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WOMEN'S STUDIES AND HIGHER EDUCATION

A Symposium Taking Stock*

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As the title of the symposium is "Women's Studies and Higher Education" I propose to dwell on the issue of to what extent women's studies has entered higher education and if it has, what has been its influence. Therefore, I am not here really taking stock of the contribution of women's studies in India. There has been a significant growth of scholarship, research, research questions and concepts. Cross fertilisation with other regions of the world and the gender-concern of international agencies has resulted in spread of data, notions and ideas. It is amazing how quickly 'gender' has come into everyday usage in India. The question really is, has 'gender', gender research and the activities of the women's movement got reflected in the university system in some way? Has it influenced research directions? Most of all has it become at least a small part of every student's experience? Barring a few shining examples (J.N.U, Jadavpur, SNDT, MSS, Delhi University, Central University: Hyderabad, M. S. University, Baroda) the university system as such has remained impervious to the critical issues that have been thrown up outside the university system on women's condition and women's equality and liberation. Why do I say this? Even within the institutions mentioned, women's studies has remained confined to some departments. I am not for the moment including the other Study Centres set up by UGC from mid -80's onwards.

Ten years ago, in 1981, when the first conference on women's studies was called by the combined efforts of CWDS, ICSSR and SNDT (with financial assistance from the Ministry of Social Welfare, UNICEF, UNESCO etc), its major purpose was to stimulate a concern for putting women's studies into the heart of the university system as it was felt that "occasional media exposure cannot make up for sustained and systematic study" which the universities are expected to do for any social issue. Exercises were done on syllabus review of different disciplines, samples were generated of alternative course outlines. These were published in the conference report which was widely distributed. The conference had clearly laid down that women's studies should not be a peripheral concern but become "main streamed" if it was to at all make a difference and what exactly did we, ten years ago think the purpose of such main-streaming would be?

Primarily that it would induce the higher education system to take a *critical* look at social reality, the reality of what has happened and is happening to women, that such a critical look would then raise the consciousness of scholars, that they would as conscience keepers of the society raise uncomfortable questions, demand solutions; that they would infuse the student community with the zeal for change in the way the national movement did to people a generation ago. These were ambitious, utopian longings but the four hundred women who had gathered there felt that they had a chance here to do something.

Sadly, that vision has got considerably dimmed during this decade. What instead happened was the setting up of women's studies centres some of whom are no doubt doing very good work, but whose influence is minimal. These centres have, often, people totally new to the idea and have little clue as to the fundamental philosophy behind women's studies, its genesis, its rationale, its mandate. Its mandate is that ultimately it should result in an agenda for action (by who ever), action to transform the reality. Alas, we have not been able to take even the first step, that is getting students and teachers to at least see the reality as exposed by research — research done by individual scholars, by women's groups, by institutions outside the university, all of which merit the label of women's studies. However, we are referring here to the institutionalisation of women's studies, the systematic incorporation of it. Delhi University too organised a seminar in 1985 and went through the exercise of curriculum reform; some colleges, some departments do teach a course here and there, but I contend these have been efforts at the margin because the system has not responded to the need. What women's studies centres do or their relationship to the system is, has become analogous to the setting up of a department for women at governmental level. These are harsh words, they are not meant to discount the excellent work that some departments do or some individual scholars have achieved. I am talking of the *system* and its response. The response has been much more from outside the university system namely the government system. Laws have been passed and there has been some attempts by government agencies and international agencies to incorporate gender concerns in policy and programme. This invites mainly training and evaluation. This has led to a proliferation of (often self

appointed) women - consultants, some of whom have neither the academic background nor grassroots experience but who thrive on this lucrative business where by virtue of being women and the opportunity provided by the now plentiful literature on women, they have acquired a minimum and common sense - notion of gender issues often largely superficial.

When we do attempt curriculum reform, I find that we have not faced squarely a major dilemma namely, the theoretical structures of the disciplines themselves and their inhospitality to radical departures. Women's studies can add facts and insights to the disciplines but their marginalisation has something to do with the fact that empirical work and critical concepts will be an appendix to the main disciplines unless we simultaneously mount discipline critiques. Such critiques have been mounted in the West and several books have come out, but in India we are just beginning this exercise—Uma Chakravarty's and Kumkum Roy's work on historiography, Kalpagam's on economic theory, Bindya Rao's on psychology, Patricia Oberoi's on sociology, are a few path breaking ventures but these are beginnings and we need more thorough exercises. Much of the research and scholarly material that is available today are studies of impact of development and fit an interdisciplinary course than within particular disciplines. From that point of view "women's studies" as a kind of integrated course has a better case but very few universities have a slot for interdisciplinary options. What I feel is the need for both types of endeavours — an interdisciplinary, integrated course as well as inputs into disciplines.

As for the latter, I feel we need to do more work on consolidating the research output, assess it, re-evaluate it, identify and clarify both implicit and explicit frame-works used before we can incorporate this mass of information meaningfully into an existing system. Here is the biggest task awaiting us. Though the ICSSR commissioned two reviews, they are different in nature and done by individual scholars. One literature is still fragmented, eclectic. No doubt, the process of discovering what was happening often led to part understanding of our traditional society, a kind of reconstructing of that reality from our perspective but we lack as of now a coherent account of this process with its implications for theory. What exactly has women's studies contributed needs to be assessed and consolidated from the point of view of their relevance to existing knowledge systems. Women studies research has found much about the household and family, but in what precise way do we put this in the context of existing theories of the family in sociology— whether non-marxist or marxist ? We have almost an ocean of material on women and work but where and how does all that confront economic theories? It is these sort of exercises, continuously done

that will wake up the guardians of disciplines from their slumber inside their archaic citadels. There is here also a question of power relations — the latest intellectual fad from the West gets in without difficulty. We have to mount plenty of back up support. The tragedy is that even where some input of women's studies is fed into the syllabus, students read that and go back to the parent discipline without experiencing any contradiction. "That is economics , this is women's studies" is how they look at it.

Apart from curricular reform, promotion of proper research is an important task. Here again the guides for M. Phil and Ph. D students are not necessarily people experienced in women's studies. Tragically the greatest disservice to women's studies has happened here where anything on women is thought to be women's studies. Women's studies scholars are called in only at the last stage, as external examiners. How can one fail so many wholesale ? There has to be a scrupulous and critical scrutiny at the proposal stage and adequate training of the research students before they can embark on any women's studies enterprise. Day after day, women used to walk into my office and say, " I want to do my Ph. D on women " as though that was all there was to it. I generally told them, read something in our library for atleast a couple of months and then decide what you want to do. Being women by virtue of gender, they all feel they can 'do' women's studies. The kinds of theses generated thereby are not going to advance the cause of women. One thesis went through an elaborate study to prove that women in white collar jobs have more education than factory workers. The census can tell you that, commonsense can tell you that. Where was the gender issue here ?

That brings me to the next big lacuna — training of teachers. We need that in a big way. Originally the idea was to set up 6 or 7 lead centres, adequately equip them, give them the mandate of training teachers in their region systematically for a few years. We at SNDT did two such training programmes. We have a sudden crop of women's studies centres who are all innocents abroad. One university women's studies centre is teaching a course on garment making. That is properly the role of a polytechnic.

There are other issues . How and in what manner can scholarship and action be knit into each other ? The two may be by the same person or different persons. The crux of the matter is pedagogy. Women's studies, if it espouses the ideal that it is an instrument of social change has to adopt pedagogies that take one closer to the ideal—non-hierarchic, non examination ridden , collective learning, learning through experience, learning to theorise on experience and imbibe empathy and concern for those most in need of support — the masses of women, who have been hurt most by development

and by the prevailing social structure. Women's studies has to provide an environment most conducive to such learning outcomes. Discussion, projects, dialoguing, field work etc. will form the basis of such learning and not prepackaged information modules which will be learnt and reproduced in the examination. If the latter alone is used we will produce the substance minus the spirit.

The problem of introducing alternate pedagogies is the prevailing rigidity of the structure of learning and examination that inhibits creativity, critical thought and the internalisation of knowledge that could become wisdom. Within such a steel frame how does one implant a tender plant? Will it not die an unnatural death at the very first encounter? Today where courses are run or research is done they are by people who in their personal lives are full of conviction about women's issues and who are engaged in action in some way or the other, directly or indirectly. Women's studies claims their hearts and minds and not only their intelligence. Today when women's studies is a marginal activity, this is possible but what will happen when it is mainstreamed?

The corruption of an enterprise can happen in other ways too. There are complaints that women's studies has become an opportunity for feather bedding, for seeking career opportunities. Being an infant discipline, there are no stalwarts to measure up to and a lot of shoddy work has gone in, thanks to the commercial interests of publishers who have seized on this chance to catch on to a new commodity ("women") and a new market. In the process, the growth of women's studies is being stifled by an outgrowth of weeds. These are however maladies that afflict academic departments of all disciplines and these are not by any means, peculiar to women's studies. They call attention to the sad state of academic life in India. It is, therefore, not wise at this stage to award degrees in women's studies. Once women's studies becomes tied to career-interests, competition sets in. In the early days of women's studies, senior women nurtured young talents. Will it happen now? Incorporating women's studies within the curriculum raises also many other issues such as the political stand point of the scholar. Which ideological thrust does one incorporate? Normally in academic practice this is handled in two ways: a) present an impassioned discussion of diverse points of view and let the students discuss, evaluate, adopt, whatever they agree with, b) adopt the particular point of view of the scholar teaching or presenting the course content but state explicitly the approach and bias, that is, if you are a socialist-feminist, say so, outright and give reasons for your stand. This kind of clarity is sadly lacking. Transforming research into teaching requires a clear statement of one's premises. The misunderstanding about 'value-neutral' social sciences arises here. No human knowledge is value-

neutral — it is always from a particular participant's view. Its neutrality lies only in the restricted sense that in any particular instance, extraneous factors do not interfere with analysis. Women's studies advocate a self reflexive pedagogy— where one seeks to understand where one stands and why, and relates the analysis to this. This explicitness is more conducive to objectivity than hidden assumptions that are declared as ultimate truths. The subjectivity-objectivity-ghost has been laid to rest by much recent epistemology even in the natural sciences which admits that the observer always influences the observed phenomena and yet our social scientists stick to their archaic notion of objectivity in the old positivist mould.

The role of knowledge in general, its functions, who generates it and how, are matters of utmost relevance to our view of the world and our view of society. Here I see much to evoke optimism. There has been a tremendous growth of grassroots organisations. Their articulation of issues holds out promise for women's studies. It is by building bridges with them that may women's studies will perhaps become vital. This is misinterpreted by some who contend that all this will make women's studies flabby, lack rigour and therefore make it not worth being treated as academic. Rigour has to do with critical approach to evidence that is scrupulously collected. When our social scientists totally ignore a whole range of human experience, how can they call themselves rigorous? How is history objective when what we call history is a partial and biased record put in by some people from their point of view? Much of our social science theorising is on the basis of the experience of societies in the West and yet they are treated as universal. Census data is treated as 'objective data' because they are in numbers but they are all responses of one set of people to another set, translated into numbers.

Do we then give up? No. We go ahead with a few self appointed tasks: prepare curricular material suitable for interdisciplinary as well as disciplinary needs. Undertake comprehensive consolidating exercise, clarify different approaches implicit in the scholarship. If we do not do this, others are doing it and doing it badly. Let us eliminate ruthlessly substandard work as far as publication is concerned. Let senior scholars, some of whom may be superannuated, be put on task forces for these purposes. They will not produce one syllabus but comprehensive guidelines regarding content, approach, choice of books and articles, methodology etc. There are superficial attempts going on here and there to bring about gender sensitisation of government officials at various levels through management techniques and behavioural models, much patronised by international agencies. We may not be able to stop these non-serious activities but we can create bulwarks by

more solid work *within* the universities.

All human endeavours do have an ethical dimension but if we lose sight of the ethicality of women's studies

then we are losing the potentially liberating possibility of women's studies for women and for society.

* Delivered as keynote address at the Symposium organised by the Centre for Women's Development Studies, New Delhi on 28-9-1991.

DRAFT OUTLINE OF A NATIONAL PLAN FOR THE GIRL CHILD

1. INTRODUCTION

With the growing concern for the survival and development of the girl child, SAARC countries declared 1990 as the Year of the Girl Child. Preparatory activities leading to its observance during the year, with the focus in most member countries being on analysis of the problems and awareness-creation on the disparities in the situation and status of girls. The Male SAARC Summit Declaration that the 1990s be observed as the SAARC Decade of the Girl Child, enjoined member countries to formulate action plans for improvement in the situation and status of girls. This provides a strategic opportunity to establish policies and programmes to create a positive environment for girls to develop to their full potential to contribute as future citizens.

An attempt has been made here to identify the major goals which might help the formulation of country action plans.

2. GUIDING PRINCIPLES

- (i) Fundamental to this Plan will be the equality of status to the girl child through special opportunities for her growth and development to her full potential as an individual and citizen in her own right.
- (ii) The integration of "girl child" goals in plans for child survival and development is assumed. However, the situation of the girl child demands formulation of specific goals and strategies sensitive to her multi-dimensional needs for her survival and development with equal opportunity and dignity.
- (iii) The prevailing social-cultural discrimination against the girl child in India (as evidenced by the disparities in the demographic and socio-economic indicators) is recognized. Therefore, the changing of social attitudes and behavioural practices towards the development of girls is integral and of equal importance in this Plan.

3. GOALS FOR THE DECADE

Drawing upon the World Declaration on the Survival, Protection and Development of Children in the 1990s, and the Male Declaration of SAARC, the gender specific goals for the Decade of the Girl Child in India are :

Major Goals for Child Survival, Protection and Development (1991-2000)

- I. Health and Child Survival (Physical growth, Health and Nutrition)
 - a) Reduction of infant and under 5 child mortality rate by one third or to 50 and 70/1,000 live birth respectively, whichever is less.
 - b) Reduction of maternal mortality rate by half ;
 - c) Reduction of severe and moderate malnutrition among under 5 children by half ;
 - d) Control of preventable diseases through vaccine like neonatal tetanus, measles, poliomyelitis, tuberculosis, pertussis, diphtheria ;
 - e) Reduction by 50% in the deaths due to diarrhoea in children under the age of five years and 25% reduction in the diarrhoea incidence rate ;
 - f) Encouraging mothers to breastfeed their children compulsorily upto a minimum period of one year ;
 - g) Reduction by one third in the deaths due to acute respiratory infections in children under five years.

Gender Specific Goals for South Asia

- ... and elimination of gender disparities in infant and under five child mortality.
- ... with emphasis on delayed age at marriage, reduction in adolescent pregnancy. Better antenatal, postnatal care, health delivery system, improvement of professional input at the time of birth of a child.
- ... and elimination of gender disparities.
- ... emphasis on Immunization Programme with Special thrust on gender disparities.
- ... elimination of gender disparities.
- ... elimination of gender disparity in feeding practices.
- ... elimination of gender disparity.

- h) Improvement of school health programme ;
- i) Reducing incidence of early marriage of girls and thereby raising the age of marriage by atleast two years and postponing the first pregnancy till adulthood ;
- j) Universal access to safe drinking water and to sanitary means of excreta disposal.

II. Protection (Justice : Freedom from Exploitation)

- a) Improved protection of children in need—children belonging to special groups like orphans, street children, refugees, displaced persons or victims of war and natural and man-made disasters. Also of children of migrant workers, child labourers, youth trapped in the bondage of prostitution, sexual abuse and other forms of such exploitation. As well as disabled children, juvenile delinquents and children of socially disadvantaged groups like prostitutes, leprosy patients, women prisoners etc.

III. Development

1. Health (Already covered under Section I)

2. Education & Vocational Training

- a) Universal access to basic education ;
- b) Reduction of the adult illiteracy rate (the appropriate age group to be determined in each country) to at least half its 1990 level with emphasis on female literacy ;
- c) Special measures to promote education and self-reliance among adolescents as preparation for adult life ;
- d) Diversified Secondary Education with emphasis on development of vocational/marketable skills ;
- e) Work Experience/Socially Useful Productive work could be integrally linked with various subjects both at the level of content and pedagogy.
- f) Strengthening existing skills learnt through life processes through NFE.
- g) To create opportunities for children to re-enter the formal education system.
- h) Education for the physical and mental well-being of the child ;
- j) Physical Education, games, sports, cultural and scientific activities to be promoted.

Universal access to basic education for both boys and girls and gender inclusive, gender sensitive educational planning and school mapping ; ... with emphasis on female literacy in the age-group of 12-35 years.

Special needs of girls to be focussed on with a view to preparing them for the dual role of mothers and workers.

Girls to be prepared and encouraged for taking up non-conventional courses or programmes. Major thrust on girls to increase enrolment and retention ;

With emphasis on girls ;

To enable the girl child to enter and utilize formal school education ;
For the Girl Child to be knowledgeable and in control of her body ;
With emphasis on the Girl Child.

4. PRIORITY GOALS

The overall goal for the Decade is the improvement in the situation and status of the girl child. For this plan, the following have been identified as priority goals for actions:

- i) Between 1991 and the year 2000, reduction of severe and moderate malnutrition among girls under five and stunting among girls between 11-15 years by half.
- ii) Reduction of mortality and morbidity of girls under five.
- iii) By the year 2000, universal access to opportunities for basic education to girls under fifteen and completion of primary education by at least 80 per cent of primary school-age girls.

- iv) Between 1991 and 2000, reducing the proportion of early marriage of girls, thereby raising the age of marriage by at least two years and postponing the first pregnancy till adulthood inter-alia contributing to the reduction of population growth as well as infant mortality rate.
- v) To reduce the phenomenon of child labour which is an impediment to her education and development, by the year 2000.
- vi) To make efforts towards elimination of all forms of discrimination and exploitation inherent in institutions of family, religion, law and society at large. Special attention has to be focussed on the sexual exploitation of girl child including trafficking and prostitution.

TABLE 1

PRIORITY GOAL : BETWEEN 1991 AND THE YEAR 2000, REDUCTION OF SEVERE AND MODERATE MALNUTRITION AMONG GIRLS UNDER 5 YEARS AND STUNTING AMONG GIRLS BETWEEN 11-15 YEARS BY HALF.			
AGE GROUP	DEVELOPMENT IMPEDIMENTS *	PROGRAMME INTERVENTIONS *	SUPPORT TO IMPLEMENTATION *
0-5 years	<ul style="list-style-type: none"> — Son preference, leading to discrimination in feeding and child care. — High mortality and morbidity. — High incidence of malnutrition. 	<ul style="list-style-type: none"> — Parent education. (See Table 3 for further details) — Community-based growth monitoring/ growth promotion with mother's involvement and focus on "at risk" children. — Child-care services within easy access (UCI, Vitamin A, etc.) 	<ul style="list-style-type: none"> — Nutrition Programmes — Sensitization of frontline workers. — Gender sensitive monitoring systems.
6-11 years	<ul style="list-style-type: none"> — Adverse intrafamily food distribution due to non-availability of food and attitudes as above. — Early assumption of domestic and child-care responsibilities. 	<ul style="list-style-type: none"> — Parent-education. — School feeding Programmes. — Iron & Folic acid supplementation. — Nutrition education for girls to change practices and make self-demands for food. 	<ul style="list-style-type: none"> — Nutrition programmes. — Sensitization of frontline workers. — Gender sensitive monitoring systems. — Improved access to water, fuel and fodder to conserve "energy" of girls .
12-15 years	<ul style="list-style-type: none"> — Social practices and beliefs discouraging girls from eating proper foods such as eggs, meat. — Adverse intrafamily food distribution. — Early marriage and pregnancy. 	<ul style="list-style-type: none"> — Parent education. — Selective food supplementation. — Health check-ups and referral. — Iron & Folic acid supplementation. — Augment household food availability. — Community-based vegetable gardens as an activity both for girls "in" and out of school. — See Table 3 	<ul style="list-style-type: none"> — Nutrition programmes. — Sensitization of frontline workers. — Gender sensitive monitoring systems. — Improved access to water, fuel and fodder to conserve "energy" of girls. — Special programmes for reaching this age-group. — Legislation for delayed marriage and its implementation.

* Several of the interventions are intersectoral. Advocacy and public education are considered fundamental to their implementation. As such, the tables are inter-related with considerable overlap. To avoid repetition, the interventions are not elaborated in every instance.

TABLE 2

PRIORITY GOAL : BY THE YEAR 2000, UNIVERSAL ACCESS TO OPPORTUNITIES FOR BASIC EDUCATION TO GIRLS UNDER 15 YEARS AND COMPLETION OF PRIMARY EDUCATION BY AT LEAST 80 PER CENT OF PRIMARY SCHOOL-AGE GIRLS.			
AGE GROUP	DEVELOPMENT IMPEDIMENTS	PROGRAMME INTERVENTIONS	SUPPORT TO IMPLEMENTATION
0-5 years	<ul style="list-style-type: none"> — Deprived of psycho-social stimulation. — Absence of child-care services for working mothers. 	<ul style="list-style-type: none"> — Early childhood care and education services. — Creches and day-care centres within easy access. 	<ul style="list-style-type: none"> — Creches attached to schools. — Identification and mobilisation of community support systems.
6-11 years	<ul style="list-style-type: none"> — Low-value placed on girls' education. — Poor quality of services. — Inaccessibility to services leading to fear for security and safety of girls. — Early assumption of domestic and child-care responsibilities. — Non-availability of female teachers. 	<ul style="list-style-type: none"> — Multimedia motivational campaigns. — Community-managed formal and nonformal services through govt. and nongovt. sectors. — Community-based arrangements for fodder, fuel and water to release girls for schooling. — Advocate for and support the appointment of female teachers. 	<ul style="list-style-type: none"> — Enlist public support with local leaders, opinion leaders, etc. — Family-incentive schemes such as "Food for Education". — Relaxation of qualifications in recruitment of female teachers. — Support to Female teacher training programmes.
12-15 years	<ul style="list-style-type: none"> — Pressures of early marriage. — Participation in domestic and child care responsibilities. — Restriction on physical mobility and social interaction. — Low self-image. 	<ul style="list-style-type: none"> — See Table 3 — "Earn While You Learn" activities. — Education and skill training linked to employment. — Community-based informal opportunities and places for girls to get together. — NGO undertaken activities for leadership development training. 	<ul style="list-style-type: none"> — Schemes for NGO involvement at community-level (BRAC). — Resources to support such activities as additional component of ongoing development activities for women and children (Grameen Bank, ICDS, Youth Organization Programmes). — Incentives to girls, family, community. — Sponsorship schemes.

TABLE 3

PRIORITY GOAL : BETWEEN 1991 AND 2000, REDUCING THE PROPORTION OF EARLY MARRIAGE OF GIRLS, THEREBY RAISING THE AGE OF MARRIAGE BY AT LEAST TWO YEARS AND POSTPONING THE FIRST PREGNANCY TILL ADULthood ; INTER-ALIA, CONTRIBUTING TO THE REDUCTION OF POPULATION GROWTH AS WELL AS INFANT MORTALITY RATE.			
AGE GROUP	DEVELOPMENT IMPEDIMENTS	PROGRAMME INTERVENTIONS	SUPPORT TO IMPLEMENTATION
12-15 years 16-18 years	<ul style="list-style-type: none"> — Pressures for early marriage. — Low parental perceptions of value of girls' labour. — Removal from school and seclusion in the family. — Taboos on certain foods and adverse intrafamily food distribution. — Restrictions imposed at onset of puberty— food, mobility, social interaction. — Frequent teenage pregnancies (related to son-preference attitudes). — High malnutrition, morbidity and mortality. — Low self-image. — Lack of appropriate opportunities and services for information, education and participation within community. 	<ul style="list-style-type: none"> — Advocacy with policy makers on negative consequences of early marriage to national development. — Corrective legislation and implementation of existing laws. — Parent/community/public education highlighting the potential of girls to contribute to family income. Also on the negative implications of early marriage to her development and that of her children. — Social mobilisation to avert early marriages and provision of family/community incentives to delay marriage. Appropriate punitive measures at community level can be instituted. — Media and research visibility of positive contribution of girls. — Education for vocations and training for employment through "Earn While You Learn" schemes. — Integrated package of services : health, education, family-life including family planning, leadership training and information for understanding of her health and basic needs, opportunities for enhancing self-esteem, legal literacy. 	<ul style="list-style-type: none"> — Specific policies for youth and targeting for services. — Information search and analysis at national, subnational and local levels to support advocacy. — Wide dissemination of research findings. — Involvement of NGOs, women activists and community leaders. — Linkages with sectoral programmes of health, education, nutrition employment and economic development. — See Table 2

FOCUS ON ADOLESCENT GIRLS ✓

The Department of Women and Child Development, Government of India, has launched schemes for adolescent girls as an additional thrust area as part of the ICDS programme. The objectives of the programmes are as follows :

- i) to cover girl in the age group of 11 to 18 years;
- ii) to improve the nutritional and health status of girls in this age group;
- iii) to provide them with the required literacy and numeracy skills, through the non-formal stream of education, to stimulate a desire for more social exposure and knowledge and to help them improve their decision making capabilities;
- iv) to train and equip the girls to improve and upgrade home-based skills;
- v) to promote awareness of health, hygiene, nutrition and family welfare, home management and child care, to take all other measures as would facilitate their marrying only after attaining the age of 18 and if possible even later.

Anganwadis and Mahila Mandals would be the key institutions involved in achieving these objectives. All adolescent girls would form the youth wing of the village Mahila Mandal and would be organised by the Anganwadi Worker where issues of their mutual interest will receive main attention. Their practical training in the area of management of health, nutrition, education, as well as health and nutrition education will come from AWC, in the actual running of which these girls will have significant role, sharing work and decision making with workers and helpers. The Anganwadi Centre would be the focal point for delivery of all the services.

The Department of Women and Child Development intends to take up these activities in 507 Blocks of the country during 1991-92. The number of blocks has been worked out on the basis of the percentage share of population living below the poverty line in each state vis-a-vis the total population below the poverty line in the entire country. Efforts have been made to cover all ICDS blocks in focal districts selected by the Department.

All unmarried adolescent girls in the age group of 11-18 years and belonging to families whose income is below 6,400/- per annum in rural areas will be eligible to receive services under the scheme. It is estimated that each village would have 28 (40%) adolescent girls from such households, of which 18 would be in the age groups of 11-15 years and 10 in 15-18 years.

In the selected blocks the State Governments would provide common services like immunization, general health check-up every six months, treatment of minor ailments, deworming, prophylactic measures against anaemia, goitre, vitamin deficiencies etc., referral in case

of acute need and monitoring over menarche. These services would be provided to all adolescent girls in the age group 11-18 irrespective of their family income in cooperation with the State Health and Family Welfare Department.

These initiatives provide for pre-project activities which include community mobilisation and awareness generation by involving grassroots organisations and Panchayats to prepare the community for these new schemes. Anganwadi Centres would act as Centres for Balika Mandal.

The Department of Women and Child Development would fund the expenditure incurred on delivering these services, except supplementary nutrition which would be the responsibility of the State Governments. Expenses for the pre-project launching activities would be met partly from the ICDS, IEC (Information Education and Communication) funds as well.

Besides the above mentioned health and educational services provided to all adolescent girls (age group 11-18 years) additional services under two schemes will be provided to those in the age group 11-15 and 15-18 years respectively.

Scheme I

Girl-to-Girl Approach (Age Group 11-15 years)

Three girls would be identified from each selected Anganwadi and preference will be given to those from families below the poverty line. They will receive the following services besides general services mentioned earlier:

- (i) A meal on same scale as the pregnant and nursing mother under ICDS. The meal would provide 500 calories of energy and 20 gms. of protein on all six working days of the week.
- (ii) Inservice training on Management of the AWC from the worker and supervisor over a period of six months.

TRAINING

Each girl will receive initial training of three days at the sub-block level followed by six one-day monthly continuing education sessions. In addition each girl will be attached with the Anganwadi Worker for two full days each week during the training period.

In all, 600 adolescent girls can receive these benefits per annum per block assuming there are 100 Anganwadis in a block.

During this training these girls will gain knowledge

about care of pregnant women and children, diarrhoea management, growth monitoring, health check-up, immunization, supplementary nutrition, pre-school activities, organisation of Mahila Mandals, preparation of aids, importance of community participation and the supportive role of adolescent girls. This would enable them to be fully equipped individuals, capable of managing the Anganwadi Centre on their own, so as to fully realise the objectives of the scheme.

Scheme II

Balika Mandal

(Age Group 15-18 years)

This scheme has been initiated for the girls in the age group 15-18 years. Its objectives would be to involve and motivate the uneducated groups in this age group in non-formal education, develop literacy skills and upgrade home-based skills in popular trades which have potential in local areas. It would aim at stressing the significance of personal hygiene and environmental sanitation, first aid, nutrition, child care and development. In addition, facilities for recreation and entertainment would also be provided.

* From *NIPCCD Newsletter*, Vol. 12, No. 4-6, (March - August 1991).

The existing AWC would be used for activities of Balika Mandal or a separate accommodation will be arranged with assistance from the community or under DWCRA and Jawahar Rojgar Yojna etc. It is expected that 10 per cent Anganwadis in the selected ICDS blocks will act as centres for Balika Mandals. Timings of Balika Mandals will be other than those of Anganwadis and would be decided as per convenience of the participating adolescent girls.

To achieve its objectives, the scheme provides for appointment of honorary instructors who may be local artisans or skilled craftsmen. They can be invited as guest lecturers with an honorarium of Rs 50/- per month. The Anganwadi Worker serving as a regular honorary instructor for Balika Mandal will be paid an additional honorarium of Rs 150/- per month.

Services of Instructors of training institutes like AWTC's, MLTC's, training centres of health and FW Departments, ITIs/ Vocational training centres would be utilised for providing continuing education. Field units of the Food and Nutrition Board will provide support for the Nutrition education and demonstration. Efforts would be made to tie up with TRYSEM.

PERSPECTIVE PLAN FOR WOMEN

Pursuant to the National Perspective Plan for Women (1988-2000), the UGC has approved an action plan for promoting the education of women and education about women's issues. This inter-alia includes:—

- UGC is assisting three women's universities and two deemed universities for women in their development.
- For developmental assistance to colleges, the minimum enrolment required for women's colleges have been reduced to 150 as compared to 250 for general colleges. Similarly, the number of faculty members required at a women's college is 5 whereas it is 10 in respect of other colleges.
- UGC assistance for boys' hostel is 75% but for girls' hostel it is 100%.
- UGC has assisted 28 universities for centres or cells for women's studies.
- UGC is giving preference to women scholars in selection for awards under SAARC fellowships and so far about 35% of the scholars selected were women.

- Special programmes have been made and telecast concerning women's issues under the scheme of countrywide classroom.
- UGC proposes to provide assistance on a sizeable scale in the 8th Plan for vocational courses relevant for women at degree level.
- EMRCs/AVRCs will be asked to prepare more programmes on women's education and issues for telecast under the countrywide classroom programme.
- The Women's Studies centres/cells would be requested to take up programmes for building awareness about women's issues on a larger scale and, if feasible, additional assistance will be extended to them for this.
- In the adult education programme special attention will be paid to literacy among the women and continuing education including vocational education through Jana Siksha Nilayam (JSN)/ Continuing Education Centres.

STREE : DEVOTED TO WOMEN'S STUDIES PUBLICATIONS

STREE, an imprint of Bhatkal and Sen (a sister concern of Popular Prakashan, Bombay), is devoted exclusively to bringing out books on Women's Studies.

Established in 1990, STREE focuses on the condition of women in India. Our concern is to reflect on and to analyse the diverse problems that confront women. We participate in the contemporary debate on the role and status of women and wish to help bring Women's Studies into the mainstream of academic discourse.

"Women's Studies" is now a familiar category for readers and publishers of academic/non-fiction books. Books classified under this category focus on issues directly related to the condition of women in society. The focus has two implications: (i) It opens up new territories in the already established disciplinary divisions in the scholarly discourse—for example, an economist can investigate the role women play in maintaining the household as an economically viable unit; a historian can inquire into the condition of women in a particular period; a sociologist can research the modes of operation of social institutions affecting the lives of women. (ii) It creates a new interdisciplinary space that cuts across the range of the traditional disciplines. Thus, an understanding of the effect of the famine of 1940 on the village women in Bengal requires putting together a knowledge of economics, history and sociology/cultural anthropology. The growing awareness of the need for such interdisciplinary work is indicated by the growing strength of the Women's Studies Programmes in the different universities in the country.

Given the above developments in the existing disciplinary set up, there is a growing demand for academic/non-fiction books on Women's Studies; a demand that — one can expect with reasonable

certainty—will grow with the coming years. While most of the well established publishing houses publish books on Women's Studies, none of them have a separate section for such books. As a result, the books get lost in the general crowd and do not get the exposure they deserve. The need for exclusivity thus becomes important. A concern like STREE serves this purpose by highlighting books on Women's Studies. We also provide Women's Studies authors with a space where they do not always have to compete with books under other categories. This too tends to strengthen this trend in scholarship and add a much needed interdisciplinary dimension to discipline-bound works.

The decision, to identify STREE with an exclusively Women's Studies publication, was made for the reasons discussed above. We hope to continue to contribute, in our own limited way, to strengthening this emerging trend of scholarship.

We publish on the fundamental issues facing women in India today: work and the workplace, whether organized or unorganised, paid or unpaid, class relations and political subjection, marriage and the family, and the impact of religion, culture and ideology. We also plan studies on the past which will suggest guidelines for an understanding of the present.

STREE is vitally concerned with the rediscovery of women's contributions to literature and scholarship in the Indian languages. Although concentrating on India, we are interested in studies on women in other South Asian and Southeast Asian countries.

If you are interested to learn more about this organization or list of publications, please write to Mandira Sen, Director, STREE, 16 Southern Avenue, Calcutta 700026.

STREELEKHA : A FEMINIST BOOK PLACE

STREELEKHA grew out of the need to develop an alternative outlet and network to the emerging voices of women. Having taken on the mainstream publishing world which had marginalised women's writings, in 1985, we have today managed to carve out a fairly stable niche for ourselves in the academic and activist world.

While our specific focus is on feminist works (be it in the form of fiction, poetry or theoretical research) we also offer books, primarily from a Third World perspective, on peace, development, ecology, workers,

daliths, and peasants as also art and aesthetics, cinema, health, philosophy and political theory.

We invite all social movements in India and the Third World to place for display and sale their publications, studies and newsletters in the bookshop.

Ironically, as women's writings and thoughts become more visible, today's market ensures that the written word remains inaccessible by its sheer inaffordability. Most women's purchasing power is negligible, and they are unable to buy books even if they

are made available. Therefore, while we ensure that women's knowledge finds their way into universities, research institutes and other such institutes of learning, we are attempting to evolve other ways of making such works more accessible to all women. Our attempts in this direction are:

Kavya for women :

Through book donations from generous individuals and organisations we have built up a fairly well stocked library from which women members can borrow books at a nominal fee. Some of these books, which include for instance, historical writings from the early feminist movements, are rare finds which are not available for sale, even in STREELEKHA!

Publishing :

We would like to encourage writings by and on women through publishing original works of little known authors still attempting to find a voice. Poetry, fiction, sensitive research studies are some areas we hope to take up for publishing and make available at affordable prices.

Distribution :

We are taking up distribution of books published from small alternative and feminist presses in the Third World. Our first attempt has been to take up distribution of poetry, novels and research brought out by ASR publications in Lahore, Pakistan.

* For more details you may contact STREELEKHA, 67 ii Floor, Bluemoon Complex, Mahatma Gandhi Road, BANGALORE 560 001. STREELEKHA is a project of the Society for Informal Education and Development Studies, a registered non-governmental organization in Karnataka.

REPORT ON THE INTERNATIONAL SYMPOSIUM ON FEMINIST RESEARCH IN FRANCE, RUSSIA, AND INDIA

Organized by the MAISON DES SCIENCES DE L'HOMME

18-21 May, 1992

The international symposium on feminism took place in Paris at the Maison des Sciences de l'Homme. The purpose of the symposium was to bring together feminist scholars from the three countries in order to identify the problematics inherent to each country, to broaden knowledge about "the state of the art" in each country, to exchange information, and to create networks for further cooperation and education.

The symposium covered a number of important concerns in contemporary feminist research in three very different contexts: it dealt both with methodologies and with active involvement in specific struggles taken up by feminist movements. The following areas were studied: First session: Relationships between feminist research

Translations :

While we stock books in Kannada and other local languages we would also like to make available translated versions of important and relevant books in English, at a cheaper cost. This would ensure accessibility both in terms of language and price.

WOMEN'S WORLD

Designing new spaces :

A crafts bazaar :

Apart from providing space for the written word, we in STREELEKHA would like to extend ourselves to all forms of creative self expression. Therefore, apart from books, we stock not only posters, postcards, diaries, calendars and audio-visual material like cassettes and video tapes, but also put on display and sale women's crafts like pottery, paintings, knitted bags etc.

A creative praxis :

Creating new spaces for the women's word for us means that we do not stop at being just an outlet for books and other materials. STREELEKHA is also a space for women's creative energies and thinking. We invite authors, poets, researchers and activists to share their work and their experiences, to dialogue and debate. From poetry and book readings the discussions here range from domestic violence to communalism; from cinema aesthetics to human rights.

and feminist movements in France, India, and Russia today. Second session: Women and power in private and political spheres. Third session: Women and work, the labor force, domestic work and the theorisation of female labor. Fourth session: the problematics of women's creativity and recurrent efforts to claim and reclaim a place for women within cultural production. Fifth session: Forms of violence against women — related issues of legal and human rights. Concluding session: Assessment of the issues raised by the symposium, new directions for feminist research and international cooperation and emerging networks.

Although papers were presented by the participants, discussions took place in front of a larger audience.

About sixty-five participants were in attendance at most of the sessions.

Other meetings, both formal and informal, took place around the sessions, and allowed for in-depth discussions on related issues.

SYNTHESIS

This four day symposium was characterized by intense and extremely productive work. The multiplicity of complex, and intricate views and positions within the three countries was clearly brought out and examined. (The papers were of considerable excellence and filled with information and theoretical insights. While the differences were clearly foregrounded, at the same time, areas of common concerns were identified. This report will emphasize these *common* areas.

The problems of invisibility of women's work, of unequal pay and recognition, of work segregation, of inefficient but necessary legal recourse, and, underlying all this, the ideologies of the sexual division of labor. Although these problems take different forms in specific countries, they are common to all.

The session on women and power clearly brought up the issue of women and the political forces. Most countries have given formal legal equality to women, but the practice of law continues to disfavor and exclude women in all areas of representative power. States at once co-opt the agendas of women's groups and provide some needed support for them: this ambiguity is perceived as a real problem. The cultural and social limitations to access to true political power for women, the forces that "delegitimize" women who do emerge in these positions and the philosophical and economic underpinnings of the exercise of power, were all present in the different contexts and reflected in the papers.

Claiming and reclaiming women's cultural productions, understanding the patriarchal, colonialist, and totalitarian strategies for negating women's active participation as human beings in the world of creativity was a common theme. Denial of access to the symbolic order by denial of access to education, to psychological self-worthiness, and to social recognition was seen as a process common to the three countries as was the existence of women who had successfully challenged these limitations.

Another common area was the issue of the growing violence against women. This phenomenon was seen in terms of growing poverty and strife, attempt to control women's reproductive rights, increasing trade in women's bodies, and the lack of international as well as national legal action against those who exercise such violence against women both within the family and in society at large.

Presentations from all three countries also demonstrated the growth of feminist movements, and

the evolution of feminist critical theory which consistently challenges the limitations imposed upon women and works to change society at large. The cross-cultural use of concepts such as gender, the need for a greater self-reflexivity in the use of historicism, the changing nature of the connectivity between militancy and scholarly research, the need to exercise caution when meta-theories are brought in to compare specific cultures, were all emphasized during the symposium and should serve as guidelines for future work.

On the Indian side, Leela Gulati and Nandita Haksar made a powerful presentation of the richness and variety of the feminist research and movement that are currently going on in India. Several delegates from other countries commented on the extent to which high quality research is being generated by feminists in India. Prof. Maitreyee Krishnaraj made two masterly presentations of the 'state of art' in Women's Studies research being done in India and the current theorizings and perceptions of the problems of women and work. Dr. Susie Tharu's distinguished work on *Women's Writing in India* appeared to have had appreciative readers and her presentation aroused animated discussion. Dr. Malini Bhattacharya, MP, was also a member of the Indian team, and her interventions and presentations on women's legal and social rights and struggles aroused a great deal of interest. Dr. Sujata Patel, too, was of invaluable help to the team. Her contributions were weighty and valuable. Dr. Jasodhara Bagchi was the co-ordinator of the Indian team.

The Maison des Sciences de l' Homme had brought together a very strong team of historians, political scientists, literary critics, philosophers, sociologists and social activists. The Russian team also presented a very interesting and varied group who analysed the predicament of women in the changed social situation of Russia.

An issue that was raised again and again in all the sessions was that of the rise of religious fundamentalism, its attempt to control women and limit them in the name of a moral order. This gives rise to questions concerning the strategies that feminists can employ to counter this tendency. It was suggested that a new direction for follow-up meetings will be to examine the question of religious fundamentalism : clearly, there is a need to put forward a feminist position on the issue of morality and ethics, so that we are not only in a defensive position but can provide alternatives.

To sum up, the conference marked an important moment : ambitious as it was, it succeeded in accomplishing several crucial goals. It pinpointed theoretical and practical issues on which a great deal of work is being done in each country and enabled the participants to focus on the elaboration of an agenda for exchange and cooperation in the years to come.

STUDY AND ACTION ON WOMEN'S ISSUES IN MAHARASHTRA : AN EXPLORATION

A REPORT OF THE MEETING OF THE MAHARASHTRA WOMEN'S
STUDIES FORUM, HELD IN JANUARY 11 & 12, 1992,
AT GOREGAON, BOMBAY.

The meeting was attended by 25 persons, mostly from Bombay and Pune. All the participants were involved with the study and/or action on women's issues.

The meeting began with an introduction and formal welcome by Dr. Rohini Gawankar, the convener of the meeting. She emphasized Maharashtra's contribution to women's studies right from the first IAWS Conference in 1981, held in Bombay. She expressed the need for a platform to reach out to activists/researchers in Maharashtra, specially through Marathi in order to develop women's studies at the state level. She added that although new, women's studies departments are being set up at university levels, the university cannot become the appropriate forum for an open interaction of researchers and activists from women's movement. She explained that this meeting had been called to discuss the need, functioning and structure of such a platform.

The following issues were raised and discussed in this context.

The Objectives of Such a Forum :

- i) Promoting Women's Studies : It could be better done by building a resource base and contacts and organising workshops etc.
- ii) Influencing formal education so as to create space for women's studies in it.
- iii) Providing platform to researchers only as activists already have other platforms.
- iv) Bringing together activists and researchers so as to end their dichotomy and promote a dialogue and synthesis of ideas.
- v) Strengthening the women's movement by carrying out research on issues critical to the movement but neglected by formal institutions, e.g. Norplant, new economic policy, state repression, etc.

Functions/ Activities

The following suggestions/ comments were made during the meeting:

- i) Changing the existing curriculum of universities.
- ii) Starting multi-disciplinary projects on relevant women's issues.

- iii) Translating/adapting the work done in English into regional languages.
- iv) Reaching out to progressive academicians working in different universities in Maharashtra and encouraging them to develop women's studies in respective disciplines and universities.
- v) In the long term, activating, sensitising academicians and students so as to change their values, beliefs and viewpoints on women's issues.
- vi) Providing a medium for continued and frequent dialogue on important issues eg. newsletters, seminars, workshops, etc.
- vii) Collecting and utilising funds for these activities.

Areas of Work

It was felt by all that women's studies should encompass the whole range of Arts, Humanities, Physical, Biological and Social Sciences, Technology and Laws, in fact, all subjects.

However, the following topics were suggested as being the most relevant for immediate study and action.

- i) Role of women in Pachayati Raj institution (specially in the context of 30% reservations).
- ii) Impact of new economic measures (eg. IMF loan) on women.
- iii) Women and population policy.

Women's Studies in India

The 36 studies conducted by ICSSR in 1960's and 70's for the first time, focussed the attention on the 'sexual division of labour' and 'double burden on working women'. The 1975 document on 'Status of Indian Women' started a serious debate on women's plight. The term 'Patriarchy' came to be used most often during 1970's. In 1980's, more complex economic and cultural issues, like violence, women's position in history and women in development came to the fore. 'Women in Development' and examination of various theories are being discussed today.

Growth of Women's Studies Institution

The rapid growth has not been a product of women's movement, but rather been a government (UGC) initiated effort. Hence, the quantitative growth has not been

complemented with qualitative improvements. 'Women's Studies' has become an 'in' thing. People having no perspective on research or women's issues are in the decision-making. The trend of proliferation of these institutions is expected to continue further.

Problem of Methodology

Women's studies, like other sciences and theories originated in the West. The frames of reference and tools for analysis are all western. There is an urgent need to develop our own methods, tools to analyse complex situations like ours.

Acceptance

The male dominated academic world looks at women's studies with hostility and suspicion. However, attempts of gaining acceptance (eg. use of term 'gender studies') is likely to result in loss of focus.

Rigidity of Curricula

Most universities have rigid systems. Knowledge is compartmentalised and room for multi-disciplinary curricula is limited. Academic work is too examination oriented.

Lack of Perspective and Motivation

Even the best intentions can be defeated if people implementing them are not conscientious and sensitive. Reducing 'women's studies' to a mere subject for exam would kill its very purpose.

Funding

Foreign funding agencies are main sources of supporting women's studies. Funding is provided on topics which they perceive as important.

The Future Course of Action

Dr. Neera Desai, while initiating discussion on the final phase of meeting raised the following issues, which were then discussed in detail.

i) Need to bring together both academicians and activists.

- The quality of research/conference output directly depends upon meaningful participation of both activists and academicians.

- A body of academicians alone could not take any stand on important matters.
- Intensive efforts must be made to reduce the gap separating academician and activist worlds. Fortunately, in Maharashtra, there are many individuals who combine both traits.
- Need to influence policy makers.

The women's movement, inspite of its reach and strength has not been able to make much impact on policies related to them.

ii) Need to bring together all those who are presently outside the Women's Studies umbrella.

- Need to go beyond Bombay and Pune to reach out to people (in remote areas of Maharashtra) and bring them onto one platform.

iii) Need of preparing materials in local languages.

The discussion on the second day focused on the existing situation in Maharashtra. The need to reach out to and activate-sensitise social workers, bureaucrats, government officials, educational institutions, political parties, and training institutions, of the state and central government's enforcement machinery, was stressed upon. It was pointed out that in-depth research needed to be conducted on population control devices, such as Net-o-En, Anti-pregnancy Vaccine, Norplant etc. Concern was expressed about religious revivalists taking advantage of the situation and the need to counter them by providing logically, intellectually and emotionally appealing alternatives. It was also suggested that the association should provide a forum for documentation, which should create the necessary data base for effective campaigning and advocacy.

The Maharashtra Women's Studies Forum held two subsequent meetings to further discuss these issues. The first was held in Pune in the month of February and the second was a local level meeting held in Bombay on 9th May, 1992.

Meet of all the Heads / Directors of Women's Studies Cells/Units of Universities in Gujarat.

The first meet of all the heads of Women's Studies Cells/Units of Universities in Gujarat was organised by Women's Studies Research Centre, M. S. University of Baroda on 14th March, 1992. Convenors/Directors of Women's Studies Cells of Surat, Ahmedabad, Bhavnagar,

Rajkot and Anand and the members of the Steering Committee of the Women's Studies Research Centre, Baroda attended the meeting.

The main objective of the meeting was to review the state of Women's Studies at various universities of

Gujarat and to think of roles of individual units for proper coordination amongst all. The day's discussion was focussed basically on Women's Studies vis - a - vis research, teaching, training, extension awareness and library and documentation.

While chalking out the future plan of action it was decided to form a Gujarat Forum of Women's Studies and Prof. Amita Verma, Hon. Director, WSRC, M.S.

University of Baroda was unanimously elected as the Chairperson. Also, a resource bank of individuals/organisations working for women was planned to be brought out. The members of the forum would schedule a day's seminar in various universities/departments/organisations to sensitize academicians to Women's Studies perspectives.

A BRIEF REPORT OF TRAINING PROGRAMME FOR POLICE PERSONNEL

ON

**ATROCITIES AGAINST WOMEN : ISSUES AND INTERVENTIONS
AT THE WOMEN'S STUDIES RESEARCH CENTRE, M. S. UNIVERSITY, BARODA.
18-20 FEBRUARY, 1992.**

An orientation programme on atrocities against women was organised at Baroda by the Women's Studies Research Centre and the Women's Division of National Institute of Public Cooperation and Child Development, under the aegis of Department of Women and Child Development, Ministry of Human Resource Development, Government of India.

A total of thirty inspectors and sub-inspectors of Central and South Gujarat participated in the workshop. The aim of the programme was to create awareness

among Police Personnel on the status of women, to understand the existing laws regarding women, to facilitate effective prosecution and to orient the police personnel to the social aspects of investigation required for crimes against women.

Gujarat was the first state to have organised such a programme. After the three day workshop the participants expressed the view that they had achieved a better understanding of ways and means of solving the problems affecting women.

REPORT ON THE SEMINAR ON THE INTEGRATION OF WOMEN IN DEVELOPMENT

Vienna, 9-11 December, 1991

The Seminar was designed to focus on the following objectives. The first was to assess the adequacy of the integration of "women in development" (WID) issues in development theories and the interrelationship between theories for the advancement of women, WID approaches and development theories. The second was to appraise the effectiveness of the different WID approaches and their implementation for the integration of women in development. The WID activities had included projects designed specifically for women, projects containing a component to involve women and projects in which women's issues were "mainstreamed".

This provided an opportunity for all those concerned in the process to study the "women in development"

(WID) concept in the context of both development policies and the advancement of women. The WID concept had evolved through pressure by international donor agencies to take gender into account in development programmes. Equality of access to resources and decision-making by women had not always resulted in increased economic efficiency and empowerment. That observation had led to the question being posed as to whether the approaches taken had, in practice, advanced the status of women.

The seminar concentrated on what gender meant in the context of development. A gender-sensitive approach to the relationship between women and development had emerged, whereby women were actors

in the process of development rather than passive beneficiaries. As a result of existing inequalities and their status in society, women had been particularly affected by the deterioration in terms of trade, structural adjustment policies, debt, ecological disasters, epidemics, political instability, war and population displacement. An increasing concern had also emerged with the issues of democratization and accountability worldwide.

CONCLUSIONS AND RECOMMENDATIONS

The meeting reviewed the experience in the implementation of different "women in development" (WID) strategies and then discussed the emerging issues that needed to be tackled during the 1990s and finally discussed proposals for the future, in particular, in the lead up to the Fourth World Conference on Women in 1995.

A . EXPERIENCE AND LESSONS OF WID

The experience of WID was discussed from two perspectives. First, the conceptual framework of WID and then the experience acquired in the implementation of WID.

I . CONCEPTUAL FRAMEWORK

Two possible approaches to WID were distinguished, one was an attempt to add women's concerns to the development agenda already set by others, the other involved an attempt to transform development agendas on the basis of women's analysis of what would both meet their basic needs and empower them.

It was agreed that women should be present to share in the task of determining what type of development should take place. The objective should be to transform the whole range of public policy so that women gain more control over their own lives through such means as better health, better income, better education, better access to skills and technology, entitlements to capital and land, legal equality, control over their own bodies.

It was noted that donors and development agencies have an important role to play in the implementation of WID policies. At the same time, it should be acknowledged that they are intermediaries of social change and that little can be achieved without the full involvement of all concerned at all levels.

The meeting agreed that it was appropriate to use both the concepts of "women" and of "gender" with an emphasis that would vary depending on different contexts. In order to meet the objective of the advancement of women it is necessary to develop gender aware analysis and to integrate it into macro- and micro-economic policies. It was recognized that, gender training both in terms of concepts and in terms of skills in gender analysis and planning, was an

important strategy for advancing the WID agenda.

Emphasis was laid on the self-empowerment of women, a process in which women gain control over their own lives through a process of knowing their rights and claiming their rights at all levels of society; at the international level, the national level and the household level. Self-empowerment means women gain autonomy, are able to set their own agendas, and are fully involved in all economic, political and social decision-making processes. This would translate into everyday reality the principles of the United Nations Convention of the Elimination of all Forms of Discrimination Against Women.

This framework should recognize the importance of global economic and political issues for the advancement of women and provide an analysis of the gender dimensions of these issues. It should also incorporate a gender analysis which takes account race, ethnicity and class and recognizes the existence of gender based hierarchies in the household, community and wider society and the impact of these on women's access to power, and resources. A central requirement for the self-empowerment of women is more time.

The meeting also linked democratization, human resource development and empowerment. Women can only participate in the process of democratization to the extent that they have full human rights, that their human potential is developed and that they are empowered. This is a necessary pre-condition for women to create their space to participate. "Human development" and empowerment were essential for effective participation in democratic processes.

The meeting wished to re-define "human resource development" as "human development" in order to underline the fact that human development is a life long process starting at birth. It must focus on improving the quality of life and enlarging people's choices by investing in such programmes as women and child health, nutrition, housing and basic education.

The meeting recognized the efforts to develop gender-disaggregated data. At the same time further work is necessary to provide a basis on which to build more effective policies. Efforts are needed to demonstrate and illuminate:

- i) the gender dimension in all sectors of social, economic and political life;
- ii) the complex interrelationship between different dimensions of gender inequality.

A particular effort is necessary to produce concepts and measures that reflect the value of all work paid and unpaid, and the link between the productive and reproductive roles of women. The extent to which unpaid work, both in the home and in the community supports and underpins general social and economic development needs to be better understood in order that

the burden may be shared more equally between men and women.

II. IMPLEMENTATION

The meeting concluded that the experience of WID revealed the need for a two level approach to national WID strategy, the first one at the public policy level and the second one at the grass-roots level.

The power of WID offices and national machineries, their sense of strategy, technical competence and political skills will determine their influence on the policy debate and hence the adoption of economic and social policies positive to women's advancement. As well, there is a need for national commitments to incorporate a gender perspective in the policies and programmes of all ministries and elaborate well-targeted strategies to close the gap for women in key sectors.

There can be no effective WID policy at the grass-roots levels without basic human rights such as freedom to associate, freedom of speech and freedom to criticize government policy directions. The will and ability to form strategic alliances amongst the groups outside governments (including academics, private sector and community group) who want progress for women and public policy makers will significantly influence the likelihood of positive policies and programmes emerging. This applies to donor agencies and national governments in both developed and developing countries.

At the grass-roots level a larger constituency for advancing the concerns of women has to be built with other social movements such as the peace movement and the environmental movement. It is also important that women's advocacy groups internationalize their concerns and become more knowledgeable about the economic and political consequences of the changes now occurring worldwide.

The meeting agreed that another important lesson was the need to pay more attention to accountability. Binding procedures need to be developed by donors and development agencies as well as recipients to ensure that WID activities can be monitored and evaluated by the constituency they are meant to serve. The links between specific organizational structure, goals and procedures on the one hand, and the extent and forms of accountability need to be better understood and researched. Accountability also means strengthening, lobbying and advocacy skills among women's movements and NGO's to critically follow and question those institutions-development agencies, governments responsible for WID policy and implementation.

It was perceived that there was a need to incorporate personal and political analysis into gender training and to improve coordination of these programmes at the international level. It was further proposed that materials and modules analyzing macro-economic trends from

gender perspective should be incorporated into gender training. It was considered vital to address the interface between the world economy, national development plans and the role of women. Gender analysis could also be usefully introduced at the level of project beneficiaries for building awareness of women's roles and contribution to development and as a basis for programme improvement.

Training efforts had to include NGO's, government counterparts, donors and development agencies staff, consultants and local research staff.

The need to support and strengthen new women's organisations, programmes and networks both in developed and developing countries was recognised.

It was also felt that there was a need for better coordination of programmes at international, regional, and national level among agencies both to avoid unnecessary duplication and overlap and to increase the impact of programmes.

B. IDENTIFICATION OF SOME EMERGING ISSUES

I. GLOBAL TRENDS

The meeting agreed that little had been done to incorporate women into international strategies such as the International Development Strategies (IDS). Also little had been done to analyze the gender dimensions of global economic and political restructuring and the emergence of international environmental problems.

II. DEMOCRATIZATION

Relationships between democratization, human rights, survival, violence, and gender were important issues in their own right and in relation to linking global trends and local ones.

III. MARKETIZATION, PRIVATIZATION AND DEREGULATION

The group noted the wide spread trends towards marketization, privatization and deregulation and agreed that it is important to recognize that markets and the private sector may be biased against women no less than the State and the public sector. It is also vital to recognize the complementarity between provision of public sector services for women and women's ability to the advantage of new opportunities.

IV. HUMAN RESOURCES AND DEVELOPMENT

Concern was expressed about the deterioration of social sector services and labour market conditions in many countries during the period of structural adjustment programmes (SAPS). In designing and implementing macro-economic policies both donors and recipients

should include positive measures to ensure that the needs of women are fully taken into account, especially in terms of their access to social and public services and better income opportunities. This may be achieved by improved health and sanitation facilities, greater employment opportunities and increased access to education especially in rural areas and for the poorer sections of the society.

**C. SOME PROPOSALS FOR THE FUTURE.
IT WAS SUGGESTED THAT :**

- a) Governments should be made accountable for the effectiveness of WID.
- b) Research on the effects of development strategies on women and on gender relations should be undertaken and the possibility of gender-aware alternative

development strategies should be investigated to help policy reformulation.

- c) Within national machineries and WID offices, whether in national or multilateral agencies, staff should have strong skills in policy-analysis, particularly, but not only, in Economics.
- d) Those responsible for women's programmes within governments and development institutions should strengthen alliances with groups outside government working for women's advancement.
- e) Current development programmes should be examined and existing resources re-allocated, in order to more effectively enhance women's contribution to national development. Areas that need to be particularly looked into are education, health, sanitation and legal equality. All development agenda must be re-shaped with a view to reducing gender bias.

Report of the Workshop on Co-operative Education for Self-employed Women

**Organised by
The School of Women's Studies, Jadavpur University, Calcutta.
September 7, 1991.**

A one-day workshop on 'Co-operative Education for Self-employed Women' was organised by the School of Women's Studies on September 7, 1991, to discuss contemporary issues and difficulties confronted by women with little or no capital, who aspired to be entrepreneurs in setting up co-operatives. The objective of the Workshop was to explore the support, practical aspects, approaches and orientations, strategies and interventions in establishing a women's co-operative, and to facilitate self-employment for women. About a hundred participants registered for the workshop.

Prof. Jasodhara Bagchi, Director, School of Women's Studies, Jadavpur University, welcomed the participants and explained briefly the necessity of setting up women's co-operatives for empowering women.

The workshop was inaugurated by the Vice-Chancellor, Jadavpur University, Shri Pratipkumar Mukherjee. In a special message sent for the occasion, Shri Binoykrishna Chowdhury, Minister-in-Charge of Land Revenue and Development, said that the State Government was paying due attention to self-employment for women and stressed the need to build co-operatives to make women self-dependent through self-employment schemes. He appealed to the audience to create an appropriate perspective on the issue. The

Secretary, Co-operatives, Shri Samarendralal Basu, Registrar, Co-operative Union, Sm. Meera Pande, and Shri P. P. Ghosh, Joint Registrar, West Bengal Co-operative Union, also explained the *modus operandi* of forming co-operatives and suggested ways of making the co-operative movement in West Bengal a success. They recognised a need for extending the movement to women.

Women activists such as Prof. Nirmala Banerjee, Centre for Studies in Social Sciences and Sachetana; Sm. Mrinalini Dasgupta, Senior Member and Sm. Shyamali Gupta, Secretary, Ganatantrik Mahila Samity; Sm. Vidya Munshi, Paschimbanga Mahila Samity, highlighted various aspects of institutional obstacles faced by women, of gender discrimination in the training programmes for women entrepreneurs, and of the role of co-operatives.

The post-lunch session was essentially a panel discussion by the officials of West Bengal Co-operative Union who explained the nitty-gritty of forming co-operatives and answered queries from women trainees from different organisations.

The workshop was attended by political activists, social workers, academicians, government officials, trainees, etc. It was partially funded by the State Bank of India Officers' Association, Bengal Circle.

WOMEN'S ACTION AGENDA '21

WORLD WOMEN'S CONGRESS FOR A HEALTHY PLANET

NOVEMBER 8-12, 1991

This Action Agenda is a compilation of the work, ideas and values of 1500 women from around the world, North and South, East and West. It represents the essence of four days of expert testimony, jury panels and workshop discussions that are distilled in this document. It does not necessarily represent the views of each and every individual who participated in the process. It is meant as a challenge to women and men to work together to create a safe and sustainable future.

The entire text is being printed here, as this is an extremely forceful document and deserves to be widely read.

PREAMBLE : TOWARD A HEALTHY PLANET

People everywhere are frightened by mounting evidence of the deterioration of Earth's lifegiving systems. Human beings are part of the web of life, not above its laws. We have a special responsibility to respect all of the Earth community, including our air, water, soil, and natural resources, our fauna and flora, and the atmosphere that shelters us.

We, women of many nations, cultures and creeds, of different colors and classes, have come together to voice our concern for the health of our living planet and all its interdependent life forms.

We have listened to each other speak of the ills of our societies, our families and children, our sacred Nature. We have been inspired by the courage and commitment of our sisters throughout the world who protect and repair our natural heritage.

As caring women, we speak on behalf of those who could not be with us, the millions of women who experience daily the violence of environmental degradation, poverty, and exploitation of their work and bodies. As long as Nature and women are abused by a so-called "free market" ideology and wrong concepts of "economic growth", there can be no environmental security. Rainforest dwellers, island peoples, the inhabitants of fragile arid zones are threatened with displacement and dispossession due to human disruption and pollution of vulnerable ecosystems. In a world that condones such practices, there lies little hope for long-term survival or peace among peoples.

We are deeply troubled by the increasing "quality of life" disparities between inhabitants of industrialized nations and those in so-called "developing" nations and

by the growing numbers of poor within the rich countries. In all instances, women, children, minorities, and indigenous people are the chief victims.

We are outraged by the inequities among children the world over, with millions denied food, shelter, health care, education and opportunities for a full and productive life. We condemn the racism and disrespect of diversity on which this inequity feeds.

We equate lack of political and individual will among world leaders with a lack of basic morality and spiritual values and an absence of responsibility towards future generations.

We will no longer tolerate the enormous role played by the military establishments and industries in making the 20th century the bloodiest and most violent in all of human history. Militarism is impoverishing and maiming both the Earth and humanity. It is urgent that resources currently consumed by the military be redirected to meet the needs of people and our planet.

We believe that a healthy and sustainable environment is contingent upon world peace, respect for human rights, participatory democracy, the self-determination of peoples, respect for indigenous people and their lands, cultures, and traditions, and the protection of all species.

We believe that basic human rights include access to clean air and water, food, shelter, health, education, personal liberty, and freedom of information.

We come together to pledge our commitment to the empowerment of women, the central and powerful force in the search for equity between and among the peoples of the Earth and for a balance between them and life-support systems that sustain us all.

Women are a powerful force for change. In the past two decades, thousands of new women's groups have been organized in every region of the world, ranging from community-based groups to international networks. Everywhere, women are catalysts and initiators of environmental activism. Yet policy-makers continue to ignore the centrality of women's roles and needs as they make "fate of the Earth" decisions.

We demand our right, as half the world's population, to bring our perspectives, values, skills and experiences into policy-making, on an equal basis with men, not only at the United Nations Conference on Environment and Development (UNCED) in June 1992, but on into the 21st century.

We pledge to undertake our Action Agenda '21 on behalf of ourselves, our families and future generations. We appeal to all women and men to join in this call for profound and immediate transformation in human values and activities.

ACTIONS

DEMOCRATIC RIGHTS, DIVERSITY, AND SOLIDARITY

Recognizing that Nature is not limited by national sovereignty or boundaries and that environmental degradation is global,

Observing the worldwide social and environmental consequences of development based solely on economic growth measurements,

Recognizing the creative diversity of our culture, class, race, and the ecosystems and political structures within which we live,

Believing that the world's indigenous peoples have long been denied basic human rights or acknowledgment of their contributions to world culture,

Recognizing the interconnectedness of women, the environment, economic policies, development strategies, social justice and the survival of all species,

We will promote the principles of this Action Agenda and encourage people everywhere to use political and economic means to make its recommendations a reality.

We will seek to protect all those who uphold these principles from forces that would silence their voices or stand in the way of environmental and social justice.

We will demand full and equal participation for women and men in public policy analyses, at senior levels in government and non-government organizations, in decision-making, implementation, administration, and funding at international, national, and community levels.

We recommend that the democracy-strengthening principle observed in some nations — that no more than 60% or no less than 40% of either sex are to be included in government bodies—should be applied universally to all public policy-making groups. The guide to women's empowerment is achieving a critical mass of representation in decision-making, not mere tokenism. Gender balance must be observed in the national delegations to the UN Conference on Environment and Development (UNCED); in the permanent missions of UN member states; in the UN Secretariat's professional staff; in the World Court, World Bank, International Monetary Fund, and UN specialized agencies and programs.

We demand that all governments comply with the requirements of the Nairobi Forward-Looking Strategies for the Advancement of Women, the UN Convention on the Elimination of All Forms of Discrimination Against Women, the UN Convention on Human Rights, and the

UN Declaration on Children.

We will organize groups to publicize, coordinate and assist women's action in issuing report cards on progress toward a healthy community, village, region, or nation.

CODE OF ENVIRONMENTAL ETHICS AND ACCOUNTABILITY

Recognizing the current moral and ethical double standards that are applied to environment, development, women's participation and social justice throughout the world,

Recognizing that, in contrast, the women's global environmental model is cooperative rather than competitive, values women's roles, work, and participation, and acknowledges the responsibility that accompanies power and is owed to future generations,

Believing that a universal code of ethics and international law should be based on equity, respect for people and other species, and biologic and cultural diversity,

Distressed that policy planners and political representatives use barren instruments (systems of national accounts) on which to make all major economic and environmental decisions,

Insisting that national boundaries should not impede development of global concepts of the environment and responsibility on a global level,

We will work for adoption of an International Code of Environmental Conduct by business and industry, governments, UN agencies, and non-governmental organizations that includes precautionary and preventive approaches, considering the true value of the environment and the effect on women when planning activities that may affect the Earth,

We support new principles of international environmental law, including : strict liability for environmental harms (the polluter pays), the intrinsic value of biodiversity, and non-adversarial dispute resolution mechanisms to compensate victims that include the public in decision-making.

We call for non-governmental monitoring systems that will hold institutions, corporations, states, organizations, and individuals accountable for their actions, products, and policies.

We demand use of qualitative indicators of the environment and natural resources.

We demand time-use studies of women's work (household, cottage industries, subsistence agriculture, child care, elder care, volunteer community service).

We urge governments to agree to a timetable for implementation of full cost accounting that includes environmental and social costs in both national accounting systems and calculation of subsidies and incentives in international trade and assigns full value to women's labor.

We require governments, the World Bank, International Monetary Fund, and lending agencies to establish environmental audits with which every proposal must comply before implementation of loans.

WOMEN, MILITARISM, AND THE ENVIRONMENT

Knowing that military expenditures, the international arms trade, and armed conflict deprive billions of human beings of basic security and well-being,

Realizing the disastrous environmental impact of all military activity, including research, development, production of weaponry, testing maneuvers, presence of military bases, disposal of toxic materials, transport, and resource use,

Aware that research on and use of military weaponry, including nuclear, chemical and biological weapons, contribute significantly to environmental degradation, genetic mutation, illness, and death,

Recognizing that militarism often leads to the occupation of lands and the denial of human and environmental rights,

We call on UNCED to include in its Agenda '21 and final documents statements on the impact of militarism on the ecology, development, and humanity and support measures to transform the world's vast military resources to positive, life-enforcing programs.

We demand that nuclear weapons be dismantled, that nuclear testing cease immediately, and a global nuclear test ban treaty be negotiated, signed and enforced.

We demand the cessation of space activities and supersonic flights that threaten the ozone layer or release carbon dioxide into the atmosphere.

We demand that more decisive actions be taken to ban international traffic in nuclear, chemical, biological, and poison gas weapons or constituents of such weapons. Mechanisms should be developed for enforcement of this ban, whether against governments, businesses, or individuals.

We urge an immediate 50% reduction in military spending, with the money saved reallocated to socially useful and environmentally friendly purposes.

We demand creation of gender-balanced national civilian commissions that would open to public scrutiny all military activities, expenditures, and research and development.

We support a UN commission report that recommended assigning military-related satellites and other information-gathering systems to monitor and share global environmental data.

We demand that armies be used as environmental protection corps to monitor and repair damage to natural systems, including clean-up of war zones, military bases and surrounding areas, and to be available to assist citizens in times of natural and man-made disasters.

We condemn governments that turn their armies against

their citizens, leading millions of individuals to become refugees and displaced persons.

We will educate our daughters and sons to shun military service if it is in the service of governments that use military power to exploit the resources and people of other nations.

DEBT AND TRADE

In full knowledge that the industrialized nations have been the net beneficiaries of the exploitation of the abundant natural resources of the poor nations,

Observing the disastrous social, environmental, and economic consequences of international lending practices and current terms of trade between industrialized and non-industrialized nations,

Concerned about the negative impact on the poor, especially women and children, of the International Monetary Fund and World Bank structural adjustment policies,

Appalled by the flow of capital from poor nations to the banking systems of rich nations, depriving them of funds for needed domestic, social, economic, health, and education programs,

Recognizing the grievous consequences of this practice for poor families in the developing countries and for the natural resources upon which we all depend,

We demand immediate official debt cancellation.

We will work for reduction of commercial debt via mechanisms equivalent to corporate bankruptcy law.

We will cease to do business with banks that refuse to reduce the total owed and/or the interest rate on the whole debt owed by each of the poor nations.

We will oppose those debt for nature exchanges (swaps) that are not subject to wide public debate and threaten sovereignty and indigenous people's rights to land and self-determination.

We will hold personally accountable corrupt officials, who borrow in the name of their people, for the social and environmental consequences of those loans and for personal misuse of such funds.

We call for the rejection of structural adjustment policies (SAPs) that shift the responsibilities of basic social services from governments to women without compensation or assistance.

We call for dismantling of all unfair protective trade measures used by the industrialized nations.

We call for renegotiation of trade agreements that will ensure an equitable relationship between the prices of raw materials and prices of manufactured goods.

We demand a total ban on export of goods rejected for local consumption in or by the country of origin.

We suggest that historic audits of nation states (from 1945 onward) be conducted to determine the net beneficiaries of natural resource exploitation, an assessment that would serve as the basis to cancel current debt.

WOMEN, POVERTY, LAND RIGHTS, FOOD SECURITY, AND CREDIT

Recognizing that while their living conditions deteriorate, women in many regions bear major responsibility for domestic food production (Africa, 80%; Asia, 60%; Latin America, over 40%) as well as for protection of soils and other natural resources,

Noting that no one knows the realities of the over-exploitation of the land more intimately than the women who till it, draw and carry its water, use its trees for fuel, draw on forests for healing herbs and medicinal plants, and use their traditional knowledge for the benefit of the community, preserving species and ecosystems,

Recognizing that in many communities the nutrition of the family is dependent upon women's ability to produce family and market food products,

Aware that growing inequities in land tenure and ownership are primary causes of women's poverty, emigration to urban slums, homelessness, and of environmental degradation, and the dispossession of indigenous people,

Recognizing that current agricultural policies in the industrialized and developing nations are uprooting and displacing land-based communities and diverting land from food production to cash crops for export,

We declare that because women and children are a majority of the one billion people in the world who go hungry every day, women's access to food, land inheritance, tenure, and ownership must be regarded as a basic human right.

We call on the UN, governments and non-governmental organizations to cease discriminatory practices that limit women's access to land and other resources, to increase allocation of resources that enhance food security, and to provide appropriate technologies to reduce women's work.

We will strive to create awareness about the environmental impact of land-use technologies guided by immediate profit at the cost of long-term sustainability and productivity. Policies should encourage use of indigenous foods and invest more resources to develop local expertise in traditional production, storage, and seed protection for future crops.

We urge women everywhere to join in an international campaign to support the women, men and children dependent on tropical forests for their livelihood and to help them protect and restore the forests, maintaining their communal rights to land and forest products. We recommend the World Rainforest Movement's statement on forests and forest peoples as a guide to action by UNCED at its meeting in Rio.

We call on multilateral and bilateral development funds and programs and NGOs to promote women's access to credit. They should increase their support for

microenterprise lending through women-run financial institutions as well as central banks in developing countries.

We demand that women be given greater access to water and fuel supplies and to food processing technologies (e.g., grinding mills; processing and packaging; oil extraction) and be assisted in setting up food cooperatives, community kitchens, women-owned seed companies, and farmers' markets. To protect trees from being used as fuel, alternative energy sources should be developed, such as inexpensive, durable, heat-storing solar or photovoltaic household cooking stoves, or at minimum, fuel-saving biomass (woodfuel, charcoal, or waste) stoves. We reject as unacceptable the use of hormones, contaminants, additives, and irradiation in food production.

We call for special attention to the needs of women and children in urban centers experiencing phenomenal growth of population and in refugee camps. In these hostile environments, the majority are denied land titles, low-cost decent permanent housing, use of basic amenities, such as water, sanitation, energy, and transportation, and access to building materials and credit.

We will campaign for the rights of urban populations not to be forcibly evicted from their homes and for their rights to use urban land for subsistence production of crops and livestock as well as small scale trade and production, without harassment and with support from governments and international agencies.

We urge UN member states to adopt and implement the UN Conference on Settlements (Habitat) Global Strategy for Shelter to the Year 2000, by strengthening involvement of women in the human settlements delivery process. Central government planning and implementation must involve local government and communities in these decisions, with non-governmental organizations functioning as a bridge between the official male-dominated policy-making mechanism and the practical approach of local communities and women's groups.

We call for the transformation of development strategies and development cooperation agencies. In every new or already established aid-giving mechanism or program, policy that specifies the involvement of women on an equal basis with men in determining the allocation of funds should be enforced.

We seek immediate enforcement of directives specifying that every funding proposal be examined for participation of women, including grass-roots women, in design and management, and for its impact on the economic, social, health and educational status of women as well as community-level and indigenous people.

We demand that, to compensate for 46 years of underfunding the needs of women and their families,

half of international development resources should be reaching women through broad-scale projects such as access to drinking water, upgrading technologies, and researching ways to reduce women's workloads.

WOMEN'S RIGHTS, POPULATION POLICIES, AND HEALTH

Knowing that the major causes of environmental degradation are industrial and military pollutants, toxic wastes, and economic systems that exploit and misuse nature and people, we are outraged by suggestions that women's fertility rates (euphemistically called population pressures) are to blame,

Recognizing that this analysis, if unchallenged, lays the groundwork for the re-emergence of top down, demographically-driven population policies and programs that are deeply disrespectful of the basic human rights of women as guaranteed in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW),

Knowing that it is the number of people plus their consumption of resources plus their wastes that determine their environmental impact, we note that a person in the industrialized world has a far greater negative impact on the environment than a person living in a poor country,

Aware that the right to reproductive health and choice is a basic human right of all individuals, we point out that the World Fertility Survey estimates that there are 500 million couples who wish to plan their family size but have no access to the means to do so,

Fearful of the threat to women's lives by the HIV pandemic and recognizing that women's ability to protect themselves from AIDS and other sexually transmitted diseases and to determine when-and-if to have children is a prerequisite for women's health, self-determination, and empowerment,

We condemn any attempt to deprive women of reproductive freedom or the knowledge to exercise that freedom.

We demand women-centered, women-managed comprehensive reproductive health care and family planning, including the right to prenatal care, safe and legal voluntary contraceptives and abortion, sex education, and information.

We urge governments, multilateral and donor agencies to increase investments in comprehensive reproductive health services and to include men as beneficiaries of family planning education and services. Family support services should include child care and parental leave. We call on policy-makers to recognize that raising the economic health, education, and social status of women and reallocation the world's resources are essential to ending environmental degradation.

We call for recognition of the existence of a global, environmentally-induced cancer epidemic and demand

removal from the environment of carcinogenic substances, which have particularly adverse effects on women and children. Particular attention in medical research and treatment should be paid to women's cancers : breast, ovarian, cervical, uterine, and vaginal. Research and remedial action should also focus on the effects on health of toxic chemicals, nuclear wastes, radition, pesticides and fertilizers.

We demand that all governments systematically alert their citizens to the danger of AIDS and provide them with the information on how to avoid contamination. We ask the World Health Organization, International Labor Organization, the Food and Agricultural Organization, national governments, public health groups, corporations and unions to increase efforts to eliminate environmental occupational hazards in factories, offices, and on the land.

BIOTECHNOLOGY AND BIODIVERSITY

Concerned by the deterioration of habitats and ecosystems that are home to the millions of species with which we share the Earth,

Realizing the tragic loss of species upon which our interdependent ecosystems depend,

Recognizing the treasure of plant and animal knowledge that is tended and passed on by the indigenous people of the world,

Knowing the attempt of commercial interests of the industrialized nations and multinationals to control the natural heritage of species in the developing nations through gene banks,

Aware that genetically engineered organisms released into the environment pose a threat to natural biologic diversity,

We insist that the UNCED Convention on Biological Diversity address the risks of biotechnology as well as the conservation of species.

We oppose genetic engineering in agriculture and the release of genetically manipulated organisms into the environment. However, since research and development of genetic engineering in plants, bacteria and viruses, and animals is proceeding and in some cases products have been commercialized,

We call for immediate and direct regulation of research and development in biotechnology, and ask that a citizens' board with independent science advisers be included in the review and approval process of all biotechnologies by governments,

We recommend that new biotechnologies be evaluated for whether or not they are appropriate and sustainable for humans and the environment. This means the approval process must include not only the examination of their efficacy, safety, and quality, but also an evaluation of their social and economic impacts on those who use and are affected by the technologies.

We demand that the testing and release of organisms be done only in the country of origin and that biotechnology products that are not yet approved or are restricted in the country of origin be prohibited from sale elsewhere.

We recommend that there be no patenting of life forms or new technology, including non-regenerating seeds to protect against the commercial exploitation of local farmers and the genetic resources of developing nations.

We will work for a ban on bovine growth hormone, for a boycott of dairy products with BGH, and for labeling requirements in the interim.

We insist that information on the risks of biotechnology be made widely available in clear layperson's language.

We recommend that every country and international development agency seek to reroute agriculture onto a sustainable path by supporting and educating farmers in organic and integrated pest management methods and by changing national and aid policies that subsidize chemical and genetic engineering-based agriculture.

We will support indigenous people in their efforts to protect their natural environments. Aboriginal and indigenous peoples, and specifically women, must be recognized as providing vital wisdom and leadership in resisting the forces that are destroying the Earth and her creatures, and in creating a new, life-affirming global reality.

We call for a redefinition of biology, one that gives priority to conservation biology and ecology and stops the trend in reductionist methods at the gene and molecular level, a trend that negates the primacy of the organism and ecosystem.

NUCLEAR POWER AND ALTERNATIVE ENERGY

Noting alarming increases in levels of radiation from man-made sources in our air, water, soil, and space, Concerned at the rising death toll from nuclear power accidents, exposure to nuclear wastes and other radiation emissions,

Aware that women's breast and uterine tissue, fetuses, and children are particularly vulnerable to radiation-induced cancers and disease,

We urge that new nuclear research, development, production and use be stopped, that uranium mining be halted, and nuclear power production and use be phased out and replaced by environment-friendly energy sources.

We deplore the environmental racism responsible for the dumping, siting, or placement of environmentally hazardous facilities in the communities of color around the world, including those in North America.

We demand that export of radioactive wastes to developing countries and communities of color be stopped and that the nations responsible for such wastes be responsible for cleaning them up.

We call for a ban on food irradiation and urge support for research into alternative medical diagnostic and healing methods that do not involve the use of radiation. We propose that energy efficiency, conservation, and self-renewing sources such as sun, wind, and water be implemented globally as an alternative to nuclear power and fossil fuels. Available technology for these alternatives should be refined and implemented and retraining programs provided for workers displaced by this transition.

We call for promotion of mass transportation systems, including accommodations for bicycles, reducing reliance on fossil-fuel cars, and development of more energy-efficient motor vehicles.

We propose that a curriculum be developed and taught in every language in all schools throughout the world to educate and protect present and future generations from the risks of radiation exposure and contamination.

SCIENCE AND TECHNOLOGY TRANSFER

Believing that science and technology should be at the service of the many rather than for the benefit of the few,

Observing that, on the contrary, they are used to "harness" Nature, contributing to the degradation of ecosystems for short-term profit,

Aware that a very small proportion of the world's research and development resources are devoted to meeting basic needs of the rural poor,

Witnessing the disempowerment of women through lack of access to appropriate and sustainable technology and the disregard for women's wealth of experiential knowledge,

Observing that all too often women have been the victims of the misuse of scientific discoveries and inappropriate technologies,

We urge the marriage of ethical values with scientific investigation and use, and the development of people-friendly, non-violent criteria for all technologies, including their appropriateness for both women and the environment.

We demand that all technology transfer should be appropriate and sustainable, with special attention paid to longterm costs and benefits for people and the environment. Resources must be made available for research and development of appropriate technologies for women.

We urge that developing nations, and particularly women, be provided with immediate access to appropriate technologies that lead to provision of safe water for drinking and farming; transport; renewable energy sources; sustainable agriculture practices; and basic health care, such as sanitation and vaccinations for children. Benign technology transfer should include public transportation and computer technology and training, with guarantees that computer data and other

information technologies not be used to violate rights to privacy and security.

We will support and promote communications strategies for disseminating information on appropriate and inappropriate technologies to women worldwide. The flow of information should be South-South, as well as North-South, and South-North.

We call for more education and training of women and girls in the sciences and technology worldwide and emphasize the need for training of women in the developing countries at college and university levels. We urge the UN, governments and non-governmental organizations to create rural and urban training centers of excellence, North and South, that will serve to disseminate environment-friendly technologies to women.

WOMEN'S CONSUMER POWER

Recognizing that women are powerful catalysts, as individuals and in groups, in creating a healthier planet for ourselves, our families, our communities, and nations, Believing that our spending choices should express concern for environmental protection,

Aware that the power of the consumer is decisive in industrial planning and production,

Believing that women can use their consumer power to enforce environmentally and socially friendly industrial development,

Noting that many products bought by women in industrialized nations are based on low wages and hazardous working conditions of women in poor countries and communities,

We pledge to act in solidarity with women around the world to change policies responsible for economic, social, and political inequities and restore our planet to health .

We will form and strengthen existing networks among women globally to facilitate the analysis of consumer goods, from the extraction of the raw materials through the production process to their use and disposal. Through this model we will measure holistically the environmental, socio-economic, and health impacts of a product.

We will engage in campaigns supporting investment in environmentally sound productive activities and encourage initiatives to reduce fossil fuel energy use, over-consumption, and wastes.

We pledge to use women's enormous consumer power to boycott businesses and institutions that are not eco-conscious and to support and commend those that are. We pledge to reduce paper consumption and to promote precycling—not just recycling used products, but developing reusable products.

We will organize campaigns against siting of sewage treatment plants and incinerators in poor urban communities and seek non-polluting solid waste management planning and restrictions on mercury emission restrictions.

We will seek to reduce use of cars and encourage the use of public transport systems, redesigning them to reduce energy consumption, focus on safety and accessibility to those who experience difficulty in using mass transportation.

We will choose natural product, avoiding those based on animal testing or toxic chemicals, and seek safer food products.

We advocate development of retraining programs and creation of new socially-useful job opportunities for those displaced by the transition to more eco-friendly societies.

INFORMATION AND EDUCATION

Believing it is a basic human right to have access to unbiased information about the quality of the environment in which we live,

Recognizing the risk that the media may become dominated by forces which perpetuate a world view that ignores cultural diversity and integrity,

Believing that only through wide dissemination of information on environmental and developmental issues will we be able to confront the challenges of environmental decline,

Aware that information concerning the environmental and health impact of military and industrial by-products are often classified as secret for national security or proprietary reasons,

We invite the media to join with us in promoting the principles of this Action Agenda.

We demand that the UN monitor all activities of governments which threaten the environment, including space and ocean probing, and make information about such activities known to the world community.

We will work to create and strengthen formal and informal information systems and exchanges that adhere to the principles of openness and inclusiveness, giving voice to the majority of citizens, of reporting on violations of human and environmental rights.

We recommend that all countries offer environmental education at the primary and secondary levels, including ecology, consumer education, and permaculture.

We will promote environmental ethics education in our schools and in informal learning settings with the purpose of promoting harmony between all living systems and solidarity among peoples.

We will strongly support the establishment of a non-governmental organization whose mandate and cooperation on environmental emergencies and environmental rights would be similar to those of Amnesty International.

RECOMMENDATIONS TO THE UNITED NATIONS

Realizing that there may be an attempt to create new institutions to manage the world's ecosystem based on

the current "economic growth" model, Believing that such institutions might not have as their primary objective the longterm sustainability of the earth's species and ecosystems,

We call instead for the creation of a permanent gender-balanced UN Commission on Environment and Development (analogous to the UN Commission on Human Rights) to promote environmental awareness and to serve as ombudsperson in every region of the world, to receive and investigate NGO, group, and individual complaints about environmental hazards, maldevelopment, government, and private misuse of UN and international aid funds and violations of UN conventions, treaties, and international law. Its duties should include monitoring compliance and enforcing principles of an International Code of Environmental Conduct.

We support the recommendations of a "swords into ploughshares" report by a UN study group on "Charting Potential Uses of Military Resources for Civilian Endeavors to Protect the Environment". It proposes developing mechanisms for transferring to environmental protection and development programs some of the world's vast military resources.

We urge governments to increase their contributions to and support of the UN Environment Programme (UNEP), which assists governments in their assessment of environmental quality or damage, undertakes studies, training, and environmental major management tasks. Its budget should be increased, to triple its current \$40 million a year.

We call for improvement of prevailing staff gender ratios, noting that only some 4% of policy-making positions are currently held by women in the UN system. Equitable gender representation must be of equal importance with equitable geographic representation until gender parity is achieved.

We recommend that UNEP expand its efforts to benefit from the knowledge and experience of female staff members, consultants and its Senior Women's Advisory Group by actively pursuing a policy of gender balance in policy-making. It should require a women's focal point in every regional and outpost office of UNEP to provide information and funding and help empower women in environmental management.

We appeal to donor countries to increase their

contributions to UNIFEM, the only multilateral fund established specifically to increase the flow of development resources to women in low income countries, so as to reach a level of \$150 million annually by the year 2000. These funds are essential if UNIFEM is to enhance its catalytic role in providing resources and empowerment to poor women.

We urge all UN agencies to increase their commitment to integrating women's perspectives at all levels and in all programs and policies.

RECOMMENDATIONS TO THE UN CONFERENCE ON ENVIRONMENT AND DEVELOPMENT (UNCED)

We pledge to lobby our national governments to include equal numbers of women, as well as representatives of indigenous peoples and grassroots organizations, in their delegations to UNCED Preparatory Committee meetings and to the June 1992 UNCED meeting in Rio de Janeiro.

We will conduct briefings for UNCED participants and press them to incorporate our Women's Action Agenda '21 into UNCED's Earth Charter, Agenda '21, and other UNCED documents.

We will distribute our Action Agenda widely to our governments, to non-governmental organizations, to multilateral agencies, business and industrial leaders, and to the formal and informal networks we maintain. We will make subsequent recommendations regarding governmental and non-governmental contributions to the UNCED process, including implementation and monitoring of its decisions.

We call on world leaders attending the 1992 Earth Summit to sign a Global Climate Change Convention, with industrialized countries making a minimum commitment to a 20% reduction of carbon dioxide by the year 2000. New agreements are also needed on the conservation of biological diversity, the safeguarding of forests, and the conservation of Antarctica.

We pledge to be present in large numbers at the Earth Summit and Global Forum in Rio. We remind the policy-makers that the women of the world intend to participate in decisions made about the fate of our Earth.

WE SUBMIT THESE RECOMMENDATIONS AS A BASIC GUIDE TO OUR EFFORTS TO PROMOTE ENVIRONMENTAL AND ECONOMIC SECURITY FROM NOW AND INTO THE 21ST CENTURY.

FORTHCOMING INTERNATIONAL EVENTS

October 1992 (tentative)	<p>Women's Peace Agenda Project</p> <p>Hamilton or Peterborough, Ontario</p> <p>A preparatory conference to Women Overcoming Violence, November 1992, to look at a women's peace agenda.</p>	<p>'Women's Peace Agenda Project'</p> <p>c/o Maggle Helwig</p> <p>736 Bathurst St.</p> <p>Toronto, Ontario M5S 2R4</p> <p>Tel : (413) 531-6154</p> <p>Fax : (413) 531-5881</p> <p>Inquire about eligibility</p>
17-21 October 1992	<p>ECO-ED</p> <p>Toronto, Canada</p> <p>World Congress for Education & Communication on Environment & Development</p> <p>Conference, arts festival & partner events to stimulate action regarding environmental education. Special focus on women & the environment.</p>	<p>Congress Canada</p> <p>191 Niagara Street</p> <p>Toronto</p> <p>Canada M5V 1C9</p> <p>Tel : (416) 860-1772</p> <p>Fax : (416) 860-0380</p> <p>Inquire about eligibility</p>
25 November-1 December 1992	<p>Women Overcoming Violence</p> <p>Bangkok, Thailand</p> <p>War Resisters Intt. & People's Plan for the 21st Cent. Thailand 1992. Coalition for Peace & Dev. EMPOWER.</p> <p>Redefining development & society through nonviolence.</p>	<p>Friends of Women Foundation</p> <p>1379/30 Soi Pradidchal, Phoholyothin Road</p> <p>Bangkok 10400 THAILAND</p> <p>Tel : 66 2 270 0928/9</p> <p>Fax : 66 2 270 0928/9</p> <p>Inquire about eligibility</p>
1-3 December 1992	<p>International Conference on Women and Environment</p> <p>Alexandria, Egypt</p> <p>WHO, UNEP</p> <p>The role of women as environmental conservationists; obstacles to women's role.</p>	<p>Prof. Dr. Samia Galal Saad</p> <p>Dept. of Environmental Health</p> <p>High Institute of Public Health</p> <p>165 El-Horriya Ave</p> <p>Alexandria, Egypt</p> <p>Tel : 002 (03) 4215575/6</p> <p>Fax : 002 (03) 4218436</p> <p>Open</p>
1992, date to be announced	<p>First General Assembly of the Third World Organisation for Women in Science</p> <p>Trieste, Italy</p> <p>Third World Organisation for Women in Science (TWOWS)</p>	<p>Third World Organisation for Women in Science (TWOWS)</p> <p>c/o Third World Academy of Sciences</p> <p>International Centre for Theoretical Physics</p> <p>P.O. Box 586</p> <p>34136 Trieste, Italy</p> <p>Inquire about eligibility</p>

January 1993	<p>International Women's Rights Action Watch Triennial Conference Vienna, Austria</p> <p>International Women's Rights Action Watch (IWRAP)</p> <p>Marriage & family law; planning for the UN World Conference on Human Rights-1993 & the 4th World Conference on Women-1995.</p>	<p>Arvonne Frazer IWRAP/WPPD Humphrey Institute of Public Affairs University of Minnesota 301-19th Avenue South Minneapolis, MN 55455 Tel : (612) 625-2505 Fax : (612) 625-6351</p> <p>Inquire about eligibility</p>
February 1993	<p>Fifth International and Interdisciplinary Congress on Women</p> <p>San Jose, Costa Rica</p>	<p>Mirta Gonzalez-Suarez School of Psychology/PRIEG Universidad de Costa Rica San Jose, Costa Rica</p> <p>Inquire about eligibility</p>
9-13 April 1993	<p>International Indigenous Women's Conference</p> <p>Wellington, New Zealand Maori Women's Welfare League</p>	<p>Maori Women's Welfare League P.O. Box 12072 Thorndon Wellington, New Zealand</p> <p>Inquire about eligibility</p>
June 1993 date not known	<p>United Nations World Conference on Human Rights Venice, Italy United Nations</p> <p>A coalition of women's groups are developing strategies, including a petition campaign, to put women's human rights on the international agenda.</p>	<p>UN Centre for Human Rights c/o Palais des Nations Geneva, Switzerland For info. on petition campaign contact : IWTC, 777 UN Plaza, New York, NY 10017, USA</p> <p>Eligibility requirements</p>
28 July- 5 August 1993	<p>International Congress of Anthropological and Ethnological Sciences Mexico City, Mexico</p> <p>International Women's Anthropology Conference (IWAC) Conference topics include : gender & power, women's work & production & women's marginalization.</p>	<p>Linda Basch Manhattan College Riverdale, NY 10471 USA Fax : (212) 543-2132</p> <p>Inquire about eligibility</p>
Fall 1993	<p>Frankfurt Book Fair</p> <p>Frankfurt, Germany</p>	<p>Meredith Tax, Chair Women's Committee of International PEN 9/10 Charterhouse Buildings Goswell Road London EC1M 7AT, U. K. Tel : 253-4308 Fax : 253-5711</p>

Women's Committee of International P. E. N. will sponsor a women's publishing workshop at the bookfair.

Open

29 September 1993-
4 December 1993

**One World/One People International
Women's Choir**

Shirley Staten
200 W. 34th St., Suite 210
Anchorage, AK 99503
USA

One World/One People

Beginning 09-29-93 the Choir will tour 14 countries gathering women from 23 countries.

Inquire about eligibility

17-23 October 1993

**United We Stand To Solve The Global Concern
of Women's Health and Reproductive Rights**

The Coordinator
The 7th International Meeting of
Women and Health
P. O. Box 1191
Kampala, Uganda

Kampala, Uganda

The 7th International Meeting of Women and Health

Women share strategies & interdisciplinary approaches to collectively improve women's health. Call for papers by March 30 1993

Open

1994

100th Anniversary of the World YWCA

Elaine Steel
World YWCA
37, Quai Wilson
1201 Geneva
Switzerland

Geneva, Switzerland

World YWCA

Inquire about eligibility

1994

**International Council of Women's
Twenty-Seventh Plenary Conference**

International Council of Women
13 Rue Caumartin
75009 Paris
France

Paris, France

International Council of Women

Inquire about eligibility

1995

**Fourth World Conference of Women : Action
for Equality, Development and Peace
Beijing, China**

Division for the Advancement of
Women
Centre for Social Development and
Humanitarian Affairs
United Nations Office at Vienna.
Vienna International Centre
P.O. Box 500
A01400 Vienna, Austria

Division for the Advancement of Women

To review and assess the implementation of the FLS for the Advancement of Women, violence against women & communications.

Eligibility requirements

1995

NGO Forum at the Fourth World Conference on
Women : Action for Equality, Development and
Peace

Beijing, China
Planning Committee NGO Women's Forum 95

Forum for NGOs with focus on the implementation
of the Forward Looking Strategies for the Advancement
of Women

Marlene Parenzan
Planning Committee NGO Women's
Forum 95
Kirohengasse 26/14
A-1070 Vienna
Austria
Tel/Fax (43-1) 526 18 99

Open

From : *Conference Calendar/April 1992/IWTC/New York.*

INTERNATIONAL WOMEN'S RIGHTS ACTION WATCH

THE LATEST BIG NEWS IS THAT...

CHINA IS THE PLACE

SEPTEMBER 4 - 15, 1995

ARE THE DATES

FOR THE

1995 WORLD/U.N. WOMEN'S CONFERENCE

WITH HEAVY EMPHASIS ON NATIONAL AND REGIONAL
PREPARATORY CONFERENCE IN 1994....

As with all the preceding world women's conferences there will actually be two conferences :
the official U.N. delegate conference to which governments will send delegations and an NGO
open forum to which everyone is welcome.

Governments are urged to hold national preparatory meetings in late 1993 or early 1994. During
1994 UN regional conference will be held and parallel NGO forums are encouraged.

This is the news from the March, 1992 meeting of the U.N. Commission on the Status of Women.
An international NGO steering committee has been formed to work out plans (and raise money)
for the NGO Forum.

YOU DON'T HAVE TO PLAN TO GO TO CHINA TO BE PART OF THE WORLD WOMEN'S
CONFERENCE...PREPARATIONS FOR AN EFFECTIVE WORLD CONFERENCE BEGIN NOW, RIGHT IN YOUR
OWN COMMUNITY WITH YOUR OWN GROUP.

HERE IS WHAT YOU CAN BEGIN TO DO NOW...

1. Inform your colleagues, friends and local media about the upcoming conference.
2. Think about what you want to see discussed or proposed at the national, regional and world conferences. (IWRAP hopes that implementation of principles of the Convention on the Elimination of All Forms of Discrimination Against Women—the women's human rights treaty now ratified by 112 nations—will be a major agenda item at all the conferences.)
3. Organize your own "women's world conference" information and action committee.
4. Contact your government to see who will be in charge of information and planning for your country's participation in the world conference. Give that information out through your committee and be prepared to cooperate with your government in planning for 1995.
5. Think about how a national NGO organizing committee might be formed to help prepare for or host a national preparatory meeting—what issues need discussing, what materials might be prepared for it.

6. Discuss how you would measure progress since 1985 in achieving equality between men and women, what the obstacles to progress are, and how these might be overcome. The aim of all the national, regional and international conferences is not just to define problems but to seek solutions, suggesting the best ways and means of putting those solutions into effect and why the solutions and the ways and means of achieving them are the best ways. In other words, think positively, creatively, and collaboratively. Negativism stifles both creativity and change.
7. Think about what you would want to see discussed and proposed at your regional NGO conference and how your organization could help make such a conference effective.
8. Write IWRAW about your plans. We would like to include in future issues of *Women's Watch* what groups are doing around the world to prepare effectively for the world conference.

* IWRAW is a global network of individuals and organizations that monitors implementation of the Convention on the Elimination of All Forms of Discrimination Against Women, an international treaty ratified by over 100 countries.

PRIORITY THEMES FOR WOMEN 1992-1996	YEAR	EQUALITY	DEVELOPMENT	PEACE
	These themes are designated by the UN Commission on the Status of Women. Activities will focus on these issues in the coming years ...	1992	Elimination of discrimination against women	Women and the environment; integration of women into the development process
1993		Increased awareness by women of their rights, legal literacy	Women in extreme poverty; integration of women's concerns in national development planning	Women and the peace process
1994		Equal pay for work of equal value, measuring pay inequities & work in the informal sector	Women in urban areas, population, nutrition and health factors for WID, including migration, drug consumption and AIDS	Measures to eradicate violence against women in the family and in society
1995		Equality in economic decision-making	Promotion of literacy, education and training, & technological skills.	Women in international decision-making
1996		Elimination of stereo-typing of women in the mass media	Child and dependent care, including sharing of work and family responsibilities	Education for peace

* *Conference Calender / April 1992 / IWTC / New York*

6th IAWS BIENNIAL CONFERENCE

The sixth biennial conference of the Indian Association for Women's Studies is scheduled to be held at the University of Mysore, between Monday 31st May and Thursday 3rd June, 1993.

The theme of the Conference and the sub-themes that have been decided upon are as follows :

Conference Theme

"The Dynamics of Recent Economic Policies in India: Implications for Women".

Sub-Themes

- 1) *Work, Employment and Food Security*
- 2) *Education, Culture and Media*
- 3) *Health and Population*
- 4) *Family and Social Security*
- 5) *Natural Resources and the Environment*
- 6) *Violence and the Community*
- 7) *Alcoholism and Drug Abuse*
- 8) *Political Structures and Processes*

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