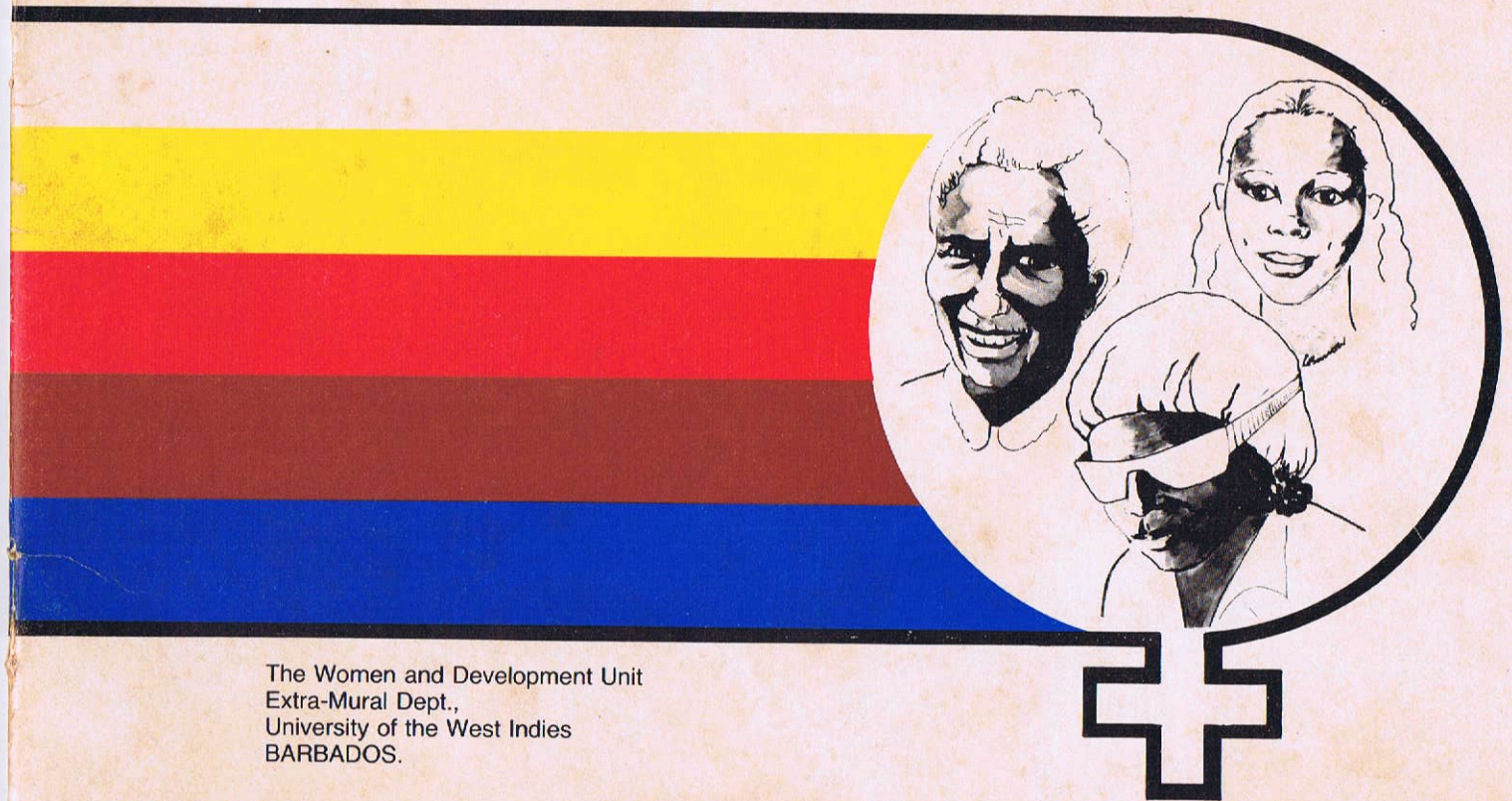


The Story of WAND



The Women and Development Unit
Extra-Mural Dept.,
University of the West Indies
BARBADOS.

.....the full and complete development of a country, the welfare of the world and the cause of peace, require the maximum participation of women as well as men in all fields.”

Introduction to the U.N.
DECLARATION ON THE ELIMINATION
OF DISCRIMINATION AGAINST WOMEN.



Introduction

Recognition of the human rights of women is a critical issue of our time. The right of all individuals to contribute to and participate in the progress of their society remains an ideal, for so long as....

women who represent fifty per cent of the world adult population, and one-third of the official labour force, perform nearly two-thirds of all working hours, receive only one-tenth of world income and own less than one percent of world property.

In most countries, including the Caribbean region, women lag behind men in literacy, educational attainment, employment, income, and participation in the decisions which affect the quality of life of all members of society.

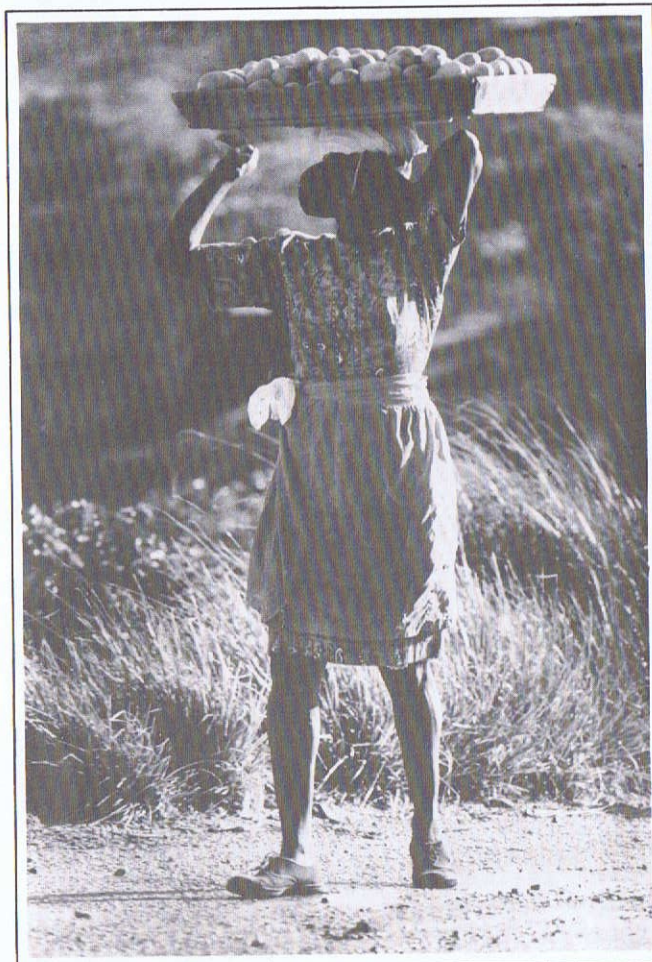
Increasingly, women are bonding together in a search for solutions to the problems which hinder or restrict the paths to their development as human beings.

The United Nations proclamation of a DECADE FOR WOMEN (1975-1985) and the institutions, programmes and resources committed to its observance, have been given international recognition to the legitimacy of the struggle.

The support of national governments and the collective actions of individuals, groups and agencies have nurtured the hope of a less divided world.



Of all the violations of human rights, the most systematic, widespread and entrenched, is the denial of equality to women.



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Integrating Caribbean Women In Development

For Caribbean women, development is a survival imperative. In these island-states of varying sizes and stages of development, women who comprise 51% of the total adult population, share with men, the peristent poverty and social anxieties of under-developed economies. Alone, they bear the brunt of a host of inequalities inherent in the structure of these societies.

In 1977, Caribbean women attending a Seminar on the Integration of Women in Development, in Jamaica, identified critical disparities requiring immediate action.

The situation of women in relation to their basic social needs and access to resources and opportunities drew special attention. The Seminar noted, inter alia:

WOMEN AND EMPLOYMENT

In all the countries of the Region, while there is a high level of participation of women in the labour force, they are largely concentrated in low-paid, low-skilled, occupations.

There are also extremely high levels of unemployment among women; proportionately these are higher than for the male labour force. Women also tend to have fewer technical skills than men.

There is, therefore, need for policies and programmes aimed at increasing training, and job opportunities, in a wider range of occupations, ensuring equality of opportunity and conditions of work for female workers, and for measures which would facilitate the incorporation of women in the labour force.



SOCIAL SERVICES

Improved access to health, nutrition and other social services essential to the full participation of women in development activities, to the strengthening of family life, and to a general improvement in the quality of life must be provided. To be fully effective, these services should be integrated into overall development programmes with priority being given to rural and disadvantaged areas.

WOMEN AND EDUCATION

Although the educational systems in most territories are open to both boys and girls on an equal basis, the curriculum often orientates and prepares girls primarily for traditionally female occupations. Moreover, text books, reading material, and the mass media tend to perpetuate stereo-typed sex roles and attitudes which act as obstacles to the full participation of women in all aspects of development.





Basic Needs

In order to ensure both maximum utilisation of limited resources and community involvement in the identification and formulation of programmes, and the provision of services, the "strategy of basic services" should be adopted especially in rural areas and marginal urban neighbourhoods.

Equality

The principle of equality between the sexes should be embodied in the constitutions of all territories within the region.

National Machinery

Every territory in the region should establish a national mechanism for the integration of women in development in keeping with the structure of its Government.

The seminar formulated a **PLAN OF ACTION** which provided the framework for concerted regional action, complementary to a tradition of individual country initiative.

The Women and Development Unit

A recommendation of the 1977 Jamaica Seminar contained in the PLAN OF ACTION was the establishment of a regional Women and Development Unit. The Unit, an autonomous body within the structure of the University of the West Indies, is based in Barbados. WAND began operations in August 1978, under the portfolio of the UWI's Extra-Mural Department, with a mandate to assist Caribbean countries in developing action programmes to enhance the status of women.

Objectives

These are broadly defined as:

1. To build awareness of women and development issues;
2. To develop the strategies/methodologies for the increased participation and integration of women in the development process;
3. To build the capability of women's programmes for integration;
4. To promote non-sexist approaches to curriculum development and training;
5. To develop cohesive and coordinated WID programmes;

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6. To increase financial/technical support to WID programmes.

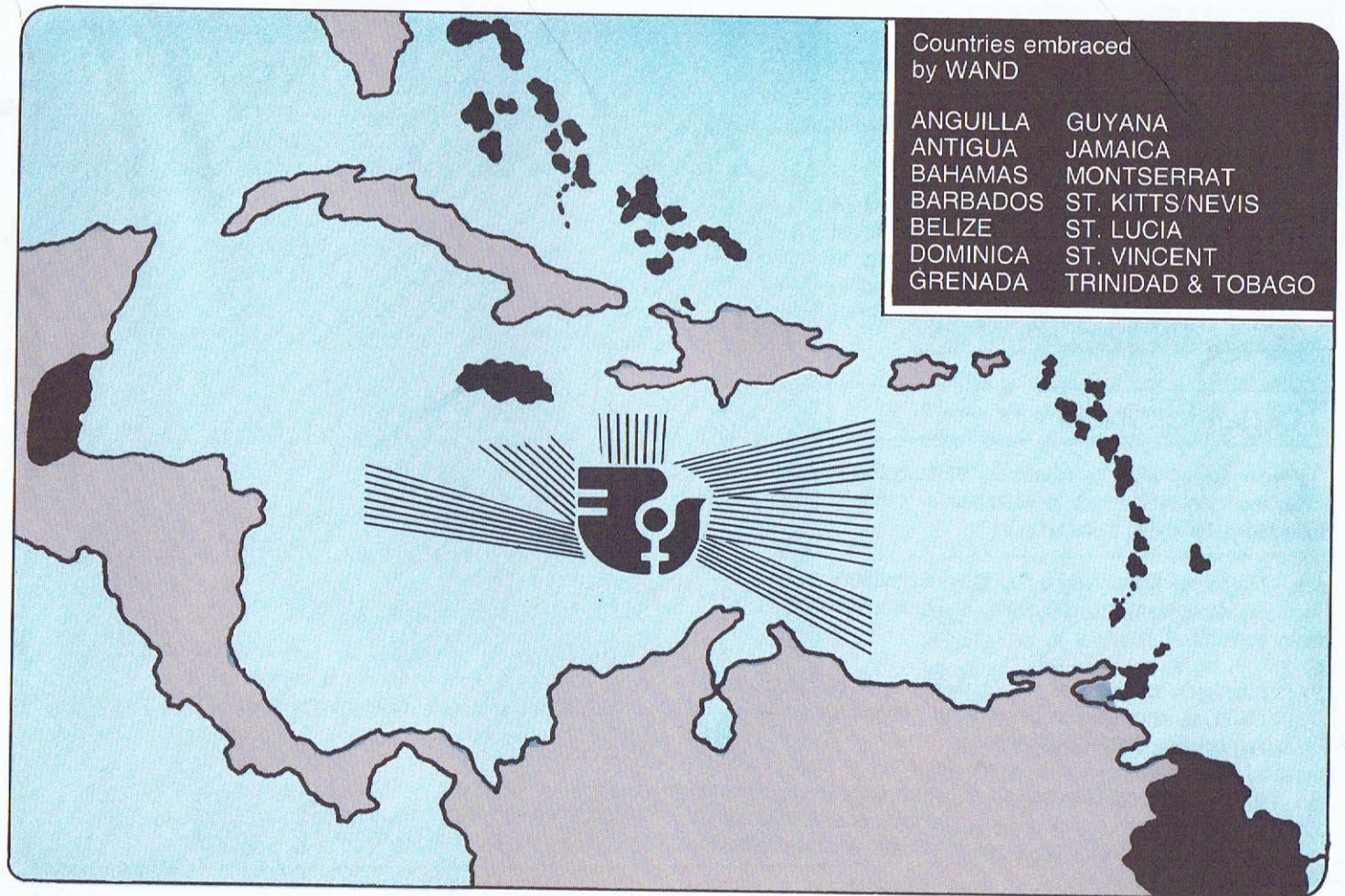
Administration

WAND has its own Advisory Committee which meets annually to review policy and advise on programme development and administrative matters. The Committee is representative of Government machinery and regional institutions promoting development objectives in keeping with the spirit and aims of the DECADE OF WOMEN and national priorities.

The responsibility for the day-to-day administration of the programmes lies with a Tutor Co-ordinator. She is supported by an Administrative Assistant (Finance), a Field Programme Co-ordinator, a Communications Co-ordinator and their respective staff.

Financing

WAND is financed by grant contributions from international funding agencies, private foundations and development aid institutions based in North America and Europe. These donors fund a 'core' budget as well as specific project components of the overall programme. The UWI receives and disburses all funds on behalf of the Unit.



Wand's Strategy

WAND advocates a strategy of development based on the participation of women in the identification and resolution of their problems.

All programme activity, from concept to implementation, involve women working together, and where applicable, in equal partnership with men. Development is viewed as a process of education, training, the creation of opportunities for income generation and involvement in decision-making at community and national levels.

Target Groups

Consistent with its mandate and regional character, the WAND Unit collaborates closely with the following:

1. **National Machinery** for the integration of women in development. (Women's Desks/Bureaux/Commissions);
2. **Non-governmental Women's Organizations** (NGOs) engaged in promoting programmes to enhance the status of women;
3. **Ministries of Government**, planning units, other national and community organizations whose portfolio impinge on women's lives and reinforce integrative action;

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4. **Regional Institutions** pursuing similar development objectives, among them, the University of the West Indies, the Caribbean Women's Association (CARIWA), the CARICOM Secretariat, the Caribbean Conference of Churches (CCC), the United Nations Economic Commission for Latin America, (ECLA), the Caribbean Examination Council.
5. **International Development Agencies** operating in the Caribbean region, among them Canadian Save the Children Fund (CANSAVE), UNICEF, OXFAM.

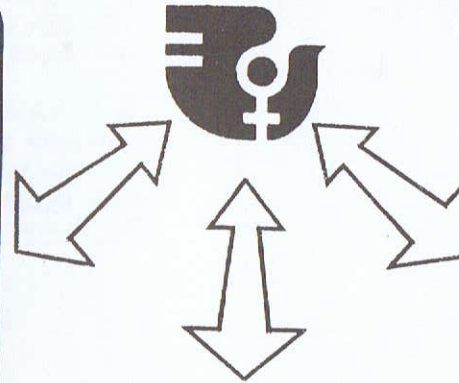
Other special focus groups are:

- women in the trade union movement
- women in small business enterprises
- women in education, training and curriculum development
- women engaged in mass communications
- women engaged in integrated rural development schemes
- women engaged in establishing institutional structures
- women engaged in forming co-operatives, networks, information exchange units
- women and men involved in building viable communities

The Collaborators

UWI

CARICOM Secretariat
Caribbean Conference of Churches (CCC)
Caribbean Development Bank (CDB)
Caribbean Examinations Council (CXC)
Caribbean Women's Association (CARIWA)
Caribbean Youth Programme (CYP)
Women in Development (WID Inc)



United Nations System

Assn. of Universities and Research Institutes in the Caribbean (UNICA)
Economic Commission for Latin America (ECLA)
Food and Agricultural Organisation (FAO)
International Labour Organisation (ILO)
Meals for Millions (MFM/FFH)

Pan American Health Organisation (PAHO)
Canadian Save The Children Fund (CANSAVE)
International Council of Adult Education (ICAE)
Institute of Social Studies — the Hague (ISS)
International Women's Tribune Centre (IWTC)
MATCH — Canada
University of Guelph

How WAND Helps

The Unit's programme in support of women in development activities is offered in four forms:

1. **institutional consultancy**
2. **training**
3. **technical assistance**
4. **consciousness-raising.**

In essence, WAND serves as a catalyst in the promotion of women's affairs.

- WAND **responds** to the needs of women as assessed by women themselves;
- WAND **facilitates** the pursuit of objectives defined by women;
- WAND **encourages** the participation of women in problem-identification and problem-solving, networking, planning and self-evaluation;
- WAND **mobilises** the resources required for project development;
- WAND **fosters** self-reliance, creativity, leadership;

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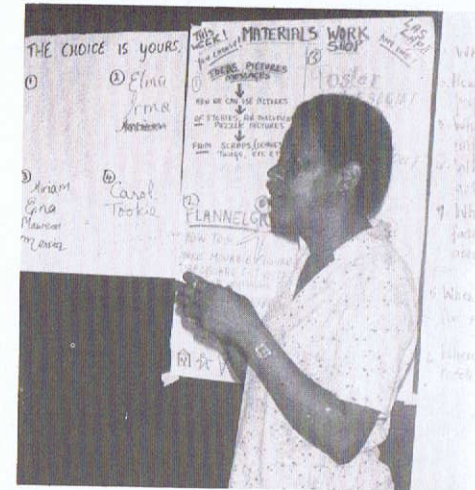
- WAND **promotes** the exchange of information and the sharing of skills, methodologies, ideas and expertise;
- WAND **sensitizes** women and men to an awareness of their interdependence; factors of their socialization and the agenda for debate and action.



At various times, the Unit will engage in any of the following services.

- the training of trainers and leaders in various fields of endeavour;
- the training of low-income, unemployed women in specific skills for income generation;
- the preparation of feasibility studies for institutional and economic activities;
- the planning, design and implementation of training programmes and pilot projects;
- the analysis and evaluation of projects;
- the production of instructional materials/curriculum aids;
- the establishment of effective support networks;
- the identification and securing of venture capital and various forms of financial aid;
- the conduct of surveys and research projects.

The Unit's services are provided free of cost to the requesting party in most instances, except where contracted as a consultancy.



Field Programme Profile



W
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D



Action-oriented research
Integrated Rural Development projects
Management and Leadership development
Communication support
Curriculum Development & Women in Development Studies
Project and programme development
Programme collaboration with National, Regional and International agencies.

In-depth programmes with:

Antigua
Barbados
Dominica
Grenada
Montserrat
Nevis
St. Kitts
St. Lucia
St. Vincent

Technical assistance to:

Anguilla
Bahamas
Belize
Guyana
Jamaica
Trinidad & Tobago

Communications

The Unit pursues a multi-media communications policy, which supports field project activity and informs the wider society of women and development issues and the strategies for change. The Communications Centre maintains the most comprehensive library of women's studies publications, feminist journals, pamphlets, and conference papers in the region.

The Centre produces audio, video and slide-cassette presentations in addition to publishing several in-house organs, among them:

WOMAN SPEAK...a regional quarterly Newsletter

WOMAN STRUGGLE...a monthly international news bulletin

ISSUES CONCERNING WOMEN AND DEVELOPMENT...a discussion series

CARIBBEAN RESOURCE BOOK...a resource guide and directory listing, updated annually.

Press releases, feature articles, radio and television features/interviews receive widespread coverage from the region's mass media.

Consciousness-raising

Beyond the support given to individual organizations, the WAND Unit conducts regional training workshops, seminars, and symposia; supports women in the arts; and encourages teachers interested in promoting women's studies. Special emphasis is placed on raising the consciousness of policy makers, planners and community officials to ensure enlightened policy decisions.



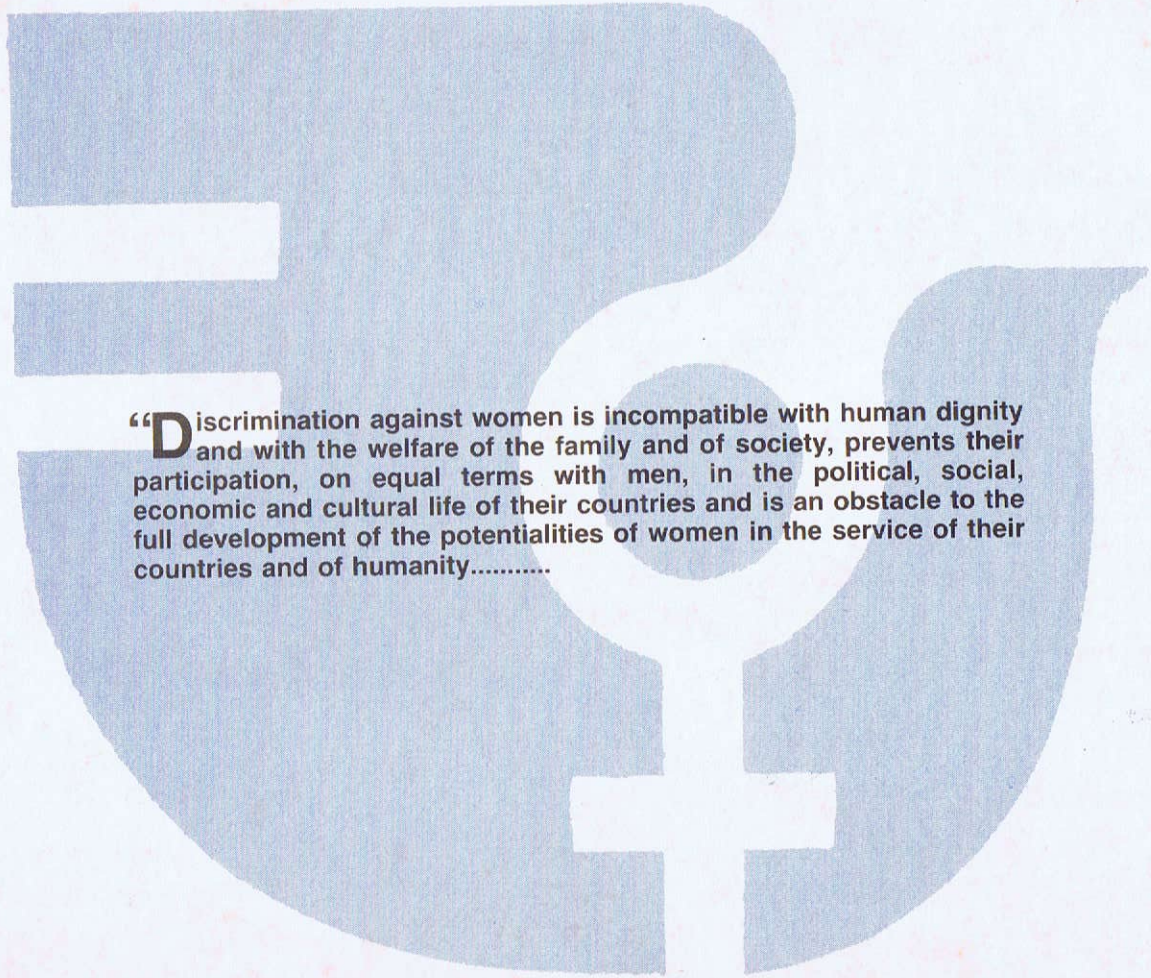


Beyond the Boundaries

WAND's basic purpose is to alter the inequitable relationship between women and their objective environment.

WAND's basic tool is solidarity.

WAND's hope is recognition of women's human rights as inseparable from the major aspirations of all people for: **EQUALITY, DEVELOPMENT, PEACE.**



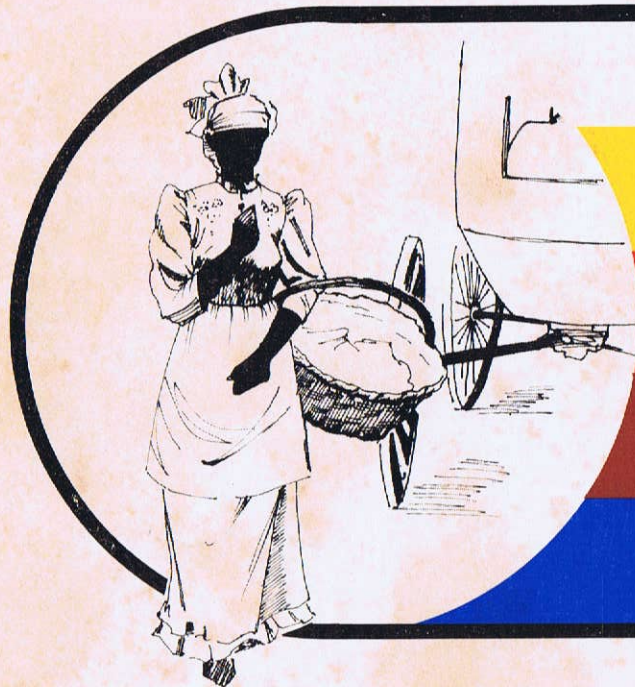
“Discrimination against women is incompatible with human dignity and with the welfare of the family and of society, prevents their participation, on equal terms with men, in the political, social, economic and cultural life of their countries and is an obstacle to the full development of the potentialities of women in the service of their countries and of humanity.....

List of Development Assistance Agencies

Carnegie Corporation of New York
Commonwealth Fund for Technical Co-operation
United Nations Voluntary Fund
Commonwealth Foundation
Inter American Foundation
United Nations Children's Fund
Ford Foundation
US/AID
Caribbean Development Bank
Barclays Bank
Netherlands Organization for International Development Corp. (NOVIB)
OXFAM
Canadian International Development Agency (CIDA)
Swedish International Development Agency (SIDA)
Institute of Social Studies, The Hague
Dutch Government
CANSAVE

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