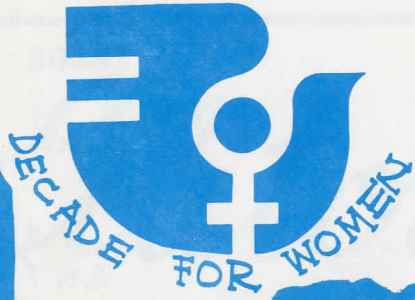


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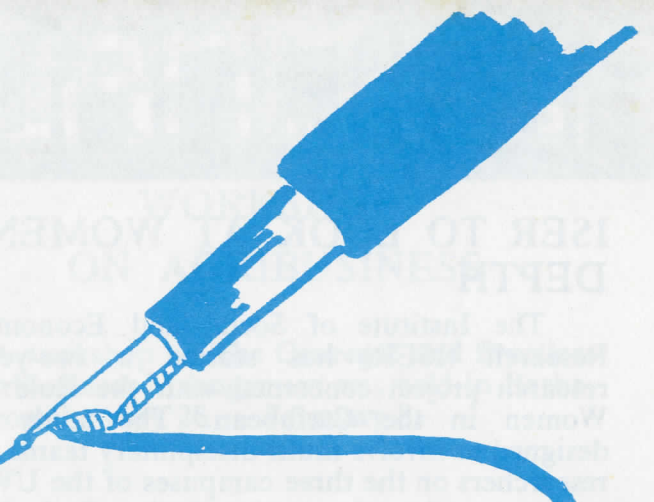
A QUARTERLY NEWSLETTER ABOUT WOMEN No. 2

MAY 1980



WOMAN SPEAK!

Editorial



The Leap Year is traditionally considered the year for women. The year 1980 has special significance, however. It is the mid-point of the Decade for Women, and therefore offers us an excellent opportunity to reflect upon our achievements over the past five years, at the national, regional and international levels.

From a Caribbean perspective, the most important achievements have been the growth in the number of organizations involved in programming for women, and their collaboration on regional programmes.

A paper presented by the Women and Development Unit (WAND) at the CARICOM/-UNICEF meeting of co-ordinators of women's programmes, held last year, stressed the necessity for and value of this inter-agency co-operation.

"The diversity of agencies, ranging from governmental to non-governmental and covering a wide spectrum of women and programmes, offers great possibilities for action at every level from the top policy-making level to the group of women whose lives have been increasingly marginalized through the process of development.

"However, these possibilities will only be fully realised if each agency is able to identify accurately its strengths and weaknesses and develop strategies and approaches based on its strengths. If agencies agree to work collaboratively, each capitalising on its special strengths, then considerable progress may be made in the Caribbean."

In July of this year, two important meetings will be held in Copenhagen to assess the progress made and obstacles encountered internationally during the first half of the Decade of Women.

This conference should offer us women in the Caribbean an excellent opportunity to collaborate in the preparation of material and presentations which we will offer at these conferences, thus ensuring strong and meaningful participation.

It is not often that we will be given the opportunity offered by the Copenhagen conference to demonstrate the fruits of our growth and our collaboration.

It is a challenge we should hasten to accept.

ISER TO LOOK AT WOMEN IN DEPTH

The Institute of Social and Economic Research (ISER) has started a two-year research project concerned with the Role of Women in the Caribbean. The study is designed to involve multi-disciplinary teams of researchers on the three campuses of the UWI working under the aegis of the Barbados branch of the ISER.

Present planning envisages a two-phased study, the first of which will be concerned with documentary research aimed at contributing towards the so-called data gap on women and with the preparation of an annotated bibliography and research inventory of material and projects relevant to the study. The second phase will consist of in-depth interviews of small samples of women in three territories in the region.



The Principal objectives of the study are to establish a data base for teaching, research and planning purposes and to develop guidelines for a cohesive social policy which recognises the needs of women and draws on their skills and talents for programme planning and execution.

A planning workshop held in Barbados on September 24—27, 1979, marked the official launching of the project. At that workshop, the research team met with representatives of national and regional agencies concerned with women's programmes and researchers from within and outside the region in order to devise a detailed agenda for work for the first year. This work plan includes the collection, collation and analysis of available material as well as a small pilot study.

The next meeting is scheduled for late March next year and will take the form of a review of progress. Information on the project may be obtained from Mrs. Joycelin Massiah, ISER, UWI, Barbados.

COMING SOON...

CARICOM Secretary General, Dr. Kurleigh King has announced that funds have been secured for the establishment of a Women's Desk at the Regional Level!



THE REARING OF THE CARIBBEAN CHILD



In recognition of the International Year of the Child, the Education for Development Division of CADEC held a series of public lectures in Trinidad during the months of September and October, 1979, on "The Rearing of the Caribbean Child."

Specific areas discussed included the separate sessions on the rearing of boys and girls, today's adolescent, the care of mind and body, supportive services from the community and styles of family for the Caribbean.

CADEC plans to publish the papers presented during the series. Further information may be obtained from the Co-ordinator for Family Life Education Program CADEC.

CADEC,
Barbados,
West Indies.

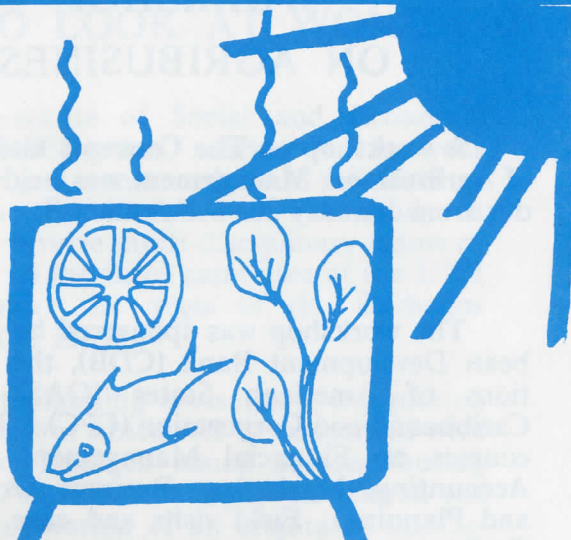
WORKSHOP ON AGRIBUSINESS

A workshop on **The Concepts and Practices of Agribusiness Management** was held in Barbados from January 28 — February 8.

The workshop was sponsored by the Caribbean Development Bank (CDB), the Organizations of American States (OAS) and the Caribbean Food Corporation (CFC). It included courses on Financial Management and Cost Accounting, Marketing, Business Organisation and Planning. Field visits and case studies of Caribbean Agricultural projects were utilized to illustrate and amplify major subject areas.

Participants, drawn from all over the region, were provided with a survey of the principles and an introduction to the practical skills necessary for the organisation and operation of Agribusiness enterprises.





APPROPRIATE TECHNOLOGY WORKSHOP — GUYANA

Three different types of stove, solar dryers (tested with fruit and herbs) and brooms were some of the items produced by participants in an Appropriate Technology Workshop which was held in Guyana from January 3 to 14.

The workshop is phase two of a three phase project. The first phase was a survey and the production of prototypes is the third phase. It consisted of a combination of lectures, practical demonstrations and work sessions.

Participants were drawn mainly from rural communities in Guyana. Delegates from St. Kitts and St. Vincent also attended through assistance from the Women and Development Unit.

The organisations involved were the Natural Science Research Council (NSRC); The Women's Revolutionary Socialist Movement (WRSM); United Nations International Children's Fund (UNESCO); Women and Development Unit (WAND); Caribbean Women's Association (CARIWA) and the International Women's Tribune Centre (IWTC), New York.

The organisers have expressed satisfaction with the high level of the workshop and the cooperation received.

Further information may be obtained from:

Sybil Patterson,
W.R.S.M.
44 Public Road,
Kitty,
Georgetown,
GUYANA.

CARICOM SECRETARIAT RECOGNISES IMPORTANCE OF WOMEN'S PROGRAMMES

On January 15 and 16, of this year representatives from CARICOM territories met at a Conference sponsored by the CARICOM Secretariat to discuss ways in which the needs of women could be more fully integrated into government policies and programmes.

The resolutions from the Conference called for the establishment of Women's Desk/Division at the CARICOM Secretariat, and of a special Development Fund to help women in income-generating projects.

The Conference was opened by Dr. Kurleigh King. Guyana's Minister of Labour Mr. Hamilton Green, gave the opening address.

Some of the highlights of the Conference included a presentation by Mrs. Joycelin Massiah of the ISEER, UWI, Cave Hill, on an extensive Research Project on Women in the Caribbean and by Fay Housty on the Role of Women in the New International Economic Order. Each territory presented a report on their Government's programmes for women.

The CARICOM's Secretariat's presentation on its policies, a programme for education and culture, training and health, gave participants a good insight into the activities and priorities of the Secretariat as they affect women.

The major significance of the conference is that for the first time the Secretariat sponsored a Meeting on Women and Development Issues — an important step towards the goal of greater recognition and integration of women in the developmental process.

The person at the CARICOM Secretariat with special responsibility for women's affairs is:—

Miss Magda Pollard of the Health Desk
CARICOM Secretariat
P.O. Box 607,
Georgetown,
Guyana.

CONFERENCE ON FERTILITY AND THE ADOLESCENT

A five-day National Conference on Fertility and the Adolescent, sponsored by the National Family Planning Board with the co-operation of the Department of Sociology and the United States Agency for International Development, was held January 7—11, 1980, at the Jamaica Pegasus Hotel.

Members of the Department of Sociology, U.W.I., who have been undertaking research in this area spearheaded the Conference in association with the Jamaica Women's Bureau.

The Conference was designed to heighten public awareness of and bring additional resources to bear upon the problems of high levels of adolescent fertility in Jamaica.

The 3 fold objectives of the Conference were: to make available current research findings in the field of adolescent fertility for group discussion by policy-makers and programme leaders in the field;

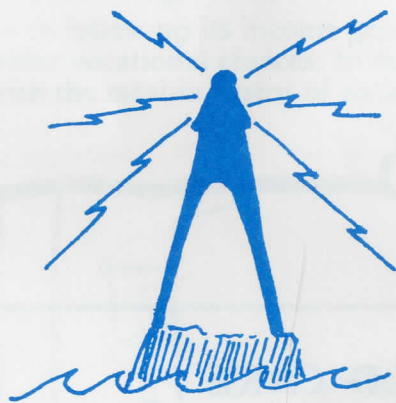
to stimulate exchange of information on current action programmes for adolescents and to encourage co-ordination between programmes;

to stimulate the development of an on-going national interest group of those concerned with the welfare of adolescents.

Director of the project is Mrs. Dorian Powell, Department of Sociology, UWI, Mona, Jamaica.



CARIBBEAN WOMEN'S FEATURE SYNDICATE WORKSHOP ON FEATURE WRITING



"Learning through sharing" that could well have been the theme of the workshop on feature writing held by the Caribbean Women's Features Syndicate in Trinidad during January.

The five-day workshop set out to improve the writing skills of the Syndicate's correspondents and to ensure that they carry out the Syndicate's objectives through their writing.

An important aspect of the exercise was to awaken participants to the role they must play as communicators in the development of women in their respective societies. Thus, an entire session dealt with how the women involved saw themselves as women and journalists and how they saw other women in the society.

Through the sharing of experiences, ideas and aspirations participants learnt of the problems facing their sisters in other islands. The informal atmosphere surrounding discussions helped to 'draw out' individual participants, so that they were willing to criticise their work while proposing several interesting subjects for future features about women.



A study seminar — “Women and Social Production in the Caribbean”, will be held at the University of San Juan Puerto Rico, from June 22 to July 25 this year. The seminar is being sponsored jointly by the Centre for the Study of Puerto Rican Society and Economy (CEREP) University of San Juan and the Institute of Development Studies, United Kingdom.

It is being held to analyse the nature of women’s participation in wage work and income-generating activities in the Caribbean over the past thirty (30) years, and the determinants of such participation;

- to assess the importance of such participation of equalising relation between men and women in Caribbean societies;
- to promote an integrated approach which links women’s roles in production and reproduction, and as a consequence;
- to outline more effective development policy-suggestions to ensure that women share more equality in social resources and the decisions which affect such resources.

The Seminar will draw on the experience of the participants. There will be occasional formal lectures but the major work of the Seminar will be carried out in small study groups and workshops. Field trips will also be organised.

Participants will come from the Caribbean and Central America. Discussions will be held in English and Spanish.

Further information is available from:
The Assistant Secretary (Studies Programme)
Institute of Development Studies
University of Sussex
Falmer, Brighton

Cables: Development Brighton
Telex: 877159 Hove IDS

TRAINING FOR SUPERVISORS IN CHILD CARE

The Regional Pre-School Child Development Centre will conduct a six month training course for supervisors of day care and pre-school facilities from May to October of this year.

This programme is in keeping with a decision taken at a Workshop recently held in Barbados to evaluate the work of the Regional Pre-School Child Development Centre during the past five years.

It was decided that one of the most important tasks of the Centre in the future, must be the training of pre-school and day care personnel throughout the Caribbean.

NEWS FROM WAND...

SUMMARY OF PROGRAMME FOR FIRST YEAR



During its first year of operation, the Women and Development Unit followed a three-fold strategy. This was identifying and making contact with agencies, people and Government and non-Government Organisations working with women in the region; developing basic skills in needs assessment, programmes planning and evaluation for people working with women's groups at the community level; and attempting to raise the level of awareness of men and women in the region on the role of women in development.

The strategy was executed by WAND through its own workshops as well as regional events arranged by other agencies. The net was cast wide and included all CARICOM countries. The result of this is a network linking people, agencies, needs and resources throughout the region in programmes and projects aimed at the common goals of the Decade.

Main activities were training, technical assistance and communications with special emphasis placed on collaboration and coordination of activities with the work of other agencies.

A copy of the Annual Report is available on request from WAND.

ADVISORY COMMITTEE MEETING


The first Advisory Committee Meeting of the Women and Development Unit was held September 19 — 21, 1979. Its function was to assist in the review and assessment of the programme during its first year of operation and to provide guidelines for the future.

Dr. Phillis McPherson-Russell of Jamaica chaired the sessions which were informal and participatory. The meeting coincided with the official visit to Barbados of Dr. Lucille Mair, Secretary General for the 1980 World Conference for the Decade for Women.

It was agreed that WAND should Continue:

— to follow-up its income generating activities; to promote a more positive self-image among women and wider vocational choices; to develop a more extensive communications programme and strategy; to assist with the establishment of national machinery for the full integration of women in development planning.

CONGRATULATIONS



Mrs. Gwendolyn Tonge
Appointed as Director,
Women's Desk

ANTIGUA



Mrs. Rita Riviere
Appointed as Director,
Women's Desk

DOMINICA



NEWS FROM WAND...

NEW DESK AT WAND'S OFFICE

Miss Sandra Edwards, Editor/Coordinator of the Caribbean Women's Features Syndicate is now operating out of the WAND office which should lead to the development of a more comprehensive communications programme.

WAND STAFF

WAND's staff now numbers 10. They are:-
Peggy Antrobus — Tutor/Co-ordinator
Rita Voeth — Senior Administrator Assistant
Gloria O'Selmo — Administrative Assistant
Norma Shorey — Programme Officer
Sheila John — Programme Officer
Diane Wiltshire — Project Officer
Sheila Thorpe — Secretary
Gwen Archer — Typist
Joyce Harris — Typist
Debora Austin — Office Help

Also working out of WAND's office are
Glen Patterson — Food Technologist Meals For Millions;
Sandra Edwards — Editor/Co-ordinator, Caribbean Women's Features Syndicate.

2 GOT ALOT OF EXPERIENCE BEHIND YOU.



3 REFERREES ATTEST TO YOUR INITIATIVE AND DRIVE.....



4 BUT WE JUST DON'T SEEM TO HAVE ENOUGH ROOM FOR YOU AT THE MOMENT.....



1

ALL THE NECESSARY
QUALIFICATIONS ...



PORTRAIT
OF A
WOMAN
HERMINE DALEY A FIGHTER

BY CHRISTINE BELL

JAMAICA — (CARIBBEAN WOMEN'S FEATURE SYNDICATE)



In this day and age when “women’s liberation” is a household term, certain professions are still regarded as exclusively male. In Jamaica auto mechanics is such a field. Women who try to infiltrate it often find themselves less than welcome.

Hermine Daley is one woman who did not allow such obstacles to deter her.

Born in the parish of St. James, Jamaica, 32 years ago, she left it when she was eight years old to live with her aunt in Kingston.

After completing her primary education she entered commercial school to do a secretarial course. Before she obtained her certificate she had been to two other commercial schools.

“I had to stop school several times,” she explains, “that’s why I changed schools so often. Things just got too hard sometimes it was always only me trying to pay my way through school.”

Armed at last with the much sought-after certificate, Hermine tried to get a job as a secretary. This proved to be another struggle.

She finally had to settle for a job as cashier at a supermarket in downtown Kingston. “But the pay was bad,” she says. “They wanted to start you at (Jamaican) \$13 per week. It just wasn’t enough.”

This was by no means Hermine’s dream job and since the pay was also unsatisfactory, she decided to leave and try to begin fulfilling her dream...becoming an engineer.

She was not academically qualified to take the course. In addition, the cost of such a course was prohibitive. However after some disappointments Hermine got her break.

“I applied to some garages, but I was turned down. Then a man called Harold Smikle who ran a little garage in his yard accepted me and I started work there in 1974.

“I started to learn the names of the different parts, do some repairing of vehicles and learn the general principle of mechanics. But less than a year after I was there, he crashed (closed) the garage.”

After a while she applied and was accepted at Lancer’s Garage where she worked for one year. “One day, I fixed a car transmission and went to try out the car with the garage driver.

“He took me up to another garage called Hall’s Auto Clinic and they liked the work I had done on the transmission and offered me a job with more money. I was with Hall’s for two and a half years. My work was good, so he gave me one day every week to go to school.”

In 1976 Hermine was accepted to do the general mechanics course at Kingston Technical High School. Some time earlier she had started a correspondence course in auto mechanics from a Los Angeles school, but this fell through because of lack of funds.

Now, in her fourth year at Kingston Technical, she says, “It is my last year there and at the end of it I should get my general mechanic certificate. If I get through the exams....I will be able to go on and do the higher mechanical engineering course.”

The healthy relationship with her boss ran into difficulties when Hermine became pregnant. Her case was taken up and attracted some publicity. Hermine was fired from her job because management claimed tht the publicity was bad for business.

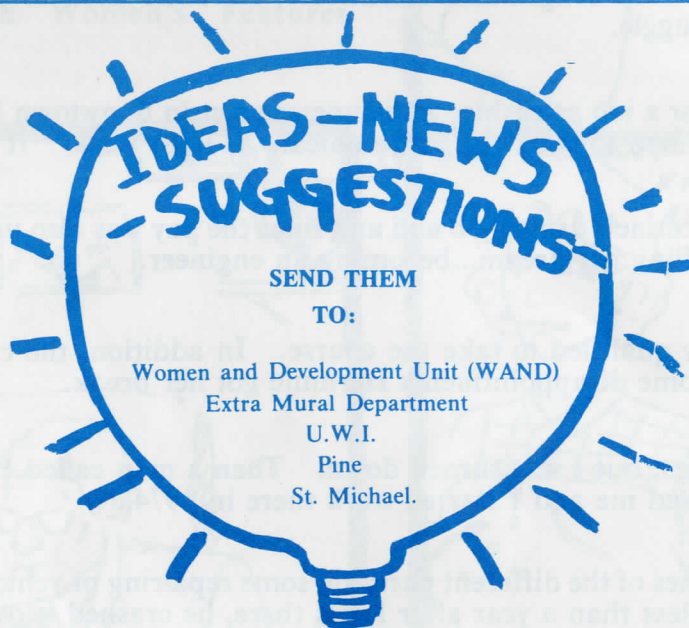
The mother of four Hermine wants to open her own garage as soon as she is able and the money problem a little less stiff.

“I want to start the garage by employing four women and I will do the initial training myself. I hope I can find some women like me to do this — women who have a strong belief in themselves and what they are doing and who are willing to fight and win the struggle.”

How does Hermine feel about her life so far and the struggle she has had to pack into her 32 years?

“I feel great about it,” she says. “It has been a struggle but I am proud to have broken into an area which they thought only men could work in. I hope it opens the way for other women like me.

“I only hope I don’t fail now....and I think only a shortage of money could make me fail.”





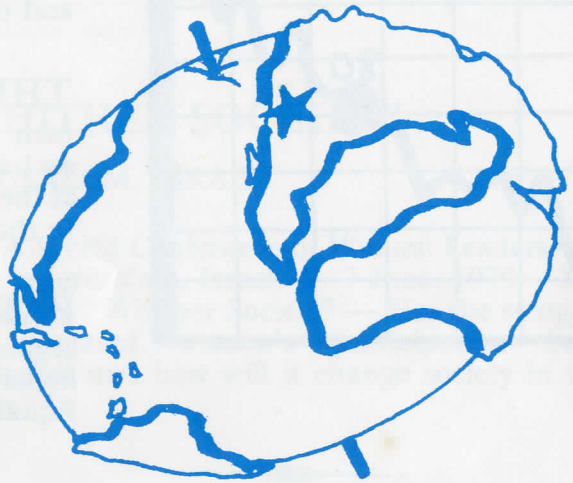
INTERNATIONAL NEWS

MID-DECADE WORLD CONFERENCE

All Caribbean women will be proud to note that Jamaican-born Dr. Lucille Mair is the Secretary-General of the World Conference of the United Nations Decade for Women to be held in Copenhagen, Denmark from July 14 to 30, 1980.

Dr. Mair, former Warden of Mary Seacole Hall of the Mona Campus of the University of the West Indies, has also served her country as Ambassador to Cuba and Deputy Permanent Representative to the United Nations.

Representatives of governments, agencies of the UN System and non-governmental organizations with consultative status to the UN, will consider women's progress and obstacles encountered during the first half of the Decade for Women (1976—1985) and propose priorities for the next five years especially in employment, health and education.



The World Conference will also consider women under apartheid, refugee women, Palestinian women and women in the struggle for peace.

Additional information can be obtained from your Ministry of Foreign Affairs, Department of Women's Affairs or Women's Bureau/Desk where these exist or from the Information Officer, DESI/DPI — Room 1061—/ 1980 World Conference for Women, United Nations Secretariat, New York, N.Y. 10017 U.S.A.; Tel. (212) 754-6451.

8th MARCH

**INTERNATIONAL
WOMEN'S DAY**

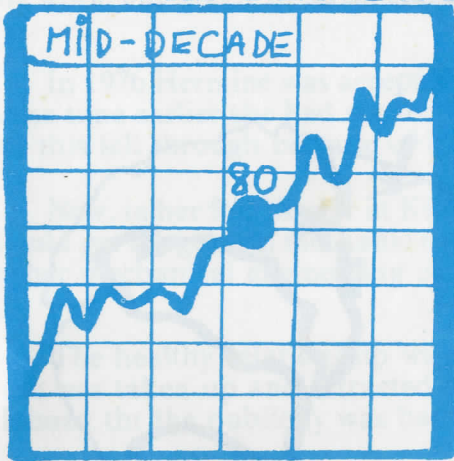
HOW DID YOU CELEBRATE?
=====

WRITE US ABOUT IT!

1979

INTERNATIONAL NEWS

A MID-DECADE FORUM has also been organised as an independent activity to run concurrently with the World Conference, July 14-30, 1980. It is being sponsored by the Conference of Non-Governmental Organisations and organised in consultation with the United Nations and the government of Denmark.



THE PURPOSE of the forum is to enable women and men from all geographic areas and diverse backgrounds to exchange information and perspectives on the situation of women at the Mid-Decade and devise strategies for change, particularly in those areas under discussion at the World Conference.

PARTICIPANTS will include representatives of women's organisations, conference delegates, development workers, and noted authorities on the issues of the Decade for Women: Equality, Development and Peace.

THE PROGRAMME will cover cross-cultural dialogue, group meetings, working groups and workshops, round-tables, exhibits, films, other participant activities, a daily forum newspaper, and briefings on the UN World Conference proceedings. Main sessions will be interpreted in English, French and Spanish.

A series of special workshops on the theme of Development "THE EXCHANGE" will be organised within the framework of THE FORUM.

Information can be obtained from the following:
Women and Development Unit (WAND) Extra-Mural Department, UWI, Pine, St. Michael or Mid-Decade Forum Room 574, 600 Lexington Avenue, New York, NY 10022 Tel: (212) 751-6850

WOMEN and GIRLS CONSTITUTE:-

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- ✓ $\frac{1}{3}$ OFFICIAL LABOUR FORCE
- Perform $\frac{2}{3}$ WORK HOURS
- RECEIVE ONLY $\frac{1}{10}$ WORLD INCOME — and
- LESS THAN $\frac{1}{100}$ OF WORLD PROPERTY.



INTERNATIONAL NEWS

APCWD WORKSHOP THAILAND

The Asian and Pacific Centre for Women and Development was host to the "International Workshop on Feminist Ideology and Structures in the First Half of the Decade for Women" in Bangkok, Thailand, June 24 — 30, 1979.

The objective of the Workshop was to assess, analyse and critically examine the ideology of the women's movement, the structural and institutional machinery developed in different countries for the participation and integration of women in development, so as to list the qualitative and quantitative gaps and recommend action steps. Mrs. Peggy Antrobus, Tutor/Coordinator of WAND, was invited to participate in the Meeting.

It is hoped that a video tape will be prepared of a discussion of the issues raised at the Bangkok Workshop and that this will be available for international distribution.

For further information write to WAND.

BAGDAD, IRAQ

The Conference on the Role of Women in Development in Non-Aligned Countries and in other Developing Countries was held in Baghdad 6—13 May 1979. Among many important decisions and proposals made at the Conference, it was stressed that women should be present on all delegations and commissions and that they should participate in all development activities. The very significant function of non-governmental organizations in these matters was also emphasized.

ROME, ITALY

The Integration of Women in Development was an agenda item in the World Conference of Agrarian Reform and Rural Development. The Conference was held in Rome, July 12—20, 1979.

Women contribute about 50% to agricultural production in developing countries. Often, due to the migration of men in search of industrial

employment, women's agricultural production provides sustenance to the whole family. Despite this, women's underprivileged condition in these circumstances has not improved but is sometimes even worsening.

"WHITHER SOCIETY"

JERUSALEM, ISRAEL

A World Conference of Women Leaders was held in Jerusalem, Israel, 4—7 June, 1979. The theme was "Whither Society? — Has the struggle for increased women's participation been vindicated and how will it change society in the future?"

Again, do you have any ideas, news or suggestions for WOMAN SPEAK?
Send them to:

Women and Development Unit (WAND)
Extra-Mural Department
U.W.I.
Pine
St. Michael.

NEXT SPECIAL ISSUE ON PROJECTS

The next issue of this newsletter will be a special issue on Women's Projects.

Two important meetings will be held in Copenhagen July 14 to 30, 1980 to mark the mid-decade for women. WAND is seeking information on women's projects for these meetings, and invites organisations to submit descriptions of their programmes. The information will also be shared through this newsletter so that the region as a whole can learn of the exciting new initiatives being taken.

Do you wish to become a resource person in the Caribbean sharing your skills, experiences and energy with other women? If the answer is yes, fill this form out and be added to the list of other resource persons in the region.

RESOURCE PERSONS*

PLEASE CUT ALONG THIS LINE AND RETURN TO:

NAME & ADDRESS

AREA OF SPECIALIZATION
(Details, please)

Tutor/Co-ordinator, WAND, C/o Extra-Mural Dept., UWI, Pinelands,
St. Michael, Barbados, West Indies.