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Caribbean Association
for Feminist
Research and Action



ANNUAL REPORT 1993



Caribbean Association for
Feminist Research and Action

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INSTITUTIONAL DEVELOPMENT

In February 1993 the services of a Human Resource Consultant were contracted to carry out an exercise consisting of the following components:

Job Analysis which entailed the interviewing of all staff and the production of up-dated job descriptions and employee profiles.

Compensation Survey to determine the relevance of CAFRA's compensation package, in keeping with a decision taken to review the package after three years.

Review of Performance Appraisal Instrument, resulting in the production of revised forms.

With respect to staffing, the first half of 1993 was marked by significant staff changes as the newly appointed (August 1992) Coordinator of the Women in Caribbean Agriculture Project, Ms. Savitri Ramsaran, left in February, followed by Ms. Roberta Clarke, Women and the Law Project Coordinator, at the end of March, and Ms. Sybil Seaforth, Women's Creative Expression Project Coordinator, at the end of May.

The departure of two of these project staff was related to decisions taken by the Regional Committee in July 1992 to complete and phase out some of the older projects and to commence work in new project areas.

New staff were recruited in the persons of Ms. Tara Ramoutar (Secretary) in January 1993 and Ms. Allison Aparicio (Liaison Officer) in April. The creation of the latter position was one of the outcomes of the external evaluation which recommended that a staff person be given responsibility for relating to members and National Representatives. Intra-organizational networking was thus enhanced with the appointment of the Liaison Officer whose language capability in Spanish and French helped to strengthen the outreach to these two language areas. New membership forms and an information booklet were also produced to deepen the relationship between the Secretariat and members. During the last quarter of 1993, the Acting Coordinator and the Liaison Officer visited the Dutch-speaking Caribbean with visits to Curaçao (October) and Suriname (November).

Two meetings of CAFRA's Regional Committee were held in 1993, in July, and in November just prior to the Third General Meeting.

An important decision taken at the July meeting called for the appointment of an Overall Projects Coordinator to monitor implementation and follow-up of CAFRA's research/action projects and programmes. The need for such a position within the organisation was identified given the heavy and expanding workload of the CAFRA Coordinator.

The Regional Committee also finalised the Terms of Reference for the Finance and Investment Committee; approved the programme for the Third General Meeting; approved the draft workplan for 1994; recommended that the Secretariat seek consultative status for CAFRA with the United Nations Economic and Social Council (ECOSOC); and approved the development of project proposals on: Women's Health and Reproductive Rights, Gender Relations Among Youth, Violence Against Women in the Caribbean and Gender and Human Rights.

At the Secretariat level, most of the period was spent preparing CAFRA's Proposal for Programme and Institutional Support for the years 1994-1996, and in fundraising and finalising plans for CAFRA's Third General Meeting which took place in November in Georgetown, Guyana.

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CAFRA members during one of several workshops at the Third General Meeting in Guyana.



INSTITUTIONAL DEVELOPMENT

Another workshop scene: Here, one CAFRA member from Guadeloupe Martine Abraham, translates for Haitian-born Chlorine Zephir, at the Third General meeting in Guyana.

cont'd from page 1

We were successful in securing funds for the meeting from UNIFEM, the Protestant Association for World Mission, the Commonwealth Foundation and the Global Fund for Women which supplemented funds already committed through contractual arrangements with the Netherlands Government.

Highlights of the General Meeting included the formal opening, addressed by Prof. Dessima Williams; the Cultural Show; the honouring of the founding members of CAFRA; the presentation of the CAFRA Award of Recognition to Joan French; and a stimulating discussion on CAFRA's present structure and whether it allowed for maximum participation and democracy. In the end the general meeting reaffirmed the structure, with minor adjustments, and elected a Chairperson, a Deputy Chairperson and a new Regional Committee comprising 23 members (see **Appendix 1** for the names of committee members).



The meeting also approved a Mission Statement and Overall Objectives of CAFRA (see **Appendix 2**).

The Documentation Centre continued to grow in 1993. It provided information services to 79 users, 39% of whom were university and secondary school students and 81% of whom visited the centre.

From its modest beginnings in a box, the collection now comprises 208 serials, of which 94 are current titles; newspaper clippings and other ephemeral materials such as posters and pamphlets, sorted by country, organization name and subject; and a growing collection of books, reports, articles and conference papers on women and development.

Documents are classified using the classification system of the **Macrothesaurus for Information Processing in the Field of Economic and Social Development** (UN, 1985). The latter is also used for indexing documents, while the cataloguing rules used are those of the Caribbean Information System for Economic and Social Planning. During 1993, 307 documents were catalogued and classified. At present, information retrieval is still done manually but the intention is to computerize the system using UNESCO's Mini-micro CDS/ISIS software. The Administrative Officer/Documentalist received training in the use of the software in March 1993.

Finally, in the last quarter of 1993, CAFRA hired a consultant to investigate the existence and availability of skills banks and directories on women and women's organisations in the Dutch, English and Spanish-speaking Caribbean and in December, the staff at the Secretariat participated in a team-building workshop just before the Christmas closure.



Joan French (left) receives the CAFRA award of Recognition from Allison Apparicio, CAFRA Liaison Officer.

NETWORKING

Newsletters: CAFRA News and Novedades CAFRA

Four issues of CAFRA News were produced in 1993 although one, Vol. 6, No. 4, was in fact the final issue for 1992 (October-December). Of the three issues produced for 1993, Vol. 7 No. 1 focussed on Cuba, Vol. 7 No. 2 on Women and Human Rights, featuring highlights from the International Human Rights Conference held in Vienna in June and Vol. 7 No. 3 highlighted current issues in the area of Women's Health and Reproductive Rights. The final issue for 1993, focussing on CAFRA's Third General Meeting, was due to be produced early in 1994.

Several difficulties were encountered with the production of Novedades CAFRA, including a change from in-house production to contracting it out to a layout/graphics firm. By year's end, the first edition for 1993 had been sent to the printers for publication.



VOL. 7 NO. 1 -
JANUARY TO
MARCH 1993



VOL. 7 NO. 2 - APRIL
TO JUNE 1993



VOL. 7 NO. 3 - JULY
TO SEPTEMBER 1993



AÑO 4 NOS. 1-2
ENERO-JUNIO 1993

Technical Assistance Fund

A total of US\$18,079.04 was disbursed from the fund in 1993. Of this amount, US\$7,528.64 or 42% went to organisations, US\$4,369.66 or 24% went to individuals while US\$6,180.59 or 34% went to National Representatives to cover operating expenses and honoraria. This pattern is consistent with the previous year, 1992, when 46% of the disbursements went to organisations, 25% to individuals and 29% to National Representatives.

An analysis of the disbursements to organisations reveals that a significant portion was used to fund participation in various conferences, meetings and workshops of relevance to CAFRA's work. Exceptions included the hosting of a youth camp in Dominica, a contribution towards a Female Calypso competition in Grenada and assistance to Cuba to alleviate the effects of the storm disaster experienced by that country.

Similarly, with respect to individuals, disbursements were skewed in favour of conference/workshop participation, particularly in the areas of creative writing and women's rights. It was a significant year for Women's Rights issues given the International Conference on Human Rights which took place in June 1993. Indeed, it was attendance at this conference which served as the catalyst for CAFRA's own workshop on Women and Human Rights which concretised plans for the development of the new project on Gender and Human Rights. Other support was given to assist women with personal development in terms of education and training.

A full list of the disbursements is provided in Appendix 3.

NETWORKING

Collaboration with Regional and International Women's Organisations and other NGOs

WAND Strategic Planning Workshop: Barbados

In February, the Acting Coordinator represented CAFRA at this meeting. It was a very useful encounter which brought together women from a wide cross-section of the women's movement in the region to discuss WAND's programme plans in the context of those of sister organisations. CAFRA was also represented at two follow up meetings of the Continuation Committee to this workshop.

Sixth Meeting of CARICOM Ministers Responsible for the Integration of Women In Development: Trinidad

The Acting Coordinator was asked by the CARICOM Women's Desk to present a paper to this meeting in May, on behalf of the region's NGOs, on 'Women, Development and Gender Equity.' Following consultation with several groups and CAFRA's National Representatives, a paper was prepared. It drew heavily on the earlier paper prepared by Andaiye and Peggy Antrobus for submission to the West Indian Commission.

Training Workshop on Bibliographic Description, Indexing and Abstracting Techniques: Barbados

The Administrative Officer/Documentalist, Cathy Shepherd conducted a four-day documentation workshop at the CPDC office, at the end of June. The need for training was identified at a CPDC Steering Committee meeting in March at which the Administrative Officer/Documentalist volunteered her services. Participants were CPDC's Programme Officer, Cecilia Babb and Miriam Cummings, a staff member of the St. Vincent-based Caribbean Peoples' Development Agency (CARIPEDA). Among subjects covered were an introduction to information processing, bibliographic description of documents, indexing and abstracting.

Gender Training Proposal

CAFRA was asked by the UNIFEM Regional Adviser, Joycelin Massiah, to make an input into a proposal intended to provide gender training for donor agencies operating in the region, regional developmental NGOs, government agencies and local organizations. Other collaborating agencies are CARICOM, UWI/WDS and WAND.

Also in 1993, OXFAM-UK, from its regional office in the Dominican Republic, asked CAFRA and other regional NGOs to collaborate with OXFAM in the preparation of a proposal on gender research in the region.

CAFRA was also represented at the First National Women's Conference on the Economy hosted by Women Working for Social Progress, in Trinidad and Tobago, in January; the CPDC Assembly in Barbados in May; the Fourth Conference of the Association of Caribbean Economists (ACE) in Curaçao in June; the World Conference on Human Rights in Vienna, Austria in June; the CUSO Workshop on Globalization in Jamaica in July; and a panel discussion to mark the tenth anniversary of the Women and Development Studies Group, Cave Hill Campus, Barbados. The panel addressed the issue:

"Caribbean Men and the Women's Movement: Responding to the Thesis of the Marginalization of the Black Male" (see Appendix 4 for a full list of conference attendance by staff, members and others).

RESEARCH/ACTION PROJECTS AND PROGRAMMES

Women and the Law

The first quarter of 1993 saw the completion of the Legal Education Lecture Series and the graduation of participants in the five project territories of Antigua, Dominica, Grenada, St. Lucia, and Trinidad and Tobago. (The sessions in Tobago did not take place at that time but by year's end they were scheduled for the first quarter of 1994).

As indicated earlier the Project Coordinator, Roberta Clarke, left at the end of March though she continued to serve as a consultant to the project. Her consultancy included monitoring the uncompleted aspects of the project, in particular the production of the pamphlets, and liaising with the National Representatives in the Bahamas, Guyana, Jamaica and the Dominican Republic with respect to implementing the legal education lecture series in those territories. However, the combination of the voluntary work by the National Representatives and the much more limited role of the consultant did not facilitate quick action with respect to implementing the lecture series. By year's end, though, plans were in place for implementation early in 1994.

The production of the pamphlets has proved to be much more difficult and by the end of 1993 only the pamphlet on the Domestic Violence Act in Trinidad and Tobago had been produced and widely distributed. However, Dominica has produced draft texts for three pamphlets on: *Domestic Violence, Property Rights and Status of the Common-law Spouse*; Grenada has produced the text for one on *Domestic Violence*; St. Lucia has produced drafts on: *Registering a Birth and Domestic Violence* and discussions have taken place with an Attorney-at-Law re production of those for Antigua.

The following "conclusion and overall evaluation" is taken from the comprehensive report produced in mid 1993 by the former Coordinator.

"This project is the first of its kind in the English-speaking Caribbean. Other work has been done in educating women of their legal rights but often in the absence of an understanding of the legal system, with all its components, as a transmitter and reproducer of gender ideology.

The project aimed at being participatory and to the extent that women at the community level were able to attend the workshops and the legal education training sessions and to determine the priorities for legal reform, the project met its major objective.

Based on the response to the project's components (i.e. the preparation of the legal status of women reports and the national consultations) women have a clear understanding that the quality of their every day lives may be enhanced should they be able to implement clearly defined strategies in a collaborative manner.

The project also had some unplanned outcomes. In Antigua,



Graduates of the Dominica Legal Education Programme

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cont'd from page 5 ...Research / Action Projects and Programmes

through the meetings on the Law Project a women's organisation has been formed, namely, "**Women on the Move**". For the women who have formed this organisation, participating in the Women and the Law Project highlighted the need for a developmental group which had as its focus gender relations.

Likewise in St. Lucia, the administration of the Women and the Law Project assisted the institutionalization of the **Women's Action Council**. In Grenada, where a number of female trade unionists attended the training programme, a network of female trade unionists has been proposed for the purposes of extending the solidarity among women workers.

The implementation of the Women and the Law project also had its limitations, the major one being resolving the difficulties involved in decentralising the execution of the project. The experience in the five project territories bears out that where national level NGOs (as in Dominica and Grenada) have a strong history of collaboration, the implementation has been most effective. Similarly, this factor was the most important in ensuring a wide participation of women at community level.

Another important factor affecting the implementation and administration of the project was the presence of a strong CAFRA membership at the national level. In Dominica, the fact that there is a significant and active CAFRA membership seemed to have resulted in a greater sense of ownership of the project at national level.

The enthusiasm and interest with which the project was met in all the project territories suggest that the theme of law and development needs further exploration and programming."



Creation Fire

Women's Creative Expression

Launchings of **Creation Fire** in the Bahamas, Curaçao and Suriname in June completed this activity for 1993. As indicated earlier the former Coordinator, Sybil Seaforth, ceased to be staff at the end of May and an overall report on the project was produced during the third quarter of 1993.

Plans for hosting a Creative Writing Workshop: "Women Writing for Children" continued during the year and by year's end it was scheduled to be held in April 1994.

In the conclusion to the overall report it was noted that throughout the life of the project funding had posed quite a challenge.

"It has been difficult attracting funds to a project which, in the thinking of most funding agencies, does not necessarily result in economic self-sufficiency or alleviate basic poverty. But as our late sister the distinguished poet, Audre Lorde,

cont'd on page 7

cont'd from page 6 ...Research / Action Projects and Programmes



Launching of
Creation Fire
at Tori Oso,
Paramaribo,
Suriname,
June 1, 1993

wrote: "Poetry (for women) is not a luxury. It is a vital necessity of our existence ... Poetry is the way we help give name to the nameless so it can be thought ... A poem is a ... particular use of experience to create a tool for change."

Women in Caribbean Agriculture

Following the resignation of the WICA Coordinator in February 1993, a meeting of the WICA Regional Advisory Committee was convened in Trinidad in June. At that meeting the former Coordinator, Joan French, noted that CAFRA had a responsibility to ensure that the findings of the WICA project were addressed. To this end, it was recommended and subsequently agreed to by the Regional Committee that an exercise be undertaken to:

- study the findings of the WICA project;
- investigate the follow-up action undertaken in Dominica and St. Vincent;

- analyse the follow-up activities in relation to the findings to determine the relevance/appropriateness of such activities;
- identify what further action, if any, should be undertaken by CAFRA in Dominica and St. Vincent so as to adequately address the findings;
- based on the above, to submit a report with recommendations to CAFRA, outlining a specific timeframe for implementation of any further action that may be recommended.

A consultant, Elsie Doñe Molina of the Dominican Republic, was appointed in October 1993 to carry out this assignment.

Another recommendation of the WICA Regional Advisory Committee which was accepted by the Regional Committee is the appointment of a consultant to investigate the possibility of implementing the project in Trinidad and Tobago. It is expected that this assignment will be carried out early in 1994.

cont'd on page 8

cont'd from page 7

Research / Action Projects and Programmes

Young People march against violence against women in
Suriname, November 25, 1993

Violence Against Women

Funds were secured from MATCH International Centre for the conduct of a pilot survey in Suriname on "Violence Against Women in Conjugal Unions."

Unfortunately, it was not possible to carry out the survey in 1993 but plans were put in place for implementation early in 1994.

Education and Training Activities

Funding from Frauen Anstiftung e.V. (FAS) finally made possible the implementation of CAFRA's Intra-regional Language Exchange Project which had been included in the 1991-1993 project proposal. By year's end, plans were in place for two CAFRA members from Guyana to go to Puerto Rico and the Dominican Republic respectively.

The exchange programme involves a CAFRA member spending between one and three months in another language area of the region, as the guest of a host sister-organisation. It represents yet another attempt by CAFRA to bridge the language barriers of the region and to facilitate regional integration.

Appendix 5 provides a list of our funding partners for 1993.



CAFRA NATIONAL LEVEL ACTIVITY

Activity at the various national levels, which peaked in 1992 with CAFRA Guyana conducting a Women's Rights Campaign on issues ranging from domestic violence to child maintenance and property rights, continued during 1993. The pattern observed in previous years whereby some territories were relatively active while others were relatively dormant continued in 1993. Among the activities which took place were:

- Discussion about CAFRA's proposed new regional projects on

Gender and Youth and Women's Reproductive Health and Rights. Regarding the former, CAFRA members in Barbados, Guyana, Jamaica and Trinidad and Tobago made submissions to the Secretariat while on the latter, members in Cuba, the Dominican Republic and Puerto Rico collaborated to produce a project proposal.

- Commemoration of International Women's Day and International Day Against Violence to Women. With respect to the latter, CAFRA's Acting

who were on an official visit to Suriname at that time, participated in a rally and march in Paramaribo to commemorate the event.

- The conduct of a series of Creative Writing Workshops in the Dominican Republic which was organised by the CAFRA membership there, and which was funded from CAFRA's Technical Assistance Fund.

- The hosting of a Car Care and Lubricants Workshop for women in Trinidad by CAFRA Trinidad.

- The hosting of a retreat by and for CAFRA members in Dominica to assess achievements and to plan for the future.

APPENDIX

1

MEMBERS OF THE REGIONAL COMMITTEE

Rhoda Reddock, Chairperson
Joan French, Deputy Chairperson

NATIONAL REPRESENTATIVES

Madeline Carter-Lindemann, Bahamas
Diane Cummins, Barbados
Sandra Carr, Belize
Rebeca Cutié, Cuba
Josephine Dublin, Dominica
Gisela Quiterio, Dominican Republic
Doreen Holder, Guyana
Michelle Golding, Jamaica
Jacqueline Martis, Netherlands Antilles
Aidita Cruz/Casa Pensamiento de Mujer, Puerto Rico
Nelcia Robinson, St Vincent and the Grenadines
Nadia Raveles, Suriname
Stephanie Pile, Trinidad and Tobago
Barbara Lee-Jackson, U.S. Virgin Islands

OTHER MEMBERS

Andaiye, Guyana
Cecilia Babb, Barbados
Anne Marie Bonner, Jamaica
Sonia Cuales, Netherlands Antilles
Gloria Joseph, U.S. Virgin Islands
Ann Marie Sinkia, Financial Officer
Gemma Tang Nain, Acting Coordinator

APPENDIX

2

MISSION STATEMENT

CAFRA is a regional network of feminists, individual researchers, activists and women's organisations who define feminist politics as a matter of both consciousness and action. We are committed to understanding the relationship between the oppression of women and other forms of oppression in the society and are working actively for change. CAFRA seeks to celebrate and channel the collective powers of women for individual and societal transformation, thus creating a climate in which social justice is realised.

OVERALL OBJECTIVES OF CAFRA

1. To promote and support the continued growth and development of the feminist movement in the entire Caribbean region.
2. To research, analyse and document the situation of women in the region from the perspectives of ethnicity, class, culture and gender relations.
3. To network with women's organisations and other organisations which support CAFRA's mission.
4. To influence policy at national, regional and international levels in government and non-governmental organisations and institutions, in keeping with our mission.
5. To support, through our programmes and work, efforts aimed at economic self-sufficiency for women.
6. To generate a new and critical examination of the nature of 'politics' and 'power' and of women's relationship to it as a basis for a policy on women, politics and power in the region.
7. To provide information on actions and struggles taking place in different parts of the region and to encourage and support international solidarity when necessary.
8. To develop action and research priorities based on the needs of women in the region.
9. To foster dialogue and debate towards the development of non-patriarchal procedures, perceptions and structures.
10. To develop an institution which promotes personal growth, the most efficient use of human resources, sustainable development of our environment and economic self-sufficiency.

APPENDIX

3

**TECHNICAL ASSISTANCE FUND DISBURSEMENTS FOR THE YEAR ENDED
DECEMBER 31, 1993**
Individuals

US\$

\$ 312.00:	Assistance to attend conference "International Development Conference, Washington, January 11-15. Eudine Barribeau-Foster, Barbados.
\$ 200.00:	Assistance to attend Training and Strategy Session [for youth organisers on environmental issues, Malaysia, January 12-19. Pamela Redwood, Jamaica.
\$ 678.89:	50% of the cost of airfare to attend International Women's Rights Action Watch (IWRAP) Conference, Vienna, Austria, January 14-15. Gaietry Pargass, Trinidad.
\$ 100.00:	Assistance to attend Strategic Planning Institute on Women's Rights as Human Rights, New Jersey, USA, February 14-20. Marion Bethel, Bahamas.
\$ 70.76:	Assistance to attend Introduction to Victimology Workshop, Port of Spain, March 31-June 9. Cathy Shepherd, Trinidad.
\$ 82.55:	Assistance to attend Second Meeting of Regional NGOs Working on Women's Human Rights, San José, Costa Rica. April 14-15. Gaietry Pargass, Trinidad & Tobago.
\$ 29.46:	Attendance at Conference/Workshop on Domestic Violence: a Psychological and Socio-legal Perspective," Port of Spain, Trinidad, May 22. Stephanie Pile, Trinidad and Tobago.
\$ 320.00:	Assistance to attend UN World Conference on Human Rights, Vienna, June 10-12. Nadia Raveles, Suriname.
\$ 1,120.00:	Assistance for fieldwork in support of M.A. research paper titled "A Feminist Evaluation of the Structures and Programmes of 6 Caribbean Development NGO's", June 17-July 28. Rawwida Baksh-Soodeen, Trinidad and Tobago.
\$ 526.00:	Assistance to attend Human Rights Course, Belfast, Ireland, June 30-July 9. Roberta Clarke, Trinidad and Tobago.
\$ 50.00:	Assistance re: return bus fare from New York City/Syracuse and materials for Thornfield Workshop on Sexuality, July 5-11. Jacqueline Burgess, Trinidad and Tobago.
\$ 150.00:	Assistance to pursue UWI Administrative Professional Secretaries Programme. Angela Beckles, Barbados (CPDC staff member).
\$ 400.00:	Assistance to attend International Women's Writing Guild workshop, New York, August 13-20. Sybil Seaforth, Trinidad and Tobago.
\$ 330.00:	Registration fee and room deposit to attend Women Empowering Communication Conference, Bangkok, Thailand, February 12-19, 1994. Avian Joseph, Consultant Editor, CAFRA News.
\$ 4,369.66	

APPENDIX**3 cont'd****Organisations**

US\$

\$ 720.00:	Guyana Chapter of CAFRA. Institutional Support Re: Women's Rights Campaign.
\$ 392.32:	Women Working for Social Progress, Trinidad and Tobago. airfare for resource person, Rhoda Reddock, to attend First National Women's Economic Conference, St. Augustine, Trinidad, January 22-24.
\$ 2,270.52:	Federation of Cuban Women. Solidarity Meeting "Cuban Women in the 90s: Realities and Challenges," Havana, March 5-8. Airfare and per diems for Stephanie Pile, Trinidad & Tobago; Natalie Charles-Andrew, Dominica; Lillian Diaz, Puerto Rico.
\$ 500.00:	Appeal for Cuba Fund, to purchase emergency relief supplies after March 12 storm.
\$ 250.00:	Assistance to The Women's Forum, Barbados re: payment of honorarium to Director production "Passages: "Woman Version", a tribute to Audre Lorde, Black Rock, Barbados, March 30.
\$ 1,000.00:	Assistance to CAFRA members in the Dominican Republic to host Creative Writing Workshops, June-November. Co-ordinator; Teresa Peralta.
\$ 750.00:	Assistance to CIPAF, Dominican Republic re: translation of articles for special edition of Quehaceres (newspaper).
\$ 220.80:	Assistance to CAFRA Dominica Membership Retreat, June 10.
\$ 154.00:	Assistance to CAFRA Trinidad re: attendance at Conference on Violence, Self and the Young Male, June 15-17. Thelma Henderson.
\$ 500.00:	Movement for Cultural Awareness, Dominica. Contribution to Sisters in Solidarity (SIS) Youth Camp, July 3-10.
\$ 186.00:	Women Steering Committee; Grenada Progressive Calypso Association, Grenada. Contribution of an appearance fee for entrant in Female Calypso Competition, July 17.
\$ 585.00:	Department of History, UWI, Mona. Assistance for Cuban representative to attend Symposium on Engendering History, Kingston, Jamaica, November 10-12.

 \$ 7,528.64

APPENDIX

APPENDIX

3 cont'd

National Representatives

Operating Expenses

- \$119.84: Stephanie Pile, Trinidad & Tobago
- \$ 89.00: Janice Jackson, Guyana
- \$175.00: Cecilia Babb, Barbados
- \$ 80.00: Anne Marie Bonner, Jamaica
- \$382.56: Priscilla Brown, Belize
- \$234.34: Gisela Quiterio, Dominican Republic

Honoraria

- \$400.00: Rebeca Cutié, Cuba
- \$400.00: Cecilia Babb, Barbados
- \$400.00: Pro Mujer, Puerto Rico
- \$400.00: Gloria Joseph, St. Croix
- \$400.00: Gisela Quiterio, Dominican Republic
- \$400.00: Josephine Dublin, Dominica
- \$300.00: Jacqueline Martis, Curaçao
- \$400.00: Janice Jackson, Guyana
- \$400.00: Priscilla Brown, Belize
- \$400.00: Stephanie Pile, Trinidad and Tobago
- \$400.00: Marion Bethel, Bahamas
- \$400.00: Anne Marie Bonner, Jamaica
- \$400.00: Nadia Raveles, Suriname

\$ 6,180.74

\$ 18,079.04

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APPENDIX

4

CONFERENCE ATTENDANCE BY CAFRA STAFF AND MEMBERS (AND OTHERS)

Attendance by staff members

January 22-24. **First National Women's Economic Conference**, St Augustine, Trinidad & Tobago. Roberta Clarke, Gemma Tang Nain.

February 2. **Women and Development Unit (WAND) Strategic Planning Workshop**, Hastings, Barbados. Gemma Tang Nain.

March 1-6. **Micro CDS/ISIS Workshop**, Havana, Cuba. Cathy Shepherd.

March 22. **Follow-up to WAND Strategic Planning Workshop**, Hastings, Barbados. Cathy Shepherd.

March 22-23. **Ad Hoc Expert Group Meeting: Men and Women in Changing Caribbean Social Structures**, Port of Spain, Trinidad & Tobago. Gemma Tang Nain.

March 23-24. **Caribbean Policy Development Centre (CPDC) Steering Committee Meeting**, Bridgetown, Barbados. Cathy Shepherd.

April 5-6. **Insecurity in the 1990s: Gender and Social Policy in an International Perspective**, London, England. Gemma Tang Nain (paper presented).

April 29. **Task Force for Women-in-Development Ltd. First Annual General Meeting**. Port of Spain, Trinidad. Cathy Shepherd.

May 3 (ongoing). **Cuba Relief Fund Committee**, Port of Spain, Trinidad & Tobago. Julieta Alfonso, Tara Ramoutar, Cathy Shepherd.

May 14. **Follow-up to WAND Strategic Planning Workshop**, St Michael, Barbados. Gemma Tang Nain.

May 20. **Sixth Meeting of CARICOM Ministers Responsible for the Integration of Women In Development**, Port of Spain, Trinidad. Gemma Tang Nain (paper presented).

May 25-27. **CPDC Assembly and Retreat**, St Philip, Barbados. Gemma Tang Nain.

June 15-17. **Violence, Self and the Young Male: A Regional Policy Conference**, Port of Spain, Trinidad & Tobago. Sybil Seaforth, Ann Marie Sinkia, Gemma Tang Nain.

June 22-24. **The Managerial Woman [seminar]**. Port of Spain, Trinidad & Tobago. Cathy Shepherd.

APPENDIX**4 cont'd**

June 22-25. **4th Conference of the Association of Caribbean Economists**, Curaçao, Netherlands Antilles. Gemma Tang Nain (discussant).

June 26. **2nd Quarterly General Meeting of the Network of NGOs of Trinidad & Tobago for the Advancement of Women**, Port of Spain, Trinidad & Tobago. Julieta Alfonso.

June 28 - July 1. **Training Workshop on Bibliographic Description, indexing and Abstracting Techniques**, Bridgetown, Barbados. Cathy Shepherd (facilitator).

July 2-3. **CUSO Workshop on Globalization**. Kingston, Jamaica. Gemma Tang Nain.

October 8. **First Regional Meeting of Regional Advisory Committee on Women and Gender Issues**, Bridgetown, Barbados. Gemma Tang Nain.

October 20-21. **OXFAM Workshop on the Regional Proposal on Gender**. Hastings, Barbados. Gemma Tang Nain.

October 22. **CPDC Alternatives Forum Planning Meeting**, The Garrison, Barbados. Gemma Tang Nain.

December 1-2. **10th Anniversary Celebrations of Women and Development Studies**, Cave Hill, Barbados. Gemma Tang Nain (panelist).

Attendance by Members and Others

February 12-14. **International Conference on the Problem of Racism and Intercultural Work in Europe**, Hamburg, Germany. Marion Bernard (Jamaica).

February 14-20. **Strategic Planning Institute on Women's Rights as Human Rights**, New Jersey, USA. Marion Bethel (Bahamas).

March 7-10. **Continental Meeting: The Cuban Woman in the '90s: Realities and Challenges: A Solidarity Meeting**, Havana, Cuba. Nathalie Charles-Andrew (Dominica), Helen Rosado (Belize), Greta Lammy (Guyana), Gisela Quiterio (Dominican Republic), Lillian Diaz (Puerto Rico), Stephanie Pile (Trinidad & Tobago).

April 14-15. **Second Meeting of Regional NGOs and International Agencies Working on Women's Human Rights**, San José, Costa Rica. Gaietry Pargass (Trinidad and Tobago).

May 6-8. **7th Annual General Assembly of the Windward Islands Farmers' Association (WINFA)**, Kingstown, St Vincent. Josephine Dublin (Dominica).

May 15-16. **Assembly of Caribbean People. Steering Committee Meeting**, San Fernando, Trinidad. Roberta Clarke (Trinidad & Tobago)

APPENDIX

4 cont'd

- May - July. **National Consultations on the Green Paper on Education, Draft Policy Framework (1993-2003)**, Port of Spain, Trinidad. Rowena Kalloo (Trinidad & Tobago).
- May 20. **Sixth Meeting of CARICOM Ministers Responsible for the Integration of Women in Development**, Port of Spain, Trinidad. Gaietry Pargass (Trinidad & Tobago).
- June 1-5. **1st Caribbean Conference on Health Promotion**, Port of Spain, Trinidad & Tobago. Daphne Phillips (Trinidad & Tobago).
- June 6-9. **Calling for Change: International Strategies to End Violence Against Women**, The Hague, The Netherlands. Roberta Clarke (Trinidad & Tobago).
- June 10-12. **NGO Parallel Activities to the World Conference on Human Rights**, Vienna, Austria. Roberta Clarke (Trinidad & Tobago).
- June 14-25. **World Conference on Human Rights**, Vienna, Austria. Roberta Clarke (Trinidad & Tobago).
- June 15. **Global Tribunal on Violations of Women's Human Rights**, Vienna, Austria. Elaine Hewitt (Barbados), (testimony presented).
- June 15-17. **Violence, Self and the Young Male: A Regional Policy Conference**, Port of Spain, Trinidad & Tobago. Thelma Henderson (Trinidad & Tobago).
- July 10. **Population and Development: On the Road to Cairo, 1994**, Port of Spain, Trinidad. Daphne Phillips (Trinidad & Tobago).
- July 29-31. **Assembly of Caribbean People. Steering Committee Meeting**, San Fernando, Trinidad. Roberta Clarke (Trinidad & Tobago).
- October 12. **Seminar/Workshop on Standards and Affordability Issues (Land & Shelter Development Policy)**, Port of Spain, Trinidad. Thelma Henderson (Trinidad & Tobago).
- November 29 - December 1. **Overcoming Global Hunger Workshop & Conference**, Washington, D.C. USA. Merle Hodge (Trinidad & Tobago).

APPENDIX

5

LIST OF FUNDERS FOR 1993

- *Association of Protestant Churches and Missions in Germany*
- *Christian Aid, UK*
- *Commonwealth Foundation, UK*
- *Frauen Anstiftung, e.V. Germany*
- *Global Fund for Women, USA*
- *HIVOS, The Netherlands*
- *Inter Pares/CUSO, Canada/Jamaica*
- *Match International Centre, Canada*
- *Netherlands Government (Ministerie van Buitenlandse Zaken)*
- *Protestant Association for World Mission, Germany*
- *UNIFEM, USA*
- *Women and Development Unit (WAN(D)), Barbados*



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