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GENESYS

THE FUTURES GROUP

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FINAL REPORT ON COUNTRY VISITS TO LATIN AMERICA TO PROMOTE PREPARATORY ACTIVITIES FOR THE UN WORLD CONFERENCE ON WOMEN

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I. INTRODUCTION

The United Nations Decade for Women ended in July 1985 with the United Nations Third World Conference on Women held in Nairobi, Kenya. The Conference was divided into two forums: one for non-governmental organizations (NGOs), the other for the Member States of the United Nations. At the Conference, the Member States approved a document titled *The Forward-Looking Strategies for the Advancement of Women*, making a commitment to advance the status of women in economic, social, cultural and legal development by the year 2000. *The Forward-Looking Strategies* provide a blueprint of actions, over three hundred and seventy, by which governments can achieve such advancement.

The Fourth United Nations (U.N.) World Conference on Women will be held in September, 1995 in Beijing, China. The purpose of the Conference is to allow governments and NGOs to discuss progress made since 1985 in implementing *The Forward-Looking Strategies*; to delineate next steps for continued progress; and to share "lessons learned" over the past ten years on critical women's issues, focusing (as the Nairobi Conference did) on peace, equality and development.

The Organization for Economic Cooperation and Development/Development Assistance Committee's Expert Group on Women in Development (OECD/DAC/WID) adopted an Initiative to support preparation for the Conference by governments, NGOs and other key personnel in developing countries. The DAC/WID Initiative is meant to complement, not duplicate, official U.N. preparatory activities.

The DAC/WID Initiative aims to support preparations for 1995 by ensuring that optimal and equitable use is made of the scarce financial, technical and institutional resources available. Implementation follows a simple common model to be used worldwide, with appropriate intra-regional variation. The model envisions one *regional lead donor* ("RLD") taking a major coordination role in a particular area of the developing world. The United States government has agreed to act as RLD for conference preparatory activities in Latin America. The model further envisions the RLD working directly with a number of *regional focal field-level institutions* ("RFFIs") in the field. The RFFIs are "hands on" *non-governmental organizations* (NGOs), assisting preparation through the facilitation of workshops and symposia; monitoring funding requests to support Conference preparatory activities; working with governments, other NGOs, WID donor personnel and researchers in promoting a dialogue on gender issues; strengthening communication among these groups and individuals; and, finally, by working closely with the United States Agency for International Development's Office of Women in Development (USAID/R&D/WID) on all these issues so that the United States can carry out its OECD responsibilities as RLD for Latin America. Offical documents explaining the DAC/WID Initiative are in Annex B.

The GENESYS (*Gender in Economic and Social Systems)* Project at The Futures Group (TFG) was asked by USAID/R&D/WID to begin implementation of the DAC/WID Initiative. Specifically, GENESYS was requested to:

- Identify four or five RFFIs through which Latin American Conference preparations could be coordinated by the RLD;
- Meet with potential RFFIs, sections of government with WID responsibility, relevant NGOs, and researchers to discuss Conference aims and preparations;
- Assess government and NGO needs for financial, technical, and institutional assistance for Conference preparation.

II. DEVELOPMENT OF THE QUESTIONNAIRE

In order to assess the status of Conference preparatory activities; to move towards identification of suitable RFFIs; and to begin the process of strengthening coordination and communication between groups and individuals, TFG hired a consultant to design a questionnaire and to visit the Latin American region and conduct a series of interviews. Although the questionnaire was not shared or even visible at any of the meetings held, the questions in it served as the primary basis of discussion and reflection. For this reason much review went into the final format and substance, including recommendations from Emma Hooper, the DAC/WID Expert Group's coordinator for the Initiative, and Nelly van den Oever, director of TFG's GENESYS project. By reading it, one quickly understands the type of information and analyses sought in the field trips. A copy of the questionnaire can be found in Annex C.

III. COUNTRIES VISITED

In the beginning, the R&D/WID Deputy Director decided that five RFFIs would be necessary to carry out the Initiative. These RFFIs would ideally represent Mexico, Central America, the Andean countries, Brazil, and the Southern Cone. A cable was sent to USAID Mission Directors in Latin America by the Acting Administrator of Latin America Bureau (LAC) which explained the OECD Initiative and asked each Mission Director to respond if interested in facilitating the implementation of the Initiative. This would require that a consultant travel to the field to conduct interviews with local organizations. Determination of the number of RFFIs needed and Mission response to the cable led the consultant to visit five Latin American countries between May 25 and July 29 to meet with a variety of organizations and personnel. A list of people met in the countries visited is in Annex D.

IV. COUNTRY REPORTS

Following are summaries of information received from the myriad of meetings listed in Annex D. In addition, information and/or recommendations resulting from discussions held in Washington, D.C. prior to the field visits are included where appropriate. The summaries are not meant to be exhaustive, and careful attention should be given to the various brochures and pamphlets collected during the field visits. These written materials provide a wealth of additional information on government and non-government programs, elaborating in greater detail many of the points made during the meetings.

A. ARGENTINA

May 25-29, 1993

- **Government**

The Government of Argentina, under President Carlos Saul Menem, has given high priority to women's issues as it moves vigorously to implement an economic liberalization program and open its economy to world markets. The Government has both a Women's Council for Women's Public Policies, chaired by Virginia Frananillo, and a Women's Cabinet, headed by Ambassador Regazzoli. The Council was created in March 1991 and reports directly to the President of the Republic. The Council is composed of members who hold positions in almost all the national government departments; their work on the Council is in addition to their other government responsibilities. The Council is not provided funding; and its main function is to persuade key personnel in the various departments to reach formal accords with the Council on addressing women's issues in their respective agendas. Señora Frenonilla believes that "strengthening on the national level...is the key to paving the road" and the Council therefore spends considerable time refining and presenting technical proposals to government entities. The Council takes credit for the Government's recent proposed amendments to the country's employment act containing strict new regulations for the inclusion of women in the labor force.

One example of what has been accomplished as a result of coordination and consensus-building between the GOA's Department of Culture and Education, the National Institute of Public Administration and the Council is the National Program for Women's Equal Opportunities in Education, located in the GOA's Department of Culture and Education. Directed by Gloria Bonder, the National Program is the first gender equity educational program in the country. Through a series of seminars and workshops, the Program reaches out to all the provinces promoting non-sexist training for teachers; research on specific local educational needs of women; and the active participation of students, parents and teachers in opening up opportunities for women in education. Recent symposia have included WID experts from other Latin American countries and Señora Bonder currently is influencing educational planning in several other countries.

In addition to pressing government departments to incorporate gender considerations in their policies, the Council has a widespread public dissemination campaign on specific issues such as

AIDS and teenage pregnancy. The Council believes it is highly successful in reaching out and working with NGOs and women's groups to promote a strong feminist movement in Argentina.

The Women's Cabinet, organizationally much more powerful in the Government, was created as the "political arm" of the Council. Its main goal is to build public support among women for the President's economic program. The head of the Cabinet has been given Ambassadorial rank and has been named the National Coordinator for government preparation for the Beijing Conference.

Both Council and Cabinet members were highly enthusiastic about the DAC/WID Initiative. Indeed, the Cabinet members vehemently requested that a waiver be sought so that the Cabinet could act as the RFFI for the Southern Cone. Without doubt, the GOA's involvement, especially of people like Señora Bonder, is critical to successful implementation of the Initiative and in getting groups throughout the Southern Cone to work together on Conference preparatory activities.

Another organization, the Women's Bureau of the Government of Buenos Aires, struggles to support a technically sound public dissemination program on violence in the family and a twenty-four hour place of refuge for battered women. The Director, Dolores Carmen Dominguez, stated that the center had received over 30,000 calls in three years. With no funding and very little power, the Women's Bureau is making efforts to increase its visibility and better focus its mission.

- **NGOs**

A meeting was held with the senior board of Asociacion Conciencia, composed of its President and three Vice Presidents. A preliminary meeting with one of the Vice Presidents had previously been held in Washington so the organization was familiar with the DAC/WID Initiative. Conciencia Argentina was founded in 1982 with the goal of transforming what they describe as "a passive populace" into a "modern, responsible citizenry, educated in the principles of democracy". Conciencia's initial efforts were directed toward training courses in democracy, many of which are still taking place. Courses examine the three branches of government at the national level as well as the functioning of the municipal governments. Citizen participation is strongly advocated. Conciencia also organizes workshops and seminars to focus on important national issues. In its overall promotion of democracy, Conciencia has always stressed the role women play in transmitting values and the critical contribution of NGOs to the educational process. Most of Conciencia's members are women, and women are their main target group. Conciencia is highly regarded by USAID personnel in the field and in Washington and receives funding for some of its projects from USAID. In addition, Linda Poole, the Executive Secretary of CIM at the OAS recommended Conciencia as a potential RFFI. Conciencia very much wants to be named RFFI for the Southern Cone. In terms of criteria, its sophisticated understanding of group dynamics and mass media activism are its strength; the lack of a technical understanding of key WID issues remain its biggest weakness.

A meeting was also held with Señora Christina Zurutuza, Vice President of another solid and highly respected NGO, Centro de Estudios de la Mujer (CEM). Founded in 1979, CEM was one of the first NGOs in Argentina formed solely to improve the conditions of women both socially and economically. It began as a training ground for professional women but became increasingly involved in consciousness-raising among grassroots women's groups on such subjects as non-sexist education, legal rights, and sex education. Because working though small groups was "too slow, with not much action", according to Señora Zurutuza, CEM began to target and train municipal government officials, particularly teachers, psychologists, social workers and lawyers who work directly with women and children in various social programs. She believes this "multiplier approach" has been extremely successful. CEM continues this approach and one of its four major goals remains institutional capacity-building. CEM also enjoys a strong research agenda with studies on subjects as diverse as abortion and women in communications. It offers a post graduate course on women's studies at the University of Buenos Aires. CEM's President, Gloria Bonder, now has an influential government position (see above), resulting in a close relationship between the two groups. CEM expressed real interest in becoming a RFFI, but acknowledged that it would have to hire additional staff and retain a certain amount of flexibility to incorporate additional responsibilities into an already heavy workload and agenda.

A brief exchange, at the recommendation of Canadian Embassy staff, was held with Mabel Bianco, the Director of the Foundation for Studies and Research on Women (FEIM). Founded in 1989, FEIM is a well known NGO working broadly with government and other NGOs on women's issues such as discrimination, human rights, elderly women, and women's participation in the labor force. FEIM's agenda includes research, training, "campaigns" and dissemination of educational materials. Señora Bianco is highly respected by everyone interviewed, and her group has received funding from the Panamerican Health Organization, World Health Organization, and UNIFEM among others. Señora Bianco is very enthusiastic about the Initiative and wants FEIM actively involved, although perhaps not as RFFI because of the demands of such a role.

Another NGO which was mentioned frequently with high regard is Fundación Mujeres en Igualdad, directed by Zita C. Montes de Oca. Created in 1990, the Fundación furthers women's equality nationwide; working hard to alleviate discrimination against women through legal changes, seminars, and training geared towards making women aware of their political rights and responsibilities.

Finally, two umbrella NGO organizations were identified which could play major communication roles in coordination of Conference preparatory activities. Marguerite Berger, Director of Women and Development at the Inter-American Development Bank, strongly recommended contact with a consortium of NGOs called GADIS which could easily reach a wide range of key groups and personnel throughout the Southern Cone. Secondly, after the field trip, a fax was received from Ana Falu of Centro de Intercambio y Servicios (CISCSA). In her fax, Senora Falu described the activities of the Plenario De Mujeres, an NGO coalition which gathers regularly "to promote public policies, push on parliamentary activism, and pursue on training programs directed to civil servants" on women's issues. Señora Falu says that the Plenario has strong regional and

international links to a variety of NGOs working on gender and she is hopeful the organization can be actively recruited for Conference preparatory activities.

- **Donors and USG organizations**

A meeting was held with Beatriz Ventura and Beatriz Anigati of the Embassy of Canada. Mrs. Ventura said that the formation of women's groups in Argentina began during the Peronist regime in the 1940s, and that today the Peronists and Socialists continue to be the hardest working promoters of women's participation in and benefit from development. She pointed out that many attorneys have been actively engaged, both alone, in legal associations, and in consortia with NGOs, in pressing for changes in the laws impacting negatively on women. Mrs. Ventura feels that such an approach is much stronger in Argentina now than efforts at outreach to grassroots organizations in the provinces. Mrs. Ventura said she knows of no formal or informal coordination among donors to discuss WID issues although she acknowledged that getting together was a good idea. She cautioned that the selected RFFI had to have the respect of all groups, particularly government. She recommended Fundacion Mujeres en Igualdad (see above) as "a new, young, and enthusiastic" NGO with "the right structure" and added that its Director, Señora Montes de Oca, was called upon frequently by the GOA for advice. The Canadians have co-funded several WID activities with the GOA, including a "Law and Gender Discrimination" seminar last year which brought technical experts together to discuss human rights and resulted in two publications. Mrs. Ventura believes that Conciencia , while not focusing specifically on women's issues, would be a good selection as RFFI because of its regional network and respectability. Finally, she warned that the RFFI would have to make "a real democratic gesture" to reach out beyond the middle class to include grassroots women's groups in preparing for the Conference.

Another meeting was held with Liliana Isler, an Information Officer at the United Nations Information Center. Mrs. Isler knew nothing about the Conference but ensured me she would follow up to see if either UNDP or UNIFEM was engaged. She thought they may not be and was pleased to convey written materials to them explaining the DAC/WID Initiative.

A meeting was held with the Director of USIS, Mrs. Salome Hernandez. Mrs. Hernandez was not aware of UN plans for a World Conference on Women, but is eager to promote awareness of it and the DAC/WID Initiative. She indicated that the NGO community in Argentina was fraught with jealousies and competition and said that Conciencia had some serious constraints. She said Conciencia would be "going outside their charter" to focus on women's issues if selected as a RFFI but, considering the alternative women's organizations and their weaknesses, Conciencia would be a good choice.

- **Researchers**

A meeting was held with a sociologist, Sylvia Chetjar, at the recommendation of Mrs. Ventura of the Embassy of Canada. Señora Chetjar works in a small organization of five women dealing with issues of violence. The group brings together professionals to discuss how local institutions

can respond appropriately to an array of situations of physical abuse. She described herself as a feminist who is trying to create a national anti-violence movement among women by organizing roundtable discussions at which government officials, NGOs, and researchers "can begin to think together about what happens to women in Argentina". Señora Chetjar will complete her latest research publication, "Policies and Strategies for Dealing with Violence" next month. She is very interested in furthering dialogue on the issue through the OECD Initiative.

A meeting also was held with Susana Clarisa Voloschin de Simkin, who describes herself as a social psychologist specializing in maternal-infantile programs. Her interest is in comparative analyses of maternal and child health problems in several countries. Señora Voloschin's primary focus is teenage pregnancy and she has been hired by the national Department of Health to provide counselling to pregnant girls 15-16 years old. Señora Voloschin is beginning to disseminate information on AIDS, but no funds have yet been provided by the government and she finds herself alone in the effort. She believes that Conference preparatory activities could help build public awareness about AIDS, especially outside of Buenos Aires. She also believes a study on the inter-relationship of teenage health and self-esteem followed by a discussion of it as a priority issue for girls would be highly productive.

B. CHILE

May 31, 1993

◆ Government

A meeting was set up with Regina Rodriguez, Jefa Departamento Relaciones Internacionales, Servicio Nacional de la Mujer (SERNAM), but, unfortunately, Señora Rodriguez forgot the meeting and she could not be reached. This was most disappointing because it was clear that SERNAM is responsible for the Government of Chile's (GOC) progress report on implementing the Forward-Looking Strategies. Materials were left at her office explaining the DAC/WID Initiative and a request was made that Señora Rodriguez call to reschedule the meeting for later that day. To date, no contact has been made despite several attempts by the consultant.

◆ NGOs

A meeting was held with Maria Elena Ovalle de Vigneaux, President of Filial Chilena Women's World Banking (FINAM). A woman with a solid background in banking, Señora Ovalle admitted she had no idea how many Chilean women needed help in obtaining credit and entrepreneurial support until she began working with FINAM. Señora Ovalle believes FINAM is successful because of its positive projection of women and its promotion of options for women. She said FINAM has allowed women to participate more fully in all aspects of society with a greater sense of self worth. Señora Ovalle stressed that women who think of themselves as victims are bound to fail: "There are women who are poor but don't think of themselves as poor women", she remarked. FINAM sponsored its second Women Entrepreneurs Seminar in May, 1993, inviting thousands of women from all over Chile to participate. Señora Ovalle said the seminar attracted women of all ages and received a tremendous amount of publicity, an indication

of how popular FINAM has become. Candidates for office from all major political parties spoke at the seminar, enunciating specific ways in which they would help women if elected; thus, "we have it on tape", said Señora Ovalle. Four workshops were held at the seminar, one on how to plan an enterprise; one on open markets and internationalization; one on social security for the professional woman; and, one on the integration of work and family responsibilities. The seminar's content reflects both the audience and goals of FINAM. The weakness of FINAM, according to Señora Ovalle, is lack of a formal structure and its need for more personnel to carry out its mission. Señora Ovalle is not paid for her work at FINAM but believes her successor should be. The inherent weakness of any NGO, she contended, is its failure to become self-sufficient because it relies too heavily on volunteers. Senora Ovalle believes this is the path FINAM is taking and, consequently, she is very worried about its future. If FINAM continues to operate in this manner while at the same time raising the expectations of Chilean women through publicity and outreach, she warned, there will be "a backlash".

A discussion with USAID/Chile personnel confirmed many of Señora Ovalle's beliefs and underscored other concerns about FINAM. Although highly respected, FINAM may be too overloaded now to take on any added responsibilities related to the Initiative.

A meeting was also held with Raquel Olea, Director of La Morada. A highly respected NGO, La Morada was created in 1983 to fight discrimination against women and to confront the oppression of women by the then existing military dictatorship. Since that time, La Morada has continued its program of "making women agents of their own destiny" according to Señora Olea. La Morada works in the areas of health, education, communications and community organization and has its own radio station, RADIO TIERRA. Señora Olea very much wants direct involvement of La Morada in the DAC/WID Initiative.

At the suggestion of Linda Poole, Executive Secretary, CIM/OAS, contact was made with Adriana Santa Cruz, Director of FEMPRESS. FEMPRESS produces a monthly newsletter which is distributed widely throughout Latin America. Founded in 1981, FEMPRESS prints articles by leading experts and activists in the WID field ranging from politics to malnutrition. Although Señora Cruz was very interested in the DAC/WID Initiative, she believes that other NGOs "would fit in workshops and the preparation of government documents more nicely". Nonetheless, it would certainly be appropriate to submit articles on Conference preparatory activities to FEMPRESS for publication.

Finally, a meeting was held with Ximena Charnes and Teresa Rodriguez of Isis International. Created in 1974, Isis provides a global communication channel for information sharing (through a quarterly magazine and a book series) and networking (through coordination of the Latin American and Caribbean Women's Health Network) for over 50,000 women and groups in 150 countries. Isis' main goal in communicating is to promote women's empowerment and full participation in development. The Santiago office maintains over 7000 publications for public use and an up-to-date database listing women's organizations and publications worldwide. Materials maintained cover primary health care, rural development, environment, informal education, legal rights, credit, community organization, tourism and prostitution, violence against

women, women workers, migrant women, and refugees, among other issues. Such a wealth of documentation could be very useful in data collecting and in defining key issues to discuss at the Conference. In addition, Isis sponsors workshops and training and provides support to SERNAM. In a follow-up fax, Señoras Charnes and Rodriguez indicated Isis was very interested in direct participation in the DAC/WID Initiative (a surprise to the consultant as they had not expressed any real interest during the meeting) but said they needed additional information on what levels of support would be forthcoming, given the "magnitude of the activities and the human and materials resources that will be required", before discussing the proposal with the Isis Directive Council.

C. COSTA RICA

June 10-11, 1993

◆ NGOs

A meeting was held with Maria Eugenia Penon de Cotter, Executive Director of Fundacion Arias Para La Paz y l Progreso Humano (Arias Foundation). The Arias Foundation was established in 1988 by Dr. Oscar Arias Sanchez with funds he received winning the Nobel Peace Prize. Its mission is "to build just and peaceful societies in Central America". The Foundation has three separate Centers. One is the Center for Human Progress, which promotes equal opportunities for all sectors of the Central American population. It focuses on opportunities for women by calling for laws against discrimination, promoting the participation of women in leadership positions, and by pressing for public policies "which regard women expressly as beneficiaries of public resources". The second Center is the Center for Peace and Reconciliation which develops regional and international processes for the peaceful resolution of conflicts and promotes public awareness of the effectiveness of such processes in democratic societies. The third Center, The Center for Philanthropy, promotes a "socially transforming" philanthropy by strengthening communication and collaboration between NGOs so that "donors and beneficiaries are both contributors, sharing responsibilities, duties and rights in a spirit of solidarity, justice, reciprocity and commitment to social change". With the support of a governing board of directors representing the academic, business, and philanthropic communities, Señora Penon oversees the functioning of all three Centers, although each has its own Director and operates independently of one another.

Señora Penon was well informed about the Conference and expressed grave concern over the registration of NGOs. As an active member of the Women's Environment and Development Organization (WEDO) which has protested formally about the potential exclusion of many NGOs, she spoke at length about the issue, eliciting any support she could for the protest. Señora Penon said that Arias is very engaged in building stronger linkages between NGOs so they can work together more effectively. The greatest weakness of NGOs, she stated, was that they do not impact on policy formulation because "they stay at the same level...discussing the usual things". Señora Penon pointed out that the Government of Costa Rica (GOCR) has very weak relations with NGOs. She also pointed out that the GOCR certainly was not on good terms with the Foundation, particularly the Center for Human Progress, which has been very vocal in denouncing

the Government's programs for women. For instance, the Center publicly faults the GOCR's policy on day care centers as exploitative of women and children. Señora Penon added that the Foundation's relationship with other Central American governments was very strong. She was very encouraged by the DAC/WID Initiative although somewhat leery of USAID 's involvement, saying, "USAID has done harm to authentic growth, women and other social efforts". Señora Penon would like to see Arias involved in the Initiative, while admitting that given the present government, it was not in the best position to help. She spoke also of the desire to collaborate on gender strategic planning as Arias was developing, with funding from the Ford Foundation, a methodology for integrating gender considerations into project and program design.

Señora Penon continued that Arias would bring strength to the RFFI position because of its vast network and respectability throughout Central America; its technical understanding of women's issues; its ease in regional communication through newsletters and publications; and its ability "to negotiate without opposing". She also stated that Arias "will have many friends in government" after the elections next February. And, finally, she noted that all NGOs in Costa Rica were highly politically charged and that, if chosen as RFFI, Arias would have to work with all of them whatever their political persuasion.

Señora Penon commented on the makeup of several NGOs, providing the consultant with a binder listing NGOs in Central America dealing with women's issues and describing their primary functions and focus. Arias is in the process of computerizing its database and Señora Penon quickly agreed to provide it to USAID to help implement the DAC/WID Initiative.

After some dialogue, Señora Penon said she would give serious thought to the consideration of the Center for Philanthropy playing a direct role in the Initiative, with consultative support from the more political Center for Human Progress. Such a relationship she agreed would minimize tensions between the government and NGOs.

A meeting was held also with Marta Trejos Montero, Executive Director of Centro Femenista de Informacion y Accion (CEFEMINA). Founded in 1980, CEFEMINA works at the community level to improve the lives of disadvantaged women. It is recognized for its strong grassroots network and its past close camaraderie with radical leftist groups. CEFEMINA has changed its politics, according to Señora Penon of Arias, but still is suspect with many groups. On the other hand, it is acclaimed for its self-help housing construction, having supervised the construction of some 5000 dwellings designed and built by women. CEFEMINA's agenda also includes community health projects, domestic violence prevention, and small enterprise development. Currently, it is conducting courses and training programs in these areas so that CEFEMINA's efforts can be duplicated.

Señora Trejos would very much like to have CEFEMINA selected as RFFI and her candidacy is strongly endorsed by Leslie Hunter, Director of the Women's Program at the Instituto Centroamericano de Administracion de Empresas (INCAE). INCAE was also approached as a potential RFFI at the recommendation of Janet Ballantyne, Mission Director, USAID/Nicaragua. INCAE's Women's Program is highly regarded, particularly its management training for female

NGO directors. Because the Program is being reorganized, however, and Ms. Hunter is being promoted to Executive Assistant and Advisor on Women's Issues to the Rector, INCAE senior staff do not seek a direct role in the Initiative.

- **Donors and USG organizations**

A brief exchange was made with Karin Verbakin, Women and Development, Royal Netherlands Embassy, who appreciated being briefed on the Initiative and wishes to collaborate on its implementation.

Contact was also made with Pascale Turcotte, Officer with Responsibility for WID, Embassy of Canada, who also wants to collaborate. Unfortunately, Mr Turcotte was in Ottawa at the time of the consultant's visit to Costa Rica.

A discussion was held with Freda Martin, Director, Peace Corps/Costa Rica. Ms. Martin commented negatively on several NGOs, labeling them too political for selection as RFFI. She said that the Costa Rican NGO community was fraught with jealousies and competition.

- **Researchers**

A meeting was set up by USAID/Costa Rica with Mirta Gonzalez, Director of the Programa Interdisciplinaro de Estudios de Genero at the University of Costa Rica. Señora Gonzalez is coordinating the participation of Costa Rican women in a seminar to discuss preparations for the Conference. Unfortunately, USAID/Costa Rica provided the wrong address for the meeting and it had to be canceled.

D. BOLIVIA

June 22-25, 1993

- **Government**

The Government of Bolivia (GOB) under President Jaime Paz Zamora is giving increasing priority to social and economic issues as democracy begins to take a firm hold and the country moves to a broad-based economy as an alternative to dependency on the illegal coca economy. In that context, the GOB's Programa de la Mujer has expanded its portfolio and technical expertise. The Women's Program is located organizationally in the newly reconstituted Organismo Nacional del Menor, Mujer y Familia (ONAMFA). Traditionally, the First Lady was responsible to at least some degree for oversight of these programs, but an opportunity (or problem, depending on one's point of view) arose because President Zamora is not married. The head of the ONAMFA, therefore, is now elected by Congress and reports directly to the President. Moreover, the Government chose to appoint a leading expert on women's issues and the former director of one of the country's most highly respected NGOs, Sonia Montaño Virreira, as Director of the Women's Program. Señora Montaño, assisted by a small technical team, recently produced a major research study on the socioeconomic condition of women in Bolivia

called "Invertir en la Equidad" which was published about two months ago. The study also delineates by sector a series of actions the GOB can take to improve gender equality and improve the status of women. It is this wealth of understanding that Señora Montaño brings to the Government.

A meeting was held with Señora Montaño. She characterized the Women's Program as "practical not ideological", with its primary objective being the institutionalization of gender analysis in government planning and policies. The Women's Program focuses attention on five well-defined technical priorities: improving the productive role of women, particularly in the rural areas: stimulating girls to attend and stay in school (most girls drop out before the fifth grade); lessening women's early mortality rate (Bolivia has the highest rate of maternal and child mortality in South America); changing laws which discriminate against women; and, collaborating on a national USAIDS program. Señora Montano said she thinks of the Program as "a catalyst" for getting NGOs, women's groups and government officials working together for change. She said she is beginning to see change in the institutional framework but many cultural constraints remain.

Señora Montano described some of her research findings. She said that there were about 500-600 NGOs in Bolivia, usually very small, and about 120 of them deal at least to some degree with women's issues. Of that 120, about 20 NGOs deal solely with women's issues, according to Señora Montano. Although networks exist, she added, they "pretend to be national but are still regional". Two NGO consortia, Coordinadora de la Mujer and the Women's Platform, "are determined to reach women nationally" Señora Montano said. She recommended strongly that the consultant meet with the two groups and utilize their regular meeting schedules to support the OECD Initiative. Señora Montano described several regional NGOs and the Centro Informatico y Desarrolla de la Mujer (CIDEM) of which she used to be Director.

Señora Montano said that the GOB had not named a National Coordinator for Conference planning and she had not seen any letter from U.N. officials asking it to do so. She would very much like the role and said she would follow-up to see if any letter had been received.

Finally, Señora Montaño remarked that it was a very opportune time for a Bolivian NGO, like CIDEM, to be designated RFFI as it would "push progress towards collaboration between the Government and NGOs" and strengthen the national Women's Program. She suggested that for maximum impact in the Andean region the USG consider selecting one "lead" NGO with support from one or two additional NGOs as RFFI. Señora Montano enthusiastically volunteered to explore this possibility with others and come up with a proposal for the USG to consider.

A meeting also was held with Dr. Manuel Contreras, Executive Director of the GOB's Social Policy Analysis Unit (UDAPSO). A highly respected and very influential Presidential appointee, Dr. Contreras has spearheaded the Government's emphasis on socioeconomic research and evaluation, paying particular attention to gender analysis and the role of Bolivian women in the development of the country. Indeed, UDAPSO published Señora Montano's research on women, with financial support from USAID/Bolivia.

Dr. Contreras said that "things have been happening" that indicate a gradual acceptance of a gender perspective not only in certain GOB ministries but in Bolivia's academic institutions. He described at length some courses on women's issues at the University of San Simon (CESU-UMSS) and various workshops he attended which addressed gender issues. He cited abortion as a key issue which had not been dealt with effectively and said that the next government's policy on family planning would be very critical. Dr. Contreras said that Indonesia had a very strong family planning program because it "got the stigma out" and "brought the Church into policy formulation". Bolivia's high maternal and child mortality rates, he added, requires action similar to that taken in Indonesia. As to the issue of the education of girls, it "has already been taken care of" because multi and bilateral donors have insisted on a gender perspective for some time. "The issue has been raised and the money put aside" he concluded.

Dr. Contreras was unaware of the U.N. request to name a National Coordinator for Conference preparatory activities. He felt very strongly that work on Bolivia's progress report must begin immediately and said he would talk to President Zamora about the situation. He would recommend to the President that Señora Montano quickly be named National Coordinator. With a change of government in August, Dr. Contreras was unable to predict whether the President would act on his recommendation or allow the new President to make that decision. Dr. Contreras added quietly that he was also in a position to make the same recommendation to the new government. He said that both Señora Montano and he had "a good chance" of remaining in government but he was not assuming he would be staying, particularly given his close working relationship with the current President. Whether in or out of government, however, Dr. Contreras said that he and Señora Montano would be active participants in Conference preparations.

Dr. Contreras also stated that he thought Señora Montano should call the women who served in the national Parliament and tell them about the UN Conference so that they could begin to work together immediately. He indicated he would call her that day to suggest this action.

Finally, Dr. Contreras echoed Señora Montano's belief that it was a propitious time to name a Bolivian NGO as RFFI and also seconded her opinion that a consortia of some sort would be very strong.

- **NGOs**

A meeting was held with Maria Isabel Caero, Director, and Ximena Machicao, of Centro Informatico y Desarrolla de la Mujer (CIDEM). It was clear to the consultant that the NGO's former director, Señora Montano, had spoken with these two people about the Initiative and promoted CIDEM's direct involvement with it. Señora Machicao, who did most of the talking, said that CIDEM has a very diversified but conservative agenda. Its chief priority is "training of trainers", with an element of research to support the training. The training focuses on health, violence, legal literacy, and income generation, and is targeted to the cities of Bolivia rather than the rural areas. CIDEM is an active collaborator with other NGOs, Señora Machicao said, and major issues are discussed between groups on a regular basis.

Señora Caero indicated that CIDEM would very much like to reflect on the RFFI role and echoed Señora Montano's recommendation of a consortia to handle the activity. Señora Caero went further to add that perhaps the consortia could include CIDEM, Gregoria Apasa and Fundacion San Gabriel.

Interestingly, both women agreed that a Peruvian NGO would be stronger as RFFI if only one NGO was held accountable. Three Peruvian possibilities were discussed as potential RFFIs. Given the unrest in Peru, however, both women concluded that a Bolivian NGO consortia was preferable, saying, "we trust our own experience".

There was also a meeting with Diana Urioste of Centro de Promotion de la Mujer Gregoria Apaza which is an active participant in the Coordinara de la Muj~ , the NGO consortia described above. Señora Urioste said that the Coordinara de la Mujer was founded in 1984 and consists of directors of most of Bolivia's leading NGOs. The consortia has no separate line budget and is basically pulled together in an effort to discuss and prioritize women's issues and try to come up with some unified stance. As a network, Coordinara de le Mujer meets regularly with various government officials, including Dr. Contreras.

Señora Urioste knew of no ongoing preparatory activities for the Conference and she did not personally know anything about Conference objectives. She stated that there has been absolutely no discussion yet by any of the NGO consortia. As to donor interest in women's issues, Señora Urioste praised the Dutch for their leadership role and said that the Swedes "were beginning to show an interest". Señora Urioste believes that NGOs have an excellent relationship with the GOB, particularly since the Government has finally recognized that women are a critical component of the development process. She said that there was a common understanding among the directors of the various NGOs that they must work with and through the GOB and the Parliament to improve women's socioeconomic status: "lobbying is a better strategy..for social change than working at the grassroots level." Because coordination is so strong already, not only between government and non-government organizations but also among NGOs, Señora Urioste said she did not think there was a need for participation in the DAC/WID Initiative.

Gregoria Apaza sponsored a debate in March 1993 to which it invited all the leading candidates for Vice President of the Republic to express their views on gender issues. All of them "committed to the promotion" of a national women's program. Señora Urioste felt that their comments generated media coverage and good publicity for the NGO, she added.

A meeting was held with Maritza Jimenez, Directora of Fundacion San Gabriel. Created in 1969, Fundacion San Gabriel is a highly recognized and respected NGO which provides low-cost educational and health services to very targeted disadvantaged groups, including women and girls. It operates mainly in the east side of La Paz City in an area with a population of about 112,000 people. The Foundation carries out major projects in maternal and child health; child survival; and women in development. Over the years it has had agreements with the GOB Ministries of Health, Education and Agriculture. In the health areas, contributions are used to support the operations of Hospital San Gabriel. Primary health care is delivered through nine clinics and

outpatient consultations. The Foundation targets street children among others in its education outreach. Its women's program supports educational and learning centers in more than ten neighborhoods. At the centers women are engaged in activities relating to legal assistance, credit, research, and training in basis productive skills.

Señora Jimenez echoed earlier comments that NGOs have excellent relationships with the GOB and described at length many of the government funded programs summarized above. Señora Jimenez has been associated with Fundacion San Gabriel since its conception and was a key architect of its strategies and goals. Asked to give a priority to women's issues, Señora Jimenez said "education on politics" or political empowerment was most critical. Legal literacy and income generation came next in importance, she said. Empowerment requires "structural changes within political parties" because traditionally women are given menial jobs in politics. Attitudes are changing, she commented, and more women are being accepted in leadership positions.

Señora Jimenez knew nothing about the Conference and did not know of any group currently preparing for it. She said that information sharing was a problem in Bolivia. Señora Jimenez was very enthusiastic about the DAC/WID Initiative and would very much like her NGO actively involved. "It's needed", she said of the Initiative, adding that she would speak to Señora Montano and Urioste about "mobilizing a lot of people. Señora Jimenez thought the idea of a consortia was worth investigating further.

Finally, Señora Jimenez indicated that the Dutch have provided substantial funding in the area of women's issues in Bolivia, and that she personally had very good relationships with UNIFEM and USAID/Bolivia who provide the Foundation with funding.

E. BRAZIL

July 19-30, 1993

◆ Government

The Government of Brazil (GOB) is still reeling in the face of the imminent indictment of ex-President Fernando de Collor and the almost total collapse of the Brazilian economy. It is within this context that all discussions on internal preparation for the Conference must be analyzed.

A meeting was held with Herilda Balduino de Sousa, President of the National Council for Women (CNDM) in the Government of Brazil's (GOB) Ministry of Justice. The Council was also represented at the meeting by Senhoras Miriam Jungmann, Brancolina Ferreira, Edite do Ceu Faial Jacques, Maria Jose Maciel and Maria Leda de Rezende Dantas, who serve as Council members. Senhora Balduino said that although some government Ministers were aware of the Conference, the Women's Council itself had not yet received any official correspondence about it nor has it played a coordinating role in Conference preparatory activities. When told that the United Nations had requested that the GOB name a National Coordinator, Senhora Balduino became quite agitated and indicated that this was clearly her responsibility and that she would follow up immediately "with the President if necessary" to receive the appointment promptly.

Senhora Balduino went on to explain that the Council members were very active despite an extremely small budget. The Council's emphasis is on institutionalization of gender analyses in the various federal Ministries, Senhora Balduino stated. The GOB's protection of women's rights , "development as a human right" as she said, was a major discussion between her and other Government officials. She cited NGO outreach as another priority, indicating that the Council had an established network of state and municipal boards throughout the country. A list of contacts was provided to the consultant. Senhora Balduino stated that government and NGOs "put things together differently" as they have different "points of view" about government policies. NGOs "complicated" the articulation of national gender issues because they have so many different opinions and there are so many groups, she added. The lack of a national form of NGO registration further complicated relationships because "a group of three in an NGO has as much power as a larger group", Senhora Balduino stated. After the national crisis caused by ex-President Collor, however, there was a "coming together" and the criticality of women's issues was recognized, she said. The present government is "on board: at least they don't say they don't care!", Senhora Balduino concluded.

Senhora Balduino said the Women's Council's workplan was still "under development" and actions on Council priorities had not really begun yet. Indeed, not all of the seventeen Council members had been nominated yet. During a recession, women's issues "are the first to go out", Senhora Balduino said, indicating a somewhat pessimistic attitude about her ability to make progress until the current economic crisis passes.

It should be noted at this time that none of the NGO members interviewed during the consultant's visit to Brazil had a very high regard for the GOB's Women's Council. Indeed, most of them expressed great disdain for the Council and a desire to prepare for the Conference without coordinating with the Council. The general consensus among the NGO members interviewed and others was that a once vibrant Women's Council has collapsed when President Collor took office and the Minister of Justice appointed a close friend, Senhora Balduino, rather than an expert on women's issues. Failure to nominate any candidates recommended by NGOs for membership on the Council further exacerbated the situation. Finally, there was some discussion of a pending scandal involving the present Minister of Justice, leading some of the people interviewed to hope for the resignation of Senhora Balduino, and the belief that the Minister of Foreign Relations, knowing of the possible pending resignations, would name someone else to be National Coordinator for Conference preparation. More specific comments on all of this is included later in the text.

- **NGOs**

Because of Brazil's vast size, meetings were held with NGOs in Brasilia, Rio de Janeiro, Sao Paulo, and Recife, which are fairly autonomous regions of NGO activity.

In Brasilia, a meeting was held with Guilda Cabral, Guacira Cesar de Oliveira, Marlene Libardoni and Iaris Ramalho, directors of Centro Feminista de Estudos e Assessoria (CFEMEA). Working as a collective board, the directors meticulously track legislative activities in Brasilia and lobby

various Ministries in order to pass laws supportive of women's rights. Through an extensive national mailing list they both receive and disseminate information on critical gender issues. Created in 1989 and funded by the Ford and MacArthur Foundations and UNIFEM, CFEMEA is a well respected and influential NGO which collaborates easily with other NGOs in defining and implementing strategies to enhance positive changes in women's lives. CFEMEA, for example, is one of seven NGOs planning a national meeting for NGOs to discuss issues for the upcoming U.N. Conference on Population in Cairo. In addition to lobbying and outreach, CFEMEA conducts extensive research on women, with an emphasis on legislative actions which might be replicated.

Senhora Cabral said she believes the DAC/WID Initiative is "very much needed" in Brazil because there are over two thousand women's groups which need to be mobilized. No NGO can act as RFFI alone, she added, saying that the required exchange of information at the national, state, and local level would require a coalition like the one formed to organize for the UN Population Conference. Enthusiasm for such a coalition is widespread, she added, and any number of NGOs could play a lead role.

Senhoras Cabral and Cesar explained that Brazilian NGOs have a long history of negotiating with GOB officials, and had organized the coalition described above so that they might provide the Government with technical recommendations on population issues. All of the directors criticized the National Women's Council: " The group occupies space; it does nothing for women", said one of them. Senhora Cabral said that "the women's movement refuses to work with the Council." Senhora Cabral pointed out, however, that the NGOs have many friends in government at all levels. Moreover, she said that "the long term advantages of getting NGOs to work together" even "long beyond the Conference" was extremely critical. Communication was the key to success in that objective, she added.

The directors ended the meeting by saying that they planned on getting together with other NGO representatives to discuss participation in the DAC/WID Initiative and that they definitely want CFEMEA involved.

In Rio de Janeiro, a joint meeting was held with Jacqueline Pitanguy, Leila Linhares Barsted, and Helena Bocayuua, Directors, Cidadania, Estudo, Pesquisa, Informacao e Acao (CEPIA); Hildezia Alves de Medeiros, Executive Secretary, Centro de Ativdades Culurais, Economicas e Socais (CACES); and Rita Andrea, Director, Centro de Projetos da Mulher (CEMINA). Rebecca Reichmann, an American-born staff person with CEPIA, also attended the meeting.

CEPIA describes itself as a "research and advocacy organization dedicated to promoting citizenship rights in Brazil, especially among women and other groups historically excluded from exercising their full citizenship." It focuses its attention on reproductive rights, violence and human rights and has been a key, if not the key, NGO in organizing national campaigns such as the recent one against pending sterilization legislation. CEPIA analyses government policies, disseminates educational publications and organizes local and international conferences to foster open debate of gender issues. CEPIA has stated in writing already that one of its main goals is

"to assure that women's voices are included in the...1995 U.N. Conference on Women in Development". Senhora Pitanguy is widely recognized both in Washington D.C. and throughout Brazil for her skills in bringing together feminists, researchers, policy-makers and others. As director of the GOB's Women's Council when it was vibrant, Senhora Pitanguy became the national spokesperson for women's rights and remains a strong voice today.

Created in 1987, CACES works in the area of human rights, promoting equality for women and minorities. It focuses on cultural studies, national events such as the National Day of Black Consciousness", seminars and training for female community leaders and small projects supporting income generation.

CEMINA, founded in 1989, specializes in radio communication on gender issues. It has a regularly scheduled hour-long program on a popular Rio radio station. In addition, CEMINA houses a library of journals, pamphlets periodicals and books on the history of the women's movement and problems facing women.

Several main points were made by the meeting's participants. First, al. agreed that networking among Brazilian NGOs was very important. Senhora Pitanguy said CEPIA was having "a very productive experience" in collaborating with seven other NGOs to prepare for the U.N. Conference on Population. This collaboration has lead to the preparation of a document called, "Women's Voices for Cairo" which the NGOs will give to the GOB Ministry of Health. All participants agreed that nothing was being done yet to prepare for the 1995 Conference as their focus was on the Population Conference. There was general agreement, however, that NGO involvement in preparation for that Conference would be a good "stepping stone" to coordination for 1995.

Secondly, the participants said that reaching consensus on the priority of women's issues in Brazil would be very difficult. Senhora Pitanguy said that the two traditional issues, in which there have been "successes", are violence and reproductive rights. "Victories" have included the passage of Constitutional language opposing domestic violence and a national. public debate on abortion and sterilization. More recently, said Senhora Pitanguy, the women's movement has become engaged in ecology, broader issues of population, and AIDS.

Third, the meeting's participants indicated that women's issues would have to be promoted within the context of the "general economic collapse in Brazil". Getting the attention of GOB Ministers and the appointment of a credible National Coordinator for the Conference were important. All agreed that Brazil's national report must reflect the of views of the NGOs, not just the views of the National Women's Council. Mention was made of a pending indictment of the Minister of Justice for income tax invasion and the potential resignation of his friend, Senhora Balduino, President of the Women's Council. "We cannot wait for the Feds", one participant stated, adding that the GOB would not be a major player in Conference preparations.

Finally, all were laudatory of the continuing support of UNIFEM, particularly Branca Alves whom they view as an understanding friend.

A meeting in Rio de Janeiro also was held with Maria Cristina Pimenta de Oliveira, Presidente, Banco da Mulher, the Brazilian Women's World Banking affiliate. In 1984, a small group of businesswomen created Banco da Mulher to assist female owners or managers of small or micro size businesses in both the formal and informal sectors. The Bank provides these clients with technical assistance and/or loans of between $100 and $1000 assistance. Its resources originate from loans and donations provided by national and international institutions and from contributions of its members. The Bank has set up regional offices throughout Brazil, each with its own Board of Directors, with which the central office staff meets regularly to discuss strategic goals and problems.

Senhora Pimenta is very pleased with the success of the Bank but worries about its sustainability. None of the Board members are salaried and all are involved in other full-time jobs. They rotate their schedules to work at the Bank, but most manage to come in for a few hours daily. If these businesswomen decided not to continue, Senhora Pimenta stated, the Bank would collapse, leaving several thousand clients to fend on their own. She believes the Forward-Looking Strategies give the Bank a wonderful opportunity to promote government interest in technical assistance and loans for female entrepreneurs. Senhora Pimenta concluded that she wished to work with other NGOs so that these critical issues were not forgotten.

One of the most interesting meetings held in Rio de Janeiro was with Rosiska Darcy de Oliveira, Director of the Institute for Cultural Action (IDAC). Senhora Darcy is an accomplished author, poet and well-known spokesperson for the women's movement in Brazil. Both she and her sister, Mariska Ribeiro, have been actively engaged, albeit with different agenda, in the movement for over fifteen years and count many other NGO members as close personal friends. Senhora Darcy is clearly adept at networking and is in the process of organizing a new one on population and the environment. Her thinking on the issue emanates from her role as coordinator of the Brazilian Women's Coalition for UNCED '92 and co-chair of Planeta Femea's Organizing Committee. The conceptual framework surrounding the issue aligns woman's "natural rhythm" with ecology. Although self-effacing and totally charming, Senhora Darcy welcomes and enjoys polemics to stir confrontational debate. She will undoubtedly use this technique in the formation of the population and environment network.

It should be noted here that Senhora Pitanguy and Ms. Reichmann at a follow-up breakfast meeting with CEPIA discussed the connection of feminism and environment in guarded terms, fearing that the anti-technological aspects of it "sounded similar to Vatican talk" and could have a negative impact on women's rights. Others cited "an emerging split in the women's movement" over the issue and said it would have an impact on both the U.N. Conference on Population and the one on Women.

Senhora Darcy said that IDAC would be preparing several policy papers for the 1995 Conference and would provide the Ministry of Foreign Relations with all of them. As in the past, she said she would work closely with Senhora Alves at UNIFEM, "a twenty year old friend", in providing documentation for Conference review and sponsoring seminars to open up the dialogue on key issues. Senhora Darcy provided the consultant with a copy of IDAC's publication, "Terra

Femina: Women and Human Rights" which IDAC published both in Portuguese and English during the U.N. Conference on Human Rights. "We will prepare something like this for 95", said Senhora Darcy.

Senhora Darcy believes that an existing NGO network, such as the one on reproductive rights or violence, should be utilized to implement the RFFI role in Brazil. She echoed others in saying that one NGO could not handle the responsibility alone; that NGOs would be enthusiastic about coordinating their preparatory activities; and that the collaboration on other U.N. conferences would be "stepping stones" to the 1995 Conference. Senhora Darcy said IDAC would be actively engaged in all preparatory activities.

In Sao Paulo a meeting was held with Simone G. Dinez of Coletivo Feminista Sexualidade Saude and Margareth Arilha of Estudos e Comunicacao em Sexualidade e Reproducao Humana (ECOS). Coletivo Feminista was created in 1981 to provide primary health care services for women. The facility is made up of a doctor, psychologist, nutritionist and pharmacist and support staff who see around ten patients a day. The specialists discuss issues such a safe pregnancy and birth preparation, sexuality, motherhood and contraception with their patients and try to help them better understand and respect their bodies. For Coletivo Feminista, "a health awareness is a basic social right and the knowledge of the woman's body promotes the autonomy of women to confront the power of the medical institution", according to one of its publications. Coletivo Feminista also trains health professionals in the areas of contraception, reproductive rights and sexually- transmitted diseases. Finally, the NGO offers workshops and small group discussions on issues of female identity and self-help.

ECOS focuses on the same primary health care issues but does not attend people. Rather, ECOS produces and disseminates educational materials on health awareness to teenagers in Sao Paulo state; provides training for health professionals in sexuality, family planning, gender relationships and domestic violence; and, conducts research on such subjects as artificial insemination, abortion, and family social patterns. Senhora Arilha said that the two NGOs have "different target groups: we deal with the multipliers and Coletivo Feminista deals with everybody." The groups have worked together, however, on a UNICEF funded-project helping prostitutes in Sao Paulo and are members of an international reproductive rights action group made up of representatives from seven countries, the Philippines, Malaysia, Egypt, Niger, Mexico, Brazil and the United States. Both women mentioned that Brazil had a very strong reproductive rights network in which they also participated.

Senhora Diniz was very vocal in her concern that very few Brazilian women receive primary health care and that the GOB has failed to take any action to help the situation. She explained that ten years ago a group of women's NGOs had presented the Government with a proposal called "Program for Integrated Health Care" (PAISM) but nothing came of it. Parts of PAISM have been implemented in Sao Paulo, probably because of the presence of the very progressive women's health movement represented by these two NGOs. Senhora Diniz said that groups continue to press the GOB to implement PAISM. Both women said that they do not work with the GOB's "token" Women's Council, however, as "feminists don't recognize it as credible".

Both women believe that Conference preparatory activities will help bring the problem of health care delivery to the forefront and indicated discussion had already been on how to coordinate efforts through the reproductive rights network. Senhora Arilha added that a new committee had been formed a year ago, the National Committee on Reproduction and Citizenship, which is comprised of professional women whose goal is to enhance the visibility of the reproductive rights agenda. Senhora Diniz summarized by saying, "We have lots of coalitions" where they will discuss the DAC/WID Initiative and "it will not be difficult to reach consensus on how to respond".

The meeting concluded with Senhora Arilha indicating that they would be meeting with other NGOs to discuss preparation for the Conference which she said gives them an opportunity to remind government of its responsibilities for female health care delivery.

A meeting was held jointly with Moema Viezzer, Executive Director of Rede Mulher, and Milza Traci Silva of GELEDES, Instituto da Mulher Negra. Rede Mulher started as a network of professional women in Sao Paulo in 1980 and gradually evolved into an NGO. The NGO promotes the formation of "mother clubs" where adult women discuss "women's rights as human rights', according to Senhora Viezzer. The clubs were first created, according to Senhora Viezzer, to offset the "double control of women by the Catholic Church and their husbands". Women "get together to discuss their situations and to take a gender approach to self- education". Typical questions raised in club discussions are, "Why do women get together to discuss problems?"; "What kinds of benefits do you get from your jobs?"; "How are you treated by labor unions?"· "How many women are in leadership roles?"; "What are your main health care concerns?" etc.. Senhora Viezzer spoke of the importance of conscious-raising within the groups and of "getting out of the house" for the meetings. She admitted that the clubs were considered radical and communistic when they began but that in time the positive impact on women who participated in the clubs was recognized. Gradually, Rede Mulher began to conduct workshops to supplement the clubs. Senhora Viezzer estimated that Rede Mulher carries out around twenty "grassroots interventions" a year, has already worked with about 3000 groups and is now known nationally and internationally. Senhora Viezzer shares with Senhora Darcy of IDAC a keen interest in the new social theories linking women and environment and is planning two workshops to discuss "how women are fighting to maintain what they think is their relationship to nature".

Rede Mulher publishes extensively. Senhora Viezzer has written two books, one of which is widely known, "O Problema Nao Esta Na Mulher". A newsletter is published every two months and a more substantive "journal" comes out quarterly on subjects such as hunger and misery, women's actions in education and "After Rio, what?". Finally, Rede Mulher has an extensive video library for public use.

GELEDES has three programs, according to Sennora Silva. The first focuses on human rights and racial equality and uses rappers in Sao Paulo as spokespersons in the promotion of nonviolence. The second program is "SOS Racismo", which provides legal assistance to fight discrimination. The third program is one of public liaison with other NGOs which support Black women throughout Latin America. Senhora Silva said that 44% of Sao Paulo is Black, mainly

in the poorer outskirts of the city. It is these people that GELEDES tries to reach with publications, workshops, technical assistance and training. "Because we are known, people come to us", Senhora Silva commented. Although Black women have tremendous problems in the areas of health, particularly AIDS, and employment, both Senhoras Viezzer and Silva stated that the Black woman's biggest problem is discrimination. "Brazil hides racism", one of them said, so black women "have to fight for different things " than White women.

Both women indicated a hesitancy to work with the GOB's Women's Council, saying it "was completely different when Jacqueline Pitanguy was in government". Both also added, however, that they worked well with state and municipal government officials.

Although Senhoras Viezzer and Silva expressed strong interest in the DAC/WID Initiative, neither commented on any follow-up actions they may take to participate.

The last meeting held in Sao Paulo was with M. Luisa Eluf, Directora of SEMINA Industria and President of the NGO Pro Mulher. Senhora Eluf's firm is one of the only manufacturers and distributors of diaphragms in Brazil and the first company to create an NGO to promote practical family planning through popular education. Senhora Eluf said she has been "pushing diaphragms since 1986" despite opposition from the Catholic Church and a reluctance on the part of the GOB to implement a preventive approach to family planning. Promoting women's reproductive rights "is my religion", she added. Much of her time is spent conducting workshops, writing proposals for funding, lobbying state and municipal government officials and, of course, running the family business with her son.

Senhora Eluf knew very little about the Conference but, after being briefed on it and the DAC/WID Initiative, she became very enthusiastic about its potential in highlighting family planning issues. She concluded the meeting by saying she would discuss Conference preparatory activities with others "in the network" and with Senhora Rose Marie Muraro, one of Brazil's earliest feminist theologians and pro-choice advocates, who was having dinner with her that evening.

In Recife, a meeting was held with Maria Betania Avila, Director, SOS CORPO: Genero e Cidadania. Created in 1980, SOS CORPO started out as "an action and reflection group, covering health, sexuality and human reproduction and seeking the transformation of women's condition", according to one of its publications. The basic goal of the NGO is "to work towards the construction of feminine citizenship through the transformation of gender relations". "Corpo", or body, is an essential theme signifying woman's search for identity and self-esteem. SOS CORPO pursues a traditional program of training, technical assistance and communications in promoting citizenship and the recognition of rights.

Senhora Avila was very aware of plans for the Conference and had already begun organizing for it. She has been a key participant in defining and shaping women's issues in Brazil for many years, having served as a member of the GOB Women's Council with Senhora Pitanguy when she wasn't directing SOS CORPO. She is very involved in preparations for the U.N. Population

Conference and an active member of several international networks, including the Latino-American Health Network and the Boston Collective, the latter made famous by its publication "Our Bodies, Our Selves". By participating in these activities, Senhora Avila said she was "already on the road to Beijing".

Senhora Avila gave a lengthy explanation of the relationship between government and NGOs in Brazil, summarizing by saying the NGOs "are making pressure and doing dialogue". She understands well the need to coordinate "for the good of the whole" in helping the GOB prepare for the Conference and believes that existing networks should be activated to take a lead role, perhaps even the RFFI role, in enhancing collaboration among all interested parties. Senhora Avila commented that "the trend" among NGOs is to increasingly ask for payment from government at all levels for their services, particularly when the NGO has provided gender training for government officials.

Like others, Senhora Avila had high praise for Senhora Alves of UNIFEM. She described several SOS CORPO projects for which UNIFEM had provided funding.

Senhora Avila was quick to discuss what she felt were the most critical women's issues in Brazil. She believes that violence, particularly sexual and domestic, is the most important issue needing to be addressed. She named discrimination as the second, adding that 200,000 women were heads of household in Brazil and that discrimination in the workforce made their situation even more disastrous. Her third priority was prostitution, which she said was "very hard to discuss in Brazil". Finally, Senhora Avila believes that AIDS must be a priority issue as it brings to the foreground the "distorted consequence of a strong morality" and the "reality that most married men were not monogamous".

Senhora Avila believes that educational programs and information dissemination on basic human rights and citizenship is extremely helpful in alleviating all of theses priority problems. Further, "pressuring for official government programs" in health care delivery , family planning and anti-discrimination laws should be a critical component of NGO Conference preparatory activities, she said.

Senhora Avila said that she did not accept the premise that women have a greater relationship with or responsibility for the environment than men do.

Senhora Avila concluded that Brazilian NGOs were beginning to communicate more effectively through computers and e-mail and that this would be "very useful in influencing discussion for Cairo and Beijing". "Sure we will be together" for Beijing, she said, "There is no turning back".

A lengthy meeting was held with Ana Vasconcelos, Executive Director of Casa de Passagem, the Brazilian Center for Children and Adolescents. In essence, Casa de Passagem is a halfway house for street children, particularly teenage prostitutes. Senhora Vasconcelos has brought international recognition to the NGO and is considered the leading Brazilian spokesperson for street children. Indeed, eight street children in Rio de Janeiro had been killed (purportedly by the police) hours

before the consultant's meeting with Senhora Vasconcelos and she was interrupted constantly during the session to respond to media inquiries on her reaction.

Senhora Vasconcelos gave an impassioned presentation on Casa de Passagem's program, and provided the consultant with copies of several speeches she had given on the subject of street girls and street walkers, including interviews with some of them. Casa de Passagem provided therapy and other types of counselling for its clients who generally drift into the House when they become most depressed. Senhora Vasconcelos was highly critical of the GOB's failure GOB to deal with the problem of street children and said that the Government was jealous of NGOs because the latter carried out such good projects. She said she would "never give up on the Government, though" and would continue to go public with her outrage at its inaction. "We have nothing to lose", she concluded.

Senhora Vasconcelos enthusiastic about the Initiative and recommended that SOS CORPO, CEPIA and GELEDES act together as RFFI.

A final meeting in Recife was held with Ana Farias and Edusa de Fereira of Casa da Mulher do Nordeste. A smaller NGO, this group focuses its attention on small and micro enterprises in the Northeast. Senhora Farias said she has worked for over thirteen years to get women to form associations in the workplace as support systems. Casa da Mulher do Nordeste works with about eleven associations reaching approximately six hundred women. The NGO provides institutional capacity building through training in accounting, marketing and product improvement. Senhora Farias said that Casa da Mulher do Nordeste also deals with "the side issues", such as day care and health issues relating to the workplace.

Neither woman had heard about the Conference. Senhora Farias said no network existed in Brazil among NGOs supporting small and micro entrepreneurs and that she knew of no past or planned conferences in which these groups had or could exchange ideas. Senhora Farias said that her NGO worked fairly well with only municipal government officials but not at all with the GOB. The meeting concluded with a tour of the facility and a discussion of the heavy workload for the volunteers. Senhora Farias stated that she would follow up to ensure that the issue of small and micro enterprise was addressed in the GOB's national report for the Conference.

- **Donors and USG Officials**

In Brasilia a meeting was held with Branca Alves de Moreira, Director of UNIFEM for the Southern Cone, Sabine Gurther, UNIFEM, and Cecile Berthaud and Herminia de Brito Ferreira of UNDP. Senhora Alves already had heard about the consultant's trip to Argentina and Chile from various NGO members and was most anxious for a briefing on the DAC/WID Initiative. She expressed a firm desire to coordinate activities and discussions continued for over an hour on strategy and funding possibilities. Her opinions on the relative weaknesses and strengths of various NGOs and governmental women's bureaus was also shared with the consultant. The end result was a commitment to hold at least two regional meetings to discuss Conference preparatory activities, one meeting for NGOs in Argentina, Chile, Uruguay and Paraguay, and the other for

Brazilian NGOs. Senhora Alves is very familiar with the NGO leaders in the Southern Cone, having worked with many of them for over fifteen years. She shares the belief of many of them that collaboration on Conference preparatory activities is critical and that the RFFI position requires the strength of a consortia of NGOs.

Neither Senhora Alves nor Senhora Berthaud have received any official correspondence from the Commission on the Status of Women (CSW) about the Conference and were unaware of any letters sent to national governments asking them to appoint National Coordinators. Senhora Alves stated that she felt it important for the consultant to brief UNIFEM and UNICEF staff in New York on the DAC/WID Initiative as quickly as possible.

The meeting concluded with Senhora Alves recommending that "we let the process continue in the Southern Cone", including Brazil, as it was now up to the NGOs to determine how to proceed. Senhora Alves believes a RFFI may well be proposed within a few weeks for those countries other than Brazil. As for Brazil, she said that it will take several months for the NGO members to meet, discuss options and propose a RFFI consortia for AID's consideration.

Courtesy calls were held with Mark Lore, Deputy Chief of Mission, John D. Pielemeier, USAID Representative, and Lane T. Cubstead, USIS, at the Embassy of the United States. All were briefed on the Initiative and general discussions ensued on the economic situation in Brazil.

V. CONCLUSIONS

1. There was general enthusiasm in all the countries visited for the DAC/WID Initiative and a widespread conclusion that it would ensure a more optimal and equitable use of scarce financial, technical and institutional resources. The national women's bureaus visited in Argentina, Bolivia and Brazil expressed keen desires to begin Conference preparation, although some are more capable of doing so than others because of their institutional capacities. NGO representatives were all eager to begin a dialogue on the Forward-Looking Strategies and to collaborate on Conference preparatory activities. USAID mission staff are supportive and intrigued by the DAC/WID Initiative but less eager to become engaged directly in Conference preparations. Donor coordination in general on gender issues does not exist in any of the countries visited and, therefore, some effort must be made if donors are to collaborate on Conference preparatory activities. In summary, the country visits served as a useful catalyst for bringing forward the Conference preparation process.

2. Generally, activists and the NGO community were more aware of the 1995 Conference than government and, in some cases, U.N. officials, probably because of their participation in preparation for other planned U.N. conferences. Circulation by the consultant of brief overviews of the Initiative in Spanish and Portuguese; the OECD DAC/WID Explanatory Note on the Initiative; and the Draft Terms of Reference for Regional Focal Field-Level Institutions was very useful in enhancing awareness of the Conference itself. Many meeting participants expressed

interest in receiving copies of the Forward-Looking Strategies document, a copy of which the consultant showed them but could not leave with them.

3. Country visits have lead the consultant to conclude that a consortia approach-- perhaps a group of two or three NGOs or one NGO with a consultative group comprised of key activists-- might be the best approach in carrying out the RFFI functions. In that regard, NGOs were asked to reflect on their own abilities and needs and to respond to USAID with proposals for collaboration. The consultant believes USAID/R@D/WID will receive several strong proposals to fulfill the RFFI role, ranging from general overviews to detailed workplans.

Annex A: *Glossary of Terms*

Glossary of Terms

CACES	Centro de Ativdades Culurais, Economicas e Socais, Brazil
CEM	Centro de Estudios de la Mujer, Argentina
CEFEMINA	Centro Femenista de Informacion y Accion, Costa Rica
CEMINA	Centro deProjetos da Mulher, Brazil
CEPIA	Cidadania, Estudo, Pequisa, Informacao e Acao, Brazil
CIDEM	Centro Informatico y Desarrolla de la Mujer, Bolivia
CISCSA	Centro de Intercambio y Servicios, Argentina
CSW	Commission on the Status of Women
DAC	Development Assistance Committee of OECD
ECOS	Estudos e Comunicacao em Seualidade e Reproducao Humana
FEIM	Foundation for Studies & Research on Women, Argentina
FINAM	Filial Chilena Women's World Banking, Chile
GADIS	Consortium of NGOs in Argentina
GENESYS	Gender in Economic and Social Systems
GOA	Government of Argentina
GOB	Government of Bolivia
GOB	Government of Brazil
GOC	Government of Chile
GOCR	Government of Costa Rica
IDAC	Institute for Cultural Change, Brazil
INCAE	Instituto Centroamericano de Administracion de Empresas, Costa Rica
LAC	Latin America & Caribbean Bureau
NGO	Non-Governmental Organization
OAS	Organization of American States
OECD	Organization for Economic Cooperation and Development
ONAMFA	Organismo Nacional del Menor, Mujer y Familia, Bolivia
R&D	Research & Development Bureau of USAID
RFFI	Regional Focal Field-Level Institution
RLD	Regional Lead Donor
SERNAM	Servicio Nacional de la Mujer, Chile
TFG	The Futures Group
UDAPSO	Social Policy Analysis Unit, Government of Bolivia
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
USG	United States Government
USIS	United States Information Service
WEDO	Women's Environment and Development Organization, New york
WID	Women in Development

Annex B: *Explanatory Note on the OECD DAC/WID Expert Group's Initiative and Terms of Reference for Regional Focal Field-Level Institutions*

Britain, Canada, the Netherlands, Sweden, the United States as Bureau Members, plus Denmark and France have offered to act as Regional Lead Donors (RLDs) under the proposed Facilitation Initiative. The role of the RLDs and the institutions through which they are likely to work in-country - Regional Focal Field-level Institutions - (RFFIs) are described below.

Regional Lead Donors' Activities

One task of the RLDs would be to collect information on activities for conference preparation and related funding needs in the countries within the regions for which they have a coordinating role. They would then pass this information to the appropriate Members of the Expert Group, with the assistance of the specifically-hired DAC/WID Bureau Consultant, with a view to making optimal use of all available bilateral donors' resources. Since some donors are only able to support activities at the national level, others at the regional level, and yet others at both levels, the RLDs could assist in the improved targeting of assistance to "their" region, through providing information about (a) what assistance is required, at what level (national, regional), and (b) which donors might be in a position to provide which type of assistance. (Some donors will be best placed to provide capital equipment; others, technical assistance; and others, financial support).

Regional Focal Field-level Institutions

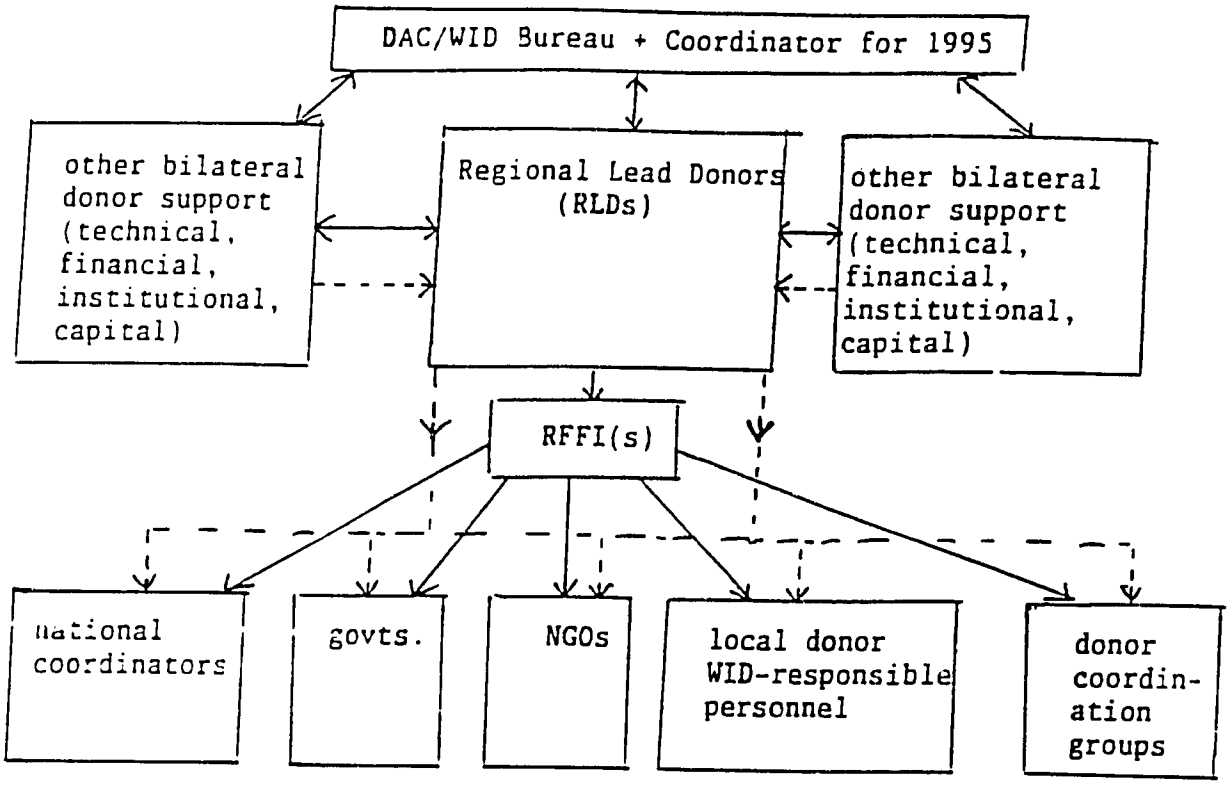
The function of RFFIs as a technical resource would be two-fold:

(i) to act as a facility for personnel from a wide range of organisations from different countries within the region to exchange ideas and discuss strategies. This would be a complementary forum to the one Preparation Meeting for each region organised by UNDAW; and

(ii) to enhance national preparations by the various countries within the region, through organising seminars, workshops, and providing training.

In conclusion, it is envisaged that this Initiative would be an impetus to strengthen donor support to Conference preparations. It will be discussed at the 1993 annual meeting of the DAC/WID Expert Group. All DAC Members are encouraged to participate in the Initiative, to the extent possible, and to take on any related responsibilities with which they may wish to become involved.

RELATIONSHIP OF REGIONAL LEAD DONORS WITH
REGIONAL FOCAL FIELD-LEVEL INSTITUTION(S)



(all countries in region)

——————→ direct relationship

- - - - - - - - - → channel for support (coordinated with/via RLD; using existing bilateral aid mechanisms where possible)

Proposed Regional Guidelines for Conference Preparations for Application by Regional Lead Donors

1. General criteria for the selection of Regional Focal Field-level Institutions (RFFIs) will include:

- their WID orientation;

- their ability to deal with both government and NGOs;

- availability of institutional capability to collaborate with the Regional Lead Donor (RLD);

- possession of relatively good existing communications infrastructure and the ability to deal with all countries within the region;

- commitment to the idea of the proposed Facilitation Initiative;

- possession of a light coordinating structure which would facilitate the voices of women from a range of institutions (private and public sector), and stratas (grass-roots through to professional), to be heard in the preparation process

2. Tasks to be performed by RFFIs will involve:

(i) close collaboration with the RLD

(ii) regular reporting on progress and expenditure

To ensure equitable access to financial, technical and institutional resources, it is recommended that RFFI(s) develop a Work Plan and a Financial Plan for their specific region; and establish objective criteria for eligibility for funding, technical or other assistance. These criteria should be discussed fully with the RLD. Where possible, national level activities as outlined in such Plans should be funded directly via existing donor financing mechanisms.

Depending on the geographical context, the state of WID and the state of preparations for the 1995 Conference, RFFIs are additionally likely to perform the following tasks:

(a) assist with the identification of national priorities and preparation needs, together with national organisations/Women's Bureaux, where necessary through a series of national and/or local level symposia, involving both government and the NGO community;

(b) assess the capabilities and needs for institutional strengthening of the various national Women's Bureaux (or equivalent);

(c) service national machineries with regard to preparation of policies and strategies related to the aims of the 1995 Conference, which, it is hoped, would advocate the adoption of such strategies and policies both prior to and after the Conference, as well as to public expenditure decisions;

(d) provide gender planning training, and management training, as needed, to both government and non-government personnel, either directly or through

hiring in appropriate (local) expertise (see below);

(e) within the region, draw on the expertise of individuals and organisations with demonstrated WID capacity, to support and strengthen the preparation effort at national and regional level, and the respective national machineries involved;

(f) liaise with designated national coordinators for the Conference, other research and social action organisations and groups as sources of expertise;

(g) liaise with any existing donor coordination mechanisms;

(h) disseminate information on the progress of regional conference preparations, including to local donor WID-responsible personnel (bilateral and multilateral), as agreed with the Regional Lead Donor;

Annex C: *Questionnaire*

QUESTIONS FOR FIELD VISITS

1. Has the Government named a national coordinator for the Beijing Conference? If so, who is it? If not, who do you think might be named?

2. Do you know of any other ongoing or planned government activities to prepare for the Conference? Do you know of any national women's organizations who have ongoing or planned activities?

3. What are the capacities, goals and achievements of the Women's Bureau (or whatever you call it)? How would you describe the level of support for the Bureau within the government?

4. Have either government, national women's groups or NGOs taken any steps to identify and/or prioritize WID issues at the country level? Please explain. Are their strategies for achieving WID goals? If not, what types of support are necessary to do so?

5. Can you provide me with any documents produced by actions described in questions 3 and 4?

6. What is the level of consensus among institutions and individuals at the country on the identification and prioritization of WID issues and strategies?

7. Have any governments or NGOs taken any steps to identify and/or prioritize WID issues regionally? Please explain. Strategies to achieve goals? Documents produced? Consensus?

8. Given the above, what next steps do you think need to be taken to keep the process moving and prepare Latin America governments, women's organizations and NGOs for 1995? For example, should plans be made for national or regional seminars? For district workshops? For technical assistance to help develop or refine national WID issues or strategies? For training or consultancy services at any level, such as for community groups? Or for any other activity?

9. Given the above information, are there any institutions you believe could take a lead role in facilitating meetings and workshops and providing technical backup in national and regional Conference preparation?

10. If you do recommend institution(s), what kinds of assistance might it (they) request?

11. Do you have any thoughts of the receptivity of bilateral donors to collaborating in the region on Conference preparations with the USG taking the lead donor in the region as agreed by the DAC/ WID Expert Group Bureau?

12. How do donors coordinate in country and/ or regionally now? Do governments play a role in enhancing donor coordination of WID issues? Is current coordination (if any) structured or informal?

13. Have donors coordinated specifically on WID issues? Which ones are the major donors on WID issues? Is there a donor coordination committee? If so, who is the Chairperson? What is their

Mandate?

14. Do you plan on providing any bilateral assistance for Conference planning? (QUESTION FOR DONOR ONLY)

Annex D: *List of People Met During Country Visits*

ARGENTINA
May 25-29, 1993

Ms. Julianna Abella
Project Officer, USAID/Montevideo
Ms. Dolores Carmen Dominguez
President, Consejo de la Mujer, Buenos Aires Municipalidad de la Ciudad
Sofia Laferrere de Pinedo, Maria Rosa Segura de Martini, Irma Avdjian de Arias Duval and Marie Louise Gorleri
Asociacion Concencia
Liliana Isler
Information Officer, United Nations Information Center
Laura Araceli Langberg
Attorney
Cristina Zurutuza
Coordinadora de Programas, Centro de Ustudios de la Mujer (CEM)
Hon. Virginia Frananillo
Presidenta, Government of Argentina (GOA) Cosejo Nacional de la Mujer
Cristina Zuccardi de Flarmarique, Liliana Gurdulich de Correa, Lidia Domsic and Marcelo Durrieu
Government of Argentina (GOA) Cosejo Nacional de la Mujer
Ambassador Zelmira Regazzoli, Director
GOA Women's Cabinet and National Coordinator for UN World Conference on Women
Gloria Bonder
Consejera Presidencial, GOA Ministerio de Cultura y Educacion
Dra. Salome Hernandez
Director, Lincoln Center (USIS, Buenos Aires)
Beatriz M. de Ventura
Cultural Attache, Embassy of Canada
Beatriz T. de Anigati
Project Director, Embassy of Canada
Sylvia Chetjar
Sociologist
Susana Clarisa Voloschin de Simkin
Social psychologist
Mabel Bianco
Presidenta, Fundacion para Estudio E Investigacion de la Mujer (FEIM)

CHILE
May 31, 1993

Maria Elena Ovalie de Vigneaux
Presidenta, FINAM, Filial Chilena de Women's World Banking, New York
Raquel Olea
Directora, Casa de la Mujer La Morada
Ximena Charnes
General Coordinator, ISIS International
Teresa Rodriguez
Program Coordinator, ISIS International

COSTA RICA
June 10-11, 1993

Leslie C.Hunter
Director, Women's Program, Instituto Centroamericano de Adminstracion de Empresas (INCAE)
Marta Trejos Montero
Directora Ejecutiva, Centro Femenista de Informacion y Accion (CEFEMINA)
Maria Eugenia Penon de Cotter
Executive Director, Fundacion Arias Para La Paz y El Progreso Humano
Freda Martin, Director
Peace Corps/ Costa Rica
Karin Verbakin
Women and Development, Royal Netherlands Embassy

BOLIVIA
June 22-25, 1993

Gurber Davidson
Deputy Mission Director, and Eugene Zepesy, Director, Office of Development Programs, USAID/Bolivia
Sonia Montano Virreira
Directora, Programa de la Mujer, Government of Bolivia (GOB) Organismo Nacional del Menor, Mujer y Familia (ONAMFA)
Manuel E. Contreras, Ph.D.
Director Ejecutivo, GOB's Unidad de Analisis de Politicas Sociales (UDAPSO), Ministerio de Planeamiento y Coordinacion
Diana Urioste
Centro de Promocion de la Mujer Gregoria Apaza and Coordinadora de la Mujer
Maria Isabel Caero
Directora, and Ximena Machicao, Centro Informatico y Desarrolla de la Mujer (CIDEM)
Susanna Loveday Rance
Consultant, Comite de Defensa de los Derechos Reprodutivos
Maritza Jimenez Bullain
Directora, Fundacion an Gabriel
Ana Rochkovski
First Secretary, WID, Mision de Cooperacion Technica Holandesa, Royal Netherlands Embassy

BRAZIL
July 18-29, 1993

Brasilia

Branca Alves de Moreira
Director, UNIFEM/Southern Cone
Sabine Gurther
UNIFEM
Herilda Balduino de Sousa
Presidente, Government of Brazil's (GOB) Conselho Nacional das Mulhers
Miriam Jungmann, Brancolina Ferreira, Edite do Ceu Faial Jacques, Maria Jose Maciel and Maria

Leda de Resnde Dantas
Conselho Nacional das Mulhers
Cecile Berthaud
Rep. Residente Assistente Programa, UNDP
Hermina de Brito Ferreira
UNDP
Guilda Cabral
Director, Centro Feminista de Estudos e Assessoria (CFEMEA)
Guarcira Cesarde Oliveira, Marlene Libardoni, and Iaris Ramalho
CFEMEA
Lane T. Cubstead
First Secretary, USIS, Embassy of the United States
Mark Lore
Deputy Chief of Misssion, Embassy of the United States
John D. Pielemeier
USAID Representative, Embassy of the United States

Rio de Janeiro

Hildezia Alves de Medeiros
Executive Secretary, Centro de Ativdades Culurais, Economicas e Socais (CACES)
Rita Andrea
Director, Centro de Projetos da Mulher (CEMINA)
Rosiska Darcy de Oliveira, PHd.
Director, Institute for Cultural Action (IDAC)
Jean C. L. Dubois
Consultant in Forestry
Maria Cristina Pimenta de Oliveira
Presidente, Banco da Mulher
Jacqeline Pitanguy
Director, Cidadania, Estudo, Pesquisa, Infomacao e Acao (CEPIA)
Helena Bocayuua, Rebecca Reichmann,and Leila Amharos Barsted
CEPIA

Sao Paulo

Margareth Arilha
Estudos e Comunicacao em Sexualidade e Reproducao Humana (ECOS)
Simone
Executive Director, Coletivo Feminista Sexualidade Saude
M. Luisa Eluf
Directora, SEMINA Industria e Comercio LTda. e Presidente, Pro Mulher

Milza Traci Silva
GELEDES, Instituto da Mulher Negra
Moema Viezzer
Executive Director, Rede Mulher

Recife

Maria Betania Avila
Director, SOS CORPO
Ana Dourado
SOS CORPO
Ana Farias, Director
Casa da Mulher do Nordeste
Edusa de Fereira
Casa da Mulher do Nordeste
Ana Vasconcelos
Executive Director, Casa de Passagem