nevertheless, a scrutiny of our field reports to the end of 1974 revealed the following:

<u>Country</u>	<u>Cummulative Total In-Country Graduates</u>	<u>Reported Number of Women Graduates Years Reported</u>
Argentina (thru 1973)	6,147	--
Bolivia	18,700	--
Brazil	44,580	391 (1974)
Caribbean & Guyana	13,833	--
Chile	9,395	45 (1974)
Colombia	33,083	203 (1969-71)
Costa Rica	7,447	34 (1967, 1969)
Dominican Republic	16,896	17 (1970)
Ecuador	23,572	29 (1973, 1974)
El Salvador (thru 1972)	6,932	53 (1969, 1973)
Guatemala	7,180	--
Honduras	15,156	93 (1970, 1974)
Mexico	2,039	--
Nicaragua	9,726	23 (1967)
Panama	9,946	155 (1967, 1972)
Paraguay	2,353	26 (1972)
Péru	20,823	35 (1967)
Uruguay	9,143	45 (1972)

From a different set of reports, data for 1974 only were abstracted. They show an increase in the reporting on and participation by women but should not be regarded as definitive, since reports from all countries for all quarters were not available.

1974 Data on Women

Participation in In-Country Programs

	<u>Total</u>	<u>Women</u>
Bolivia	N.A.	61
Brazil	1,787	300
Caribbean	697	144
Colombia	845	36
Costa Rica	529	72
Dominican Republic	1,323	322
Ecuador	1,255	245
Honduras	843	110
Nicaragua	427	164
Panama	218	38
Paraguay	658	383
Uruguay	343	131
Venezuela	337	94

2) Front Royal Institute

From 1962 through 1975, the AIFLD Front Royal Institute has graduated 1971 Latin American and Caribbean Participants. Since the beginning of the women's programs in ~~1971~~, the following women's programs have been carried out in Front Royal.

June 29 - August 3, 1971 - 37th Program 23 Latin American women

ADVANCED UNION LEADERSHIP (General)

June 18 - August 5, 1972 - 42nd Program 40 Latin American women

3-A -- ADVANCED UNION LEADERSHIP (General)

3-B -- ADVANCED UNION EDUCATION - COMMUNICATIONS
AND TEACHING (Special)

<u>June 4 - June 29, 1973 - 47th Program</u>	23 Caribbean women 2 Guyanese
ADVANCED TRADE UNION LEADERSHIP (General)	
<u>May 29 - July 3, 1974 - 54th Program</u>	40 Latin American women
4-A -- WOMEN'S TRADE UNION LEADERSHIP (General)	
4-B -- COMMUNICATIONS AND PUBLIC RELATIONS (Special)	
<u>May 19 - June 27, 1975 - 60th Program</u>	39 Latin American women
3-A -- ROLE OF WOMEN IN ECONOMIC DEVELOPMENT (General)	
3-B -- TRADE UNION FINANCES AND PUBLIC RELATIONS (Special, for teachers)	
Total	168

Follow-up data are available only for graduates through the 54th Program (1974). Of these 128 women, 100 have provided follow-up information. Thus, it was learned that 95% remained union members, 90% continued active in union affairs, and 75% held a union office. Of the 34 who reported on their specialized training, 55.5% had utilized the special training which they had received. Individual cases of outstanding graduates will be mentioned later in this report.

3) The University Level Labor Programs

From 1967 through 1974, the Inter-American Labor Economics Program (IALEP) was carried out and in 1975 the Central American Regional Special Labor Economics Program (CARSLEP) took place. Twelve of the 160 graduates of these programs were women:

	<u>Year</u>	<u>Total</u>	<u>Women</u>
IALEP	1967	15	1
IALEP	1968	20	2

	<u>Year</u>	<u>Total</u>	<u>Women</u>
IALEP	1969	20	0
IALEP	1970	14	0
IALEP	1971	20	0
IALEP	1972	21	2
IALEP	1973	21	2
IALEP	1974	14	2
CARSLEP	1975	15	3

It should be noted that the low percentage of women is more a function of availability than of choice. While it has not been easy to select male candidates, who are union related and can follow a university level course of instruction, it has proved quite difficult to find suitable female candidates.

Yet, considering the difficulties involved in securing women candidates in the first place, and in providing them with a suitable field of action after the graduates return home, the record of our twelve graduates has been impressive: All of them applied their training for at least one year after their return. Of the nine IALEP graduates, at least three are outstanding: Barbara Ball, M.D., Secretary General, Bermuda Industrial Union, was a trainee at the AIFLD/Caribbean Labor Economics Research Center; Ana Ruth Zúñiga, graduate of the 1972 IALEP Program, is a member of the Confederation of Honduran Workers (CTH) and is in charge of the FESITRANH Housing Project; Eunice de Lima Ramos, a lawyer from Brazil, graduated from the 1973 IALEP Program. She is the First Secretary of the Union of Employees in Cultural Affairs of São Paulo. Finally, Evette Harris, from Barbados, a graduate of the 1974 IALEP Program, was also a trainee of the AIFLD/Caribbean Labor Economics Research Center. While there, she prepared

a paper on the "Primary Causes of Inflation in the Caribbean" which is now being readied for publication.

Follow-up information on the three women CARSLEP graduates will be gathered one year after their return home, i.e., November 1976.

4) Women in AIFLD Sponsored Social Projects

In its social projects programs, AIFLD's general thrust in providing socio-economic benefits has been targeted at the family of the worker, rather than at the worker as male or female. Nevertheless, a number of programs have been developed by and for women's groups. For example, one of the first Impact Projects loans, made by AIFLD in 1965 was to the Nueva Era Sewing Cooperative in Peru to assist unemployed women garment workers to develop a producer's cooperative. Many other projects developed and executed primarily benefited women either because women made up the overwhelming majority of membership of the union involved or because women were the target group.

In Argentina a credit cooperative for ladies' garment workers was financed as was a technical school for garment cutters. In the Chaco in the same country a sewing and typing school was established by AIFLD.

Commercial schools were financed--Chile, Guyana, Paraguay and Antigua--for clerical workers, again the vast majority of whom were women. Through the Direct Relief Foundation (a private organization which distributes pharmaceutical and medical supplies to needy organizations in less developed countries) and with financing from the AFL-CIO Impact Projects Fund, the AIFLD has financed innumerable medical clinics, in Brazil, Ecuador, the Dominican Republic, Costa Rica and Guatemala, the primary beneficiaries of which have been women. For example, at the Ozama Sugar Mill in the Dominican Republic, the workers' clinic is primarily for the use of

pregnant and lactating women, although emergencies will be handled.

In the 3,000-unit Kennedy Housing Project in Mexico developed by the Institute, women's groups were founded in 1964 by an AIFLD employee, Suzy Navarrete, to manage community development programs in the project. The architects of the 800-unit housing project of the Light and Power Workers Union developed by AIFLD in Buenos Aires were Teresa Trajtenberg and Maria Sadowska.

And in Bolivia Marta de Kuljis is the consulting architect, who has assisted AIFLD in the design and development of a 200-unit, \$5,000,000 housing project for which financing has yet to be obtained.

In El Salvador, AIFLD has been instrumental in developing agricultural cooperatives run by campesino women exclusively.

Finally, it must be assumed, but we have no figures to prove, that great numbers of women are members of consumer and credit cooperatives financed by AIFLD, through AFL-CIO Impact Project funds or through the Ambassador's or Alliance for Progress Funds in the several field offices. Women have also benefited from the many community centers which AIFLD helped build, and, obviously, there are women living in the housing projects AIFLD has developed, either as owners or family members.

III. Current Programs

In response to a request from A.I.D., separate records on women participation in AIFLD in-country programs are being kept since the beginning of 1975. For specific reporting periods of that year, women participation in education programs varied from a low of five percent in Uruguay to a high of over thirty percent in Bolivia. (See table on page 15.)

The participation of women in the AIFLD Front Royal program has already been discussed in the preceding section. The numbers cited there represent from 12.5 to 20 percent of the total student load, depending on whether five (200) or six (240) courses are being given during a given year.

In-Country Activities - Participation of Men and Women - 1975

<u>Country</u>	<u>Period</u>	<u>Number of Courses</u>	<u>Number of Participants</u>	<u>Female</u>	<u>%</u>
Bolivia	Jan - Sept.	36	1,259	382	30.3
Brazil	Jan - Sept.	58	1,518	350	23.0
Caribbean	Jan - Sept.	37	1,645	400	24.3
Chile	Jan - Sept.	8	608	97	15.9
Colombia	Jan - Sept.	109	3,487	618	17.7
Costa Rica*	Jan - Sept.	7	228	?	--
Dom. Rep.	Jan - Sept.	28	852	109	12.8
Ecuador*	Jan - Oct.	69	1,767	?	--
Guatemala	Jan - Sept.	32	661	44	6.6
ROCAP/IESCA	Jan - Sept.	5	94	26	27.7
Honduras	Jan - Sept.	37	733	53	6.8
Nicaragua	Jan - July	22	809	114	14.1
Panama	Jan - Oct.	33	794	70	8.8
Paraguay*	Jan - Sept.	23	693	?	--
Uruguay	Jan - Aug.	27	639	32	5.0
Totals			15,499	1,961	

*No breakdown of male or female courses

IV. Progress to Date

In view of the fact that in the past the AIFLD has taken the participation of women in all its programs and activities as a matter of course, not too much attention was being paid to the real extent of that participation. Women were free to participate and did to a certain degree. No rigorous studies have been made of the degree to which they use what they have learned. Presumably they utilize their training at least as much as their male counterparts.

The real progress over the past few years therefore is a new awareness on the part of AIFLD for the need of developing positive action programs regarding women: to recruit them, accept them for training, try to sensitize them to the new opportunities open to them and to encourage them to seize such opportunities.

A few years' time is necessary in order to be able to assess the changes that this heightened emphasis and positive action may bring about. Yet, a few results are already apparent: despite the fact that elapsed time after training and other factors play an important role, a review of women graduates of AIFLD Front Royal programs seems to show that recent graduates are more aggressively involved in their unions upon their return than was the case with graduates of earlier years and, they seem to work more actively in non-traditional roles in their unions than used to be the case. This affirmation is based on a review of Front Royal follow-up data which, for reasons cited above, still lack the scope and reliability that would be desirable. Still, a few cases are worth mentioning:

- 1) Beatriz (Betty) Nogales Pimentel de Pérez from Bolivia was an ironer in the garment industry when she attended the 1972 women's program in Front Royal on advanced union leadership. At that time she was liaison secretary of her union. Today, she is one of the "National Coordinators"

of the "Confederación Nacional de Fabriles" which has affiliates from the textile, food, drink, metal and public service sectors.

In her capacity as National Coordinator, Betty Pimentel has programmed a national seminar in collaboration with AIFLD/Bolivia for January 5-16, 1976, for eighty women. In addition, she has submitted an excellent Impact Project to assist a consumers' cooperative for the members of her union. The project proposal has received initial approval by the AIFLD/Washington review committee and is expected to be approved by the full I.P. Committee of the AFL-CIO.

2) For the purpose of this section, the names of 168 women graduates from the Front Royal courses were reviewed with the AIFLD Country Program Directors at the annual Front Royal Conference. After careful scrutiny and examination of the available follow-up information, thirty-four of these women graduates were found to have outstanding records. Their names are listed below by the year in which they attended a Front Royal Program. Their country and union position are also given.

<u>Year at Front Royal</u>	<u>Name, Country and Union Position</u>
1975	Martha Torres de Kuljis, Bolivia. AIFLD/Bolivia, Architect.
1975	Elena Isurza de Valdivia, Bolivia Regional Supervisor, Rural Teachers; Coordinator, Rural Teachers.
1975	Carmen Valdés Undurraga, Chile. Director, National Association of Teachers.
1975	Zobeida Nema Flores, Costa Rica. Executive Board, National Association of Teachers.
1975	Lilian Dolores Kanwinkel de Robiou, Dominican Republic. Public Relations Secretary, National Federation of Education Workers.

- 1975 María Meng de Morales, Nicaragua.
President, Chontales Teachers Federation and Executive
Board Member, National Teachers Confederation.
- 1975 Lilia Esther Rodríguez de Luca, Panama.
First Assistant Coordinator, United Panamanian Teachers
Association.
- 1975 Doralicia Garcete de Careaga, Paraguay.
Assistant Secretary, General Union of Laboratory Workers.
- 1975 Esperanza Aurora da Rosa Vázquez, Paraguay.
Recording Secretary, Teachers Federation of Paraguay.
- 1975 Olga Blanco Ramírez, Paraguay.
Finance Secretary, National Association of Postal Workers.
- 1975 Ramona Mendoza, Paraguay.
Secretary of Coop Affairs, Industrial Food Workers of
Paraguay.
- 1974 Valdelusa Duarte d'Arce, Brazil.
Vice-President, Pernambuco Newspaper Guild.
- 1974 Teolinda Caba, Dominican Republic.
Secretary General, National Union of Nurses.
- 1974 Ramona Green, Dominican Republic.
Secretary General, National Federation of Teachers.
- 1974 Marian E. Gambo, Ecuador.
President, Chimborazo Association of Teachers.
- 1974 Rosa Alejandrina Porres Wong, Guatemala.
Social Security Secretary, Bank Workers Union.
- 1974 Eladia Gallardo Pérez, Panama.
Defense Secretary, Workers Union of "Gago" Company.
- 1974 Benita Patiño de Domínguez, Paraguay.
Women's Committee Member, Paraguayan Confederation
of Workers.
- 1974 Mercedes Yolanda Troche Escobar, Paraguay.
Secretary for Trade Union Affairs, Education Association
of Paraguay.
- 1974 Luisa Carrillo de Pastrán, Venezuela.
Public Relations Secretary, Telecommunications Workers Union.
- 1973 Villamae Bridgwater, Bahamas.
President, Bahamas Communications and Public Officers Union.

- 1973 Edna George, Guyana.
Branch Secretary, Guyana Postal and Telecommunications
Workers Union.
- 1973 Vivienne D. Surrey, Guyana.
Branch Secretary, Guyanese Teachers Association.
- 1973 Ursula Gittens, Trinidad and Tobago.
President, Public Service Association of Trinidad & Tobago
- 1973 Elaine Ien, Trinidad and Tobago.
Trustee, Union of Commerce and Industrial Workers, Trinidad
and Tobago.
- 1972 Blanca Colomba Noack de Villagrán, Guatemala.
Grievance Secretary, Social Security Employees' Union.
- 1972 Maritza Merel de Lee, Panama.
Recording Secretary, National Association of Postal Workers.
- 1971 Nair F. Escouto, Brazil.
Secretary Treasurer, Garment Workers Union, Porto Alegre,
Rio de Janeiro, Brazil.
- 1971 Maria de Lourdes Garcia de Andrade, Brazil.
President, Midwives Union of Guanabara.
- 1971 Maria Felicia da Rocha, Brazil.
President, Hydroelectric Union of Belo Horizonte, Minas
Gerais, Brazil.
- 1971 Leticia Mejía de Reyes, Honduras.
President, Clothing Workers Union - Executive Board,
National Federation.
- 1971 Melba Espinal de Ramos, Honduras.
President, Honduran Rural Education, of Government Workers
Union - Recording Secretary, National Federation.
- 1971 Juana Aguilar Asencio, Nicaragua.
President of Telecommunications Workers Union.
(Since the union was abolished, she has succeeded in holding
the membership together.)
- 1971 María Cabrera Varela, Uruguay.
Secretary Delegate, Graphic Arts Workers Union.

3) The celebration of International Women's Year has provided Front
Royal as well as the in-country programs with ample opportunity to emphasize
women's grievances and the new opportunities open to them. In the 1974 and

1975 Front Royal programs IWY became the topic of primary interest. In addition to IWY and the World Conference in Mexico, other topics of interest were the Percy Amendment and the founding of CLUW (Coalition of Labor Union Women). A serious drawback in pursuing these topics has been the unavailability of appropriate material and documents in Spanish. If available, the material is too expensive for individual distribution. Much of the time, however, no Spanish translations are available.

International Women's Year was not the principal topic only at Front Royal in the United States. As was learned from a report by Frank Walcott, General Secretary of the Barbados' Workers' Union, IRO-FIET and the Barbados Workers' Union Labor College recently conducted a seminar on "the role of women in the economic, social and cultural development of the Caribbean". Thirty-six women from the Caribbean, the USA and Venezuela participated in that event. The seminar provided a meeting point for some of the outstanding women trade unionists in the area. The seminar concluded IWY which had been opened in the first month of the year with a special seminar for women at the Barbados Labour College.

Union women in Bolivia also concluded IWY with significant events. Under the auspices of AIFLD/Bolivia a four-week national seminar for union women was held. Thirty-one women from all trades and industries throughout Bolivia participated. A representative from AIFLD/Washington went to Bolivia for the occasion and during the last four days of the seminar helped the participants discuss economic development and the role of women in it. She also provided information and led discussions on IWY, the IWY World Conference in Mexico, the Percy Amendment and the founding of CLUW.

The evaluation by the participants showed the Bolivian women's interest in the new directions that women are seeking all over the world. Women

in Bolivia want to break the relative isolation which the geography of their country imposes, and they are anxious for additional and continuing information on women's struggles and achievements in other lands.

Ten days after the graduation ceremonies of the National Seminar for Trade Union Women in La Paz, about 25 rural teachers of Bolivia met in Coromata on the Altiplano for a two-week national Trade Union Seminar. The altitude of over 14,000 feet and primitive accommodations without heat notwithstanding, the rural teachers from all over the country were as interested in hearing about IWY as their city sisters had been ten days earlier. Among the topics discussed with the visitor from AIFLD/Washington, were economic development and the IWY. The IWY World Conference in Mexico again ranked first in their interest.

To the trade union women of Bolivia, the World Plan of Action, the document prepared for the IWY World Conference in Mexico and approved at its final session, is the blueprint for a brighter future.

V. Future Plans

Future plans involve both the continuation of current programs with increasing emphasis on participation by women and the development of new programs.

As can be seen from the in-country course statistics, in all but a few countries participation by women in education programs has been increasing rapidly. AIFLD country offices have become sensitized to the need for greater participation by women in all phases of the AIFLD program. Additional increases in the proportion of women participants can be expected. Yet, given the nature of the labor force in many Latin American countries and therefore also the composition of union membership, increases in female participation will inevitably reach a plateau unless more women are enabled to seek a livelihood in the job market and unless more women became union

members. The solution to the first problem, of course, can only be the gradual result of long-term socio-economic development. As for increasing the percentage of union members among women who are working, a useful step will be the training of women organizers (see below).

For the immediate future one of the six projected Front Royal programs will continue to be devoted to Latin American and Caribbean women: For 1970 two courses are being planned: one, on Adult Education Methods for women members of the International Transport Workers Federation (ITF). The purpose of the course is the preparation of women trade union educators, a role till now preempted almost exclusively by men in Latin America. The second course also for Latin American women of diverse unions will be on Techniques of Organizing, previously considered a "male" subject. This organizing course may well be a first for women anywhere.

Armed with these new skills, women who are so inclined will for the first time be truly prepared to advance in leadership and staff hierarchies thus helping to slowly change the traditional sex patterns in the Latin American labor movement.

The university labor studies program which is being designed to provide mid-career training to rising young Latin American trade union leaders will be open to men and women alike. As in the university level programs of previous years, finding suitable women candidates may be the chief hurdle.

In addition to the above which essentially constitutes a combination and refinement of previous programs, conversations are currently in progress with Morag Simchac, Women's activities Advisor, Office of Labor Affairs, AID, about the possibility of implementing a pilot project with matching funds from the AID labor office and from the AIFLD which would have as its primary goal the training of rural women in order that they more rapidly

be qualified to take their place, alongside with men, in economic areas where special skills are required but not available at the moment. Such a program would provide not only new skills to rural women but also seek to transform these into new opportunities for employment and attendant economic gains.

As has been stated repeatedly in all forums where women's equality as participants in development is the concern, little or nothing is known specifically about the degree to which women are involved at the present time. Hard data are virtually non-existent. This ignorance concerning women extends to the labor field as well. Data on woman participation in the labor market are drawn from national statistics full of ambiguity and subject to doubt. Data on the participation (membership and leadership alike) in the trade union movements of Latin American countries suffer from the same or greater weaknesses. The AIFLD field offices would be the logical place to begin to remedy the dearth of data concerning women in the labor movement. But data gathering is costly and time consuming. However desirable, resources are not available at the moment for such undertaking. Yet, to really help the union women of Latin America an assessment of the degree of their current involvement in the labor market and in the several trade union movements would seem to be indispensable.