

WID *Information*

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FOURTH WORLD CONFERENCE ON WOMEN - UPDATE

**REPORT OF THE WORKSHOP
WORK AND FAMILY: GENDER AND PUBLIC POLICY IN THE ECE REGION
UN-NGO Forum
Action for Women in a Changing World: the ECE Perspective
October 14, 1994. Vienna, Austria
By Kathleen Cloud - Jean Peterson
University of Illinois**

The workshop was intended to provide a comparative account of differing national policy on issues of work, family and gender responsibilities, to assess how well they are working, and where the gaps exist, to explore what is changing, and finally, to generate recommendations for inclusion in the ECE Regional Plan of Action. Representatives from nine countries and two international NGO's participated in the discussion. As a half-day discussion, it was only possible to touch lightly on intriguing variations in programs and problems, yet a surprising degree of similarity emerged in several areas: the continued national dependence on a subsidy from women's unwaged or underpaid labor in caring for the young and the old, the generational changes in aspiration levels, the increase in divorce and single parenthood among all classes, and the slowness with which institutions are responding to these changes. The workshop demonstrated clearly that a more in-depth, comparative discussion of the strengths and limitations of current policies on work, family and gender responsibilities would be valuable.

The workshop had four stages: 1) an introductory overview of the issues, 2) a country-by-country assessment of current policies and programs, 3) a general discussion of common issues, problems and successes, and 4) drafting of recommendations for the ECE Regional Plan of Action. A brief discussion of each stage follows:

In the introductory overview, Jean Peterson noted that every society must, of necessity, allocate time and resources to both material production and the reproduction of new members. In traditional societies, these activities were often interwoven in time and space, but with modernization and the movement of material

production out of the household, a gendered division of labor often emerges, which assigns the work of reproduction and dependent care primarily to women at home, although both men and women may be involved in the production of other goods and services in the marketplace.

Societies in the region differ in the degree of responsibility for dependent care that they assign to individuals, families, local communities and the national government, and the ways in which these responsibilities interact. Working from the categories outlined below, each participant reflected on their own government's provisions, and the role of the private sector in addressing the interrelated resource demands of work and family.

<u>Child Care</u>		<u>Elder Care</u>
Maternity leave	Family	Social Security benefits
Parental leave	← Leave →	Pensions
Day care	← Vacations →	Support for unwaged caretakers
After school care	← Holidays →	Retirement Homes
<u>Work</u>		<u>Economic Supports/Subsidies</u>
Flexible Work Schedules		Health care funding
Part time work-benefits		Family allowance/tax credits
Returning worker integration		Unemployment insurance
Dual careers/transfers		Child support enforcement

The United States occupies one end of the policy distribution, placing most of the responsibility for family well-being and dependent care on the individual and the family. Support and care for the dependent young is primarily a family responsibility. Only recently has unpaid parental leave of 12 weeks been mandated. There is no family allowance, but there are family tax credits for the poor. Local government is responsible for free schooling through high school, but day care is in the private sector. Flexible work schedules are sometimes possible, but part-time work is more common, and here, lack of benefits is a problem. Health care is in the private sector, but after 65 years of age, the government assumes the major burden of the cost. Social security, pensions and investments provide financial support for older citizens to live independently. The private sector provides many of the goods and services needed to balance work and family; everything from washing machines and micro-wave meals to retirement homes for the elderly, but cost is often a problem. Because families are very mobile and many are small, often older people are alone a great deal, and younger families often experience great time pressure.

In western Europe there is a greater mix of family, community and national responsibility for the young and the old. In various funding arrangements, these societies provide paid maternity and family leaves ranging from three months to three years. Most also provide a family allowances, as well as free schooling at least through secondary level. Responsibility for day care seems to be distributed between local and national governments, and non-governmental groups in proportions which vary among countries; Ireland has very little publicly funded day care; Germany a great deal. The potential for flexible work schedules appears to be limited with some variation among countries and occupations. Women's part-time work is prevalent in many countries, and the provision of benefits variable, although often problematic. Health care is usually supported by national governments. Social Security and pensions provide income for older citizens, but their adequacy varies, and there is often a stronger expectation that older family members will be cared for within the family. Retirement homes are often publicly supported, rather than privately organized, and in a number of countries, are seen as a last resort. Work leave to care for older family members is very uneven; many women leave the work force entirely to care for old or ill family members. The private sector provides technology and services which help balance work and family obligations, but to a lesser extent than the United States.

Albania was the only eastern European country represented in the dialogue, but their policies appear to reflect a common pattern. Until very recently, the national government was responsible for much of both work and family life. Earlier, most women were in the paid labor force, and although many are being pushed out during the privatization process, many remain. Paid maternity leave is now assured, with the right to return to work becoming increasingly precious. Flexible schedules and part-time work are not often possible. The family is responsible for care of older members, and pension funds are meager. Other elements in the social safety net are disappearing due to privatization and a very weak economy. The private sector is not yet able to provide affordable goods and services to ease the burdens of work and family life.

As noted above, a number of common issues emerged from the discussion. The reliance of government policy on women's unwaged work came to the fore very quickly. For most European countries the problem seems to be most acute in assumptions about who will care for disabled adults and the old. In Irish families, an unmarried daughter is often expected to leave work to care for aging parents, but in doing so, she herself loses substantial retirement benefits. In Germany, the government offers respite care and some training to women caring for older relatives; the expectation is very strong that they will do so. Local governments in countries such as the Netherlands and the United States may offer day care for older citizens, but family leave to take care of health emergencies is often more problematic. This creates enormous conflicting pressure on care givers. A number of participants noted that elder care in the family is much cheaper for the government than other strategies, and felt that this should be dealt with honestly in policy formulation.

Unwaged infant care was not an issue for most Europeans, due to the prevalence of paid maternity leave, but for many Israelis and Americans, unpaid maternity leave limits the amount of time they feel able to take. Low wages for paid child and elder care workers was an issue in a number of societies.

There was general agreement that patterns of balancing work and family obligation are shifting among the young. Except in Albania, increasing numbers of young women expect to remain in the paid labor force throughout most of their life. Many, but not all, expect to have children; fertility rates are below replacement throughout Europe, and very close to replacement in the United States. The young are more likely to expect a partnership between husband and wife in family responsibilities, and increasing numbers are divorcing when they are disappointed.

Many institutions are slow to accommodate changes in family structure and working patterns. Only recently have local communities in the Netherlands permitted children to eat lunch at school; in Germany, children are home by early afternoon, and mothers are expected to be there to supervise homework. In many families, such expectations have reinforced the attitude that it is not feasible for mothers to work until their children are grown.

Yet for divorced and/or single mothers, such a decision may not be possible economically. Countries such as Norway and Israel pay a support subsidy to single mothers, and together with the UK, they actively enforce the father's obligation to support his children, but there are countries such as the United States, where there is neither subsidy nor effective enforcement of the father's child support obligations.

Changes in public policy are occurring everywhere: in Eastern Europe the movement is away from government involvement in issues of work and family; in the United States we finally have a national parental leave policy and discussion of increased governmental support for maternal and child health. Countries in Western Europe are beginning to question whether they can continue to afford all their current social policy - and this may put government support for family-friendly programs at risk. The need to learn from one another, to profit from our diverse experience has never been greater if we are to shape effective policy.

There was general consensus that whatever the country, public policy should be designed to support the full and equal partnership of men and women in obligations of family and work. Choices in how to achieve this balance should be available to individual families, and institutional arrangements should be adjusted to enhance the opportunity for choice. The social safety net must take account of changing demographics and provide community and national supports for families as they care for their members, young and old, male and female.

COUNTRIES WITH PARTICIPATING REPRESENTATIVES

Albania	Ireland	Netherlands	United Kingdom
Germany	Israel	Norway	United States

RECOMMENDATIONS OF THE WORKSHOP

WORK AND FAMILY: GENDER AND PUBLIC POLICY IN THE ECE REGION

1. Balancing Productive and Reproductive Obligations

Although the Regional Plan addresses both work and dependent care issues, it does not yet address their interrelatedness clearly. Therefore, we suggest language similar to the following in the preamble section:

Governments should support both public and private investments in human capital as highly as those in the value of material production. Both women and men should be supported in their caretaking and productive roles, disregarding gender stereotypes. The alternative is an escalating caretaker crisis.

2. Single Parents

We recommend that the treatment of single parenthood shall not be confined to discussions of women and poverty. The document should reflect at every appropriate point that parents of all classes may be single for periods of time.

3. Child Support

Child support is the responsibility of both parents. Governments should take all necessary steps to assure the equitable distribution of material and time costs and assure that these obligations are legally enforced.

WOMEN IN INTERNATIONAL DEVELOPMENT ACTIVITIES AT UIUC

1995 Conference

Announcing a Spring Conference in April 1995 on the theme of *Connecting Women in Illinois with the World's Women*. Details in the next newsletter.

The Beijing Tour announced in the last Newsletter has been canceled.

RESEARCH, STUDY AND TRAINING OPPORTUNITIES

The Institute for Research on Women invites applications for their Visiting Scholar Program. The Institute for Research on Women promotes innovative scholarship on women and gender through its interdisciplinary forums, lectures, and conferences. Visiting Scholar appointments carry all faculty privileges, such as access to libraries and recreational facilities, office space and participation in a public presentation and in the institute's fortnightly seminar, "Towards 2000". Postdoctoral scholars in any discipline may apply. Send a letter of intention, a curriculum vitae, a description of the project to be undertaken (5 pages maximum) and two letters of reference to IRW, Douglas Campus, 27 Clifton Avenue, P.O. Box 270, New Brunswick, New Jersey, 08903-0270, Tel. (908) 932-9072. Fax: (908) 932-1180. Deadline for Fall 1995 is January 1, 1995; Spring 1996 is April 1, 1995.

CONFERENCES AND CALL FOR PAPERS

CONFERENCE REPORT.

Gender & XXII INTERNATIONAL CONFERENCE OF AGRICULTURAL ECONOMISTS

by Jean M. Due, Professor Emerita,
Dept. of Agric. Economics, University of Illinois

The XXII International Conference of Agricultural Economists (ICAE) is held every three years; this year it was held in Harare, Zimbabwe from Aug. 22-29. Over 700 registered members attended in addition to spouses and significant others. Arrangements were undertaken by the Department of Agricultural Economics and Extension, University of Zimbabwe; pre-and post-conference tours were available as well as a one-day tour of farming in Zimbabwe arranged for all members of the conference and their spouses. Many papers were presented by persons from all parts of the world.

The holding of the conference in southern Africa allowed a large number of African members to attend, especially from Eastern and Southern Africa. Relatively few ICAE members from Asia and Latin America were present. Funds raised by the organization committee allowed relatively large numbers of young faculty members to attend the conference; this was especially true of young women faculty members from eastern and southern Africa.

At each meeting of the ICAE discussion groups are held to allow persons from different parts of the world to discuss topics of mutual interest and to become acquainted. The discussion on gender issues was called "Strategies for Women in Agriculture", chaired by Jean Due of the University of Illinois. Some 25 persons attended including about 15 young women from Africa, a male faculty member from Kenya, a South African male employed by the Ministry of Agriculture who was interested in learning about women in smallholder farming in tropical Africa to design policies to assist women farmers in the former black homelands. Also present were persons working in donor-funded projects in Africa and 6 young male second year students from the University of Zimbabwe. The latter group knew nothing about gender issues research and had not heard of it in their classes.

The chair had drawn up an outline of some possible issues in order to get the discussion rolling and each participant was asked at the first session to indicate topics of most interest to them. Also two participants were asked to present a brief summary of their recent research on gender issues. One of these was Rosebud Kurwijila from Sokoine University of Agriculture in Tanzania. Her dissertation, *Factors Affecting Household Food Security in Rural Tanzania*, examined time allocation of different household members, decision-making by gender, differences in resource endowments of the households and labor inputs by crop in two different farming communities. She found that household food security was dependent on the income levels of households which in turn was determined by the different resource endowments; she found that of the three income level groups in each area sampled only the low income groups were food insecure in that they did not meet 75% of the daily recommended caloric intake. It was also found that demographic characteristics, specifically household size and the education of women, were important for household food security as they influenced household consumption regardless of the income level. Labor roles affected household food security by affecting farm output; women carried the heaviest burden in farm and non-farm production. This report provided the basis of good discussion on methodology, sample size, data collection, analysis, etc.

The second report was of a dairy project in Kenya in which the cows were given to the participants much like in the Heifer Project. Women managed the small herd with milk sold to the local cooperative. Most of the milk was sold rather than being consumed by the family members. This study, also, provided good discussion as only cash expenditures were included in the cost-benefit analysis--cash expenditures for feed and hired labor, with no estimates of women's time used to provide farm-produced feed, time using in dairy management (milking, herding, etc.), or the cost of the cows.

Many interesting other items arose in this discussion group; the participants wished better library resources of women and development literature. One unanimous recommendation was that all research undertaken in the discipline be on a gender disaggregated basis. In general the sharing of ideas, concerns and friendship among members of the group was very much appreciated.

FELLOWSHIPS, GRANTS AND AWARDS

Nelle Signor Fellowships in International Relations for International Dissertation Fieldwork.

Fellowships consists of \$2000 for travel and in-country expenses for dissertation field research in any international field. Fellowships are open to any unmarried Ph.D. candidate at the University of Illinois at Urbana-Champaign who will have completed all preliminary exams and course work by the proposed date of travel. For more information contact: Devora Grynspan, Director of Development, IPS Development Office, (217) 244-0246 or Fellowships Office, 209 Coble Hall, (217) 333-0036. **Deadline for application is March 1, 1995.**

The Committee on Institutional Cooperation (CIC) at University of Illinois announces Small Research Grants in the Humanities. The grants are intended for exploring and defining the project, carrying out the research, or preparing the student for specialized tasks required to pursue the dissertation successfully. Grant opportunities include language study, acquiring research materials, travel to investigate potential research sites, arrange for later research visits, or interview scholars. Eligibility: Minority Ph.D. candidates who are African American, American Indian, Mexican American, and Puerto Rican. **Deadline for Spring is January 31.** For more information contact: Gaye Wong, Assistant Dean of Graduate College, 205 Coble Hall, MC-322, University of Illinois, Tel (217) 333-0036 or CIC Office at (217) 333-8475.

Women's Research & Education Institute (WREI) announces the Fellowship Program (FB95-96) designed to train women in public policy formation and to examine issues from the perspective and experiences and needs of women. A fellow works 30 hours a week in a congressional office as a legislative aide on policy issues affecting women. Applicants should be graduate students with a least 9 hours of graduate work. Any student currently enrolled in a graduate program anywhere in the United States is eligible. For more information contact: Fellowship Program (FB95-96), Women's Research & Education Institute (WREI), 1700 18th St., N.W., Suite 400, Washington, D.C. 20009 or The Fellowship Office, 209 Coble Hall, University of Illinois, Tel. (217) 333-0036.

Rockefeller Foundation Re-entry Grants for African Scholars Pursuing Education Research. This grant program is designed to assist in the professional re-establishment of talented African Scholars who are returning from doctoral studies abroad and have a research interest in issues related to the revitalization and development of education in sub-Saharan Africa. All proposed projects must include an explicit and substantial focus on sex differences in school participation as part of the set of educational issues to be examined. Applicants must submit research proposals prior to or within one year of returning to their African-based institutions. Grants may be made to the scholar, but the proposal must be endorsed by the African institution where the applicant will be full-time staff member. **There are no deadlines for submission of proposals.** For more information contact: Scholars on Education Re-Entry Program, the Rockefeller Foundation, 1133 Avenue of the Americas, New York, NY 10036, USA, or Scholars on Education Re-Entry Program, The Rockefeller Foundation, P.O. Box 47543, Nairobi, Kenya.

JOB OPPORTUNITIES

Women's Studies in Europe Program, Antioch College, Ohio seeks a Program Director for the program. The A three-month program is designed to introduce American students with opportunities for comparative international study and research. The students meet with women from Poland, Germany the Netherlands and Great Britain. The director of the program is responsible for academic and some travel arrangements; carries out an active correspondence with program candidates; advises students on the nature and transfer of credits to the home institution; authorizes crediting for work completed and provides guidance in pre-program research and preparation. Qualifications: Documented experience in women's studies; significant international experience; understanding of and experience with group travel dynamics; demonstrated training or experience in group process and conflict management; Masters degree required, Ph.D. preferred. Review of candidates begins January 5, 1995. Submit curriculum vitae, reference letters from on student and two colleagues and letter of interest to: Women's Studies in Europe Program, Attn: Idella J. Burnmester, Antioch Education Abroad, Antioch College, Yellow Springs, OH 45387 or call (800) 874-7986.

Women's Studies, Purdue University seeks a Tenure-track, entry-level Assistant Professor, beginning August 1995. Joint appointment in one of the following: Foreign Languages and Literatures; Health, Kinesiology and leisure Studies; Philosophy; Psychological Sciences; Visual and performing Arts. The position will involve teaching, research, and serve between Women's Studies and the department of appointment. Qualifications: Ph.D., M.F.A. or equivalent, evidence of strong scholarship and teaching ability. Send a letter of application, curriculum vitae, one or two samples of scholarship or creative work, three letter of recommendation addressing candidate's teaching and research potential to: Professor Penny Weiss, Chair, Women Studies Search Committee, Women's Studies Program, Purdue University, 1361 LAEB, Room 2258, West Lafayette, IN 47907-1361. Tel 317-494-6295; Fax: 317-494-0833.

Agricultural Coop. Development, International (ACDI) announces a post for an intern for the New Independent States (NIS) division of farmer to farmer volunteer. Requirements: Knowledge of databases (Paradox is preferred), knowledge of WordPerfect, ability do research and an interest in the Former Soviet Union. Salary \$9/hr, must be available approximately 20 hrs/week, scheduling is flexible. Contact: Lauren Sroczyński, FtF/NIS Recruit, 50 F St., NW, Suite 900, Washington, DC 20001. Fax: 202-626-8726.

ANNOUNCEMENTS/RESOURCES/PUBLICATIONS

ANNOUNCEMENTS.

The United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) announces the Human Resources Development (HRD) Award for Women in Extreme Poverty. The Award was established in 1990. It aims to give public recognition to research and other innovative achievement in support of Human Resources Development in the Asian and the Pacific region. The Award consists of a prize of \$5,000; a grant of \$8,000 for further research or other activities in support of HRD for women in extreme poverty. The Award is open to individuals, organizations and institutions in both government and non-governmental sectors in developing countries and areas of ESCAP region who/which have successfully undertaken practical research or other innovative activities relating to the development of human resources for women in extreme poverty. Areas of consideration include: Education and training; Employment promotion; Income generation; Enterprise creation; Health and nutrition; Credit extension; Housing; and Family planning. **Application Deadline: December 1, 1994.** Contact: The Director, Social Development Division, ESCAP, United Nations Building, Rajadamnern Ave., Bangkok 10200, Thailand. Fax: (662) 280-6024; 282-9602; 288-1030. Telex: 82392 ESCAP TH; Cable: ESCAP BANGKOK.

The World Association for Small and Medium Enterprises (WASME) announces the creation of International Federation of Women Entrepreneurs (IFWE) as an international forum for development of self-employment and entrepreneurship amongst women in both developed and developing countries. Some of the main objectives of IFWE include: To foster, promote and co-ordinate cooperation at national, regional and international level, for promotion of entrepreneurship and self employment amongst women by pooling their creative genius; to encourage and facilitate greater technical, industrial, social and economic cooperation and understanding amongst developing countries; to encourage exchange of counsellors, specialists and trainees to facilitate transfer skills and expertise by assisting in developing close bilateral relationships among member organizations in export promotion; to enlighten and mobilize public opinion on all problems pertaining to women entrepreneurs; and to collect, formulate and express views of member organizations on connected international matters at various forums, national and international, with a view to securing their fullest support. For more information contact: Sonia Kohli, Secretary, Women in Development, International Federation of Women Entrepreneurs, 27 Nehru Place, New Delhi- 110 019. Phone: 91-11-6411417, 6414058. Fax: 91-11-6852170, 6442728.

Global Woman program of Forum for Intercultural Communications (F/IC) announces *Global Woman Newsletter*. A quarterly of practical "how-to" guidance for women business development around the world. Its purpose is to help women to help themselves and to help other women to succeed in business. Besides the newsletter, other *Global Woman* efforts include skills training, business materials, communication support, conferences and workshops, and network-building. The goal is to help create more local and international free-market opportunities for women -- joint ventures, trade, co-investments, partnerships and co-productions. For more information contact: Mauricette Hursh-Cesar, Executive Director, Forum for Intercultural Communication, 2400 Virginia Avenue, N.W., Suite C-102, Washington, DC 20037-2601, USA, Tel. (202) 775-7234. Fax: (202) 223-1699.

RESOURCES/PUBLICATIONS

The Department of Equity Services, University of Western Ontario announces a video and facilitator manual entitled "The Chilly Climate for Women in Colleges and Universities". The video was made as a result of interviews with college and university faculty and staff. The video examines the subtle practices which create a poor environment for women and explores various strategies for improving the climate. Over 200 post-secondary institutions located in Canada, the United States, the United Kingdom, India, South Africa and Australia have requested the materials. The materials are good for training sessions, classroom lectures, conferences and professional development opportunities. For more information contact: Karen Leaning at Tel. (519) 661-3334, Fax: (519) 661-2079 or e-mail perksl@uwoadmin.uwo.ca.

Books available from The World Bank, P.O. Box 7247-8619, Philadelphia, PA, 19170-8619, USA. (Source: Publications *UPDATE*, The World Bank).

Investing in All People: Educating Women in Developing Countries. Seminar paper 1994. The paper gives reasons why targeting funds to educate girls and women can yield the best investment returns in the developing world and provide enormous economic benefits. The paper explains how such funding can reduce environmental pollution, fertility rates, female mortality and help prevent the spread of AIDS. It describes an entrenched cultural tradition that denies girls an education and keeps them from contributing economically to their families and their countries. A low-cost strategy to educate more women and girls worldwide is presented, along with examples of successful education programs in many developing nations. Available from The World Bank, order stock number 123232. Price 6.95 plus shipping and handling.

Participatory Development Tool Kit: Materials for Facilitate Community Empowerment. The kit will help project managers, trainers, social scientists and other practitioners incorporate participatory processes into their programs. The activities and materials are applicable to many fields, although they are developed for water and sanitation sector. The kit is based on training experience in 20 countries, will assist development practitioners to adopt participatory approaches by providing field-tested materials. It also provides examples of materials that can be adapted to local conditions, and offers new concepts to local arts and field workers so they can create participatory materials that respond to local needs and culture. A List of trainers experienced in participatory development techniques is included in the booklet. Materials are prototypes need to be adapted to local situation. Order Stock No. 12687. Price \$39.95 plus mailing and handling.

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