

Women and Gender in Global Perspectives

<http://server.ips.uiuc.edu/wggp/index.html>

October, 2000 Volume 21 (1). Women and Gender in Global Perspectives Program, University of Illinois at Urbana-Champaign
Established in 1980 as Office of Women in International Development

DIRECTOR'S NOTES



Greetings!

We begin this academic year with a celebration of our experiences over the last twenty years and name changes for the programs and newsletter that reflect the evolving themes in the field. The WID Office at UI is now the Women and Gender in Global

Perspectives (WGGP) Program. *Program* is a more accurate reflection of our research, teaching, and outreach activities than *office* which sounds solely administrative. The inclusion of *gender* stresses the focus of work on relative opportunities and costs for women and men as socio-economic policies change. At the same time we maintain *women* in the title to stress that women as a group most often face bias and that women's organizations around the world are actively promoting greater agency for girls and women. *Global perspectives* emphasizes that we need international discussion and debate on the critical issues that push the boundaries of the field.

You have noticed that the name of the newsletter with this issue is now *Perspectives*, picking up the emphasis on exploring new themes. The web site address is given under the title above (and the old URL should still get you forwarded to our web page). We have slightly modified the name of the graduate concentration to Gender Relations in International Development (changing the second word from *roles*) but have kept the same acronym, GRID.

Our 20th anniversary symposia celebration set for October 20-22, 2000 is the key focus of the semester. A registration form is available in this newsletter. The symposia explore the two main themes of WGGP this year: human security (Risks and Rights on Friday and Saturday) and the arts and social change (Acting for Change on Saturday and

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RESEARCH NOTES

A FIRST REPORT ON THE GENDER AND AGRIBUSINESS PROJECT: TWO CASE STUDIES

by Kathleen Cloud, Women and Gender in Global Perspectives, University of Illinois

This is a first report on our USAID-funded project to document the "best practices" of multinational agribusinesses in the employment of poor rural women in developing countries. Because our research team is composed of women and men from several disciplines, we are using an interdisciplinary approach to both research and dissemination.

During the first stage of the project we have done on-site case studies of two Cargill operations: cotton purchasing and ginning in Zimbabwe, and chicken production, processing and freezing in Thailand. This fall we will do a third case study of a Land o' Lakes dairy operation in Poland. To assure



Zimbabwe: Focus group of workers at a cotton collection

the widest possible dissemination of our findings, each is written as a teaching case, on the same gender training model as the earlier collections of cases on farming systems (Feldstein and Poats 1989) and donor projects (Overholt et al

More on Zimbabwe and Thailand, page 3

Join us at the WGGP Symposia

October 20-22, 2000

I. RISKS AND RIGHTS IN THE 21st CENTURY

II. ACTING FOR CHANGE: CHINESE WOMEN IN MEDIA AND POLITICS

and 20th Anniversary Luncheon

For more information, call (217) 333-1994 or visit our website.

WGPP ANNOUNCEMENTS AND ACTIVITIES

Congratulations to:

Josephat Myriam Ikuku, African Studies, Winner for the best graduate paper: Women in the Democratic Republic of Congo: Law and actual practice.

Jenny Murphy, Community Health, for the best undergraduate paper: The AIDS crisis: The emerging interest of women's reproductive and sexual health in Kenya as a result of the HIV/AIDS epidemic.

Each winner will receive a \$100.00 cash award at the reception following the MillerCom Lecture by Lourdes Beneria, October 20, 4:00 pm. Room 314, Illini Union.

Congratulations to :

Graduate students who completed their master's degrees with a concentration in GRID: **Christobel Asiedu**, Sociology; **Maimouna Barro**, African Studies; **Angelina Cotler**, Anthropology; **Koudedji Koita**, African Studies; **Heather Lee**, Educational Policy Studies; **Flora Makundi**, Agricultural and Consumer Economics; and **Joy Patton**, History.

WGPP Seminar Series, Fall 2000. WGPP will continue to offer monthly seminar series on Tuesdays at noon, Room 101, International Studies Building. Past speakers include **Wilma Iggers**, Professor Emerita in Modern Languages, Conisus College, Buffalo, NY: Multicultural Prague: Two Centuries of Czech, German, and Jewish Women Writers and **John Lawler**, Professor, Institute of Labor and Industrial Relations at University of Illinois at Urbana-Champaign: Sun Valley Thailand: Family-Friendly Policies in an American Multinational. Future seminars will feature **Guity Nashat**, Associate Professor, Department of History, University of Illinois, Chicago: Theories on the Role of Women in the Middle East (November 7) and **Myriam Ikuku**, Graduate Student, Center for African Studies: Women in Democratic Republic of Congo: Law and Actual Practice (November 21.)

Marianne Ferber and **Kate Cloud** participated in the International Association For Feminist Economics Conference held this past August in Istanbul, Turkey. This interdisciplinary Conference evidenced that we need to break traditional disciplinary barriers in order to understand the economic interrelations and structures that constitute and change the lives of men and women. Marianne Ferber moderated the session, Governance: Gender Mainstreaming and Citizenship; **Kate Cloud** moderated the session, Work: Gender Issues in Agricultural Work

Jean Due, Professor Emerita of Economics, with **Andrew E. Temu** of Sokoine University of Agriculture, Morogoro, co-authored "Participatory Appraisal Approaches versus Sample Survey Data Collection: A case of Smallholder Farmers Well-Being Ranking in Njombe District, Tanzania." The article appeared in Journal of African Economies, 2000, 9(1).

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Sunday). A full program is available online. To promote discussion, papers will be published as a special edition of the International Journal of Politics, Culture, and Society.

The anniversary luncheon on Saturday, October 21, celebrates the first twenty years of the WID Office/WGPP Program, emphasizing the team effort that built and expands this program as well as individuals who played key roles, in particular the first two directors: **Barbara Yates** and **Kate Cloud** (we send best wishes to **Frances Magrabi** who was interim director between them but who is unable to attend because of her health). Although we could not afford to fly our alums back from all over the world, we have prepared a 15 minute video that highlights the work of several graduates overseas and in Illinois and the variety of studies of current GRID students.

For this academic year, we are pleased to announce the establishment of a new fellowship for GRID student research. The fund was set up by the sons of **Rita** and **Arnold Goodman** to honor their parents' work by supporting research on issues in the women, gender, and international development field, such as literacy, reproductive rights, political participation, economic security, child welfare, and environmental protection. The first recipient will be selected in Spring 2001.

We look forward to celebrating with many of you in October and to continuing exploration and exchange.

Gale Summerfield

2000-2001 WGPP EXECUTIVE COMMITTEE MEMBERS

(* denotes newly elected members):

Faculty/Staff

Mary Arends-Kuenning, Agricultural & Consumer Economics
Pradeep Dhillon, Educational Policy Studies
Brenda Krause Eheart, Sociology/Institute for Gov't and Public Affairs

Marianne Ferber, Economics

Lucy Kehinde, International Programs and Studies

Winifred Poster, Sociology*

Cynthia Radding, History*

Angharad Valdivia, Institute of Communications Research

Isabel Wong, Institutional and Faculty International Collaboration

Student Members

Christobel Asiedu, Sociology

Beatriz (Betty) Padilla, Sociology

Ex-Officio

Jacque Kahn, Women's Studies

Beth Stafford, Women and Gender Resources Librarian

Program Staff

Gale Summerfield, Director

Kathleen Cloud, GAP Project Director

Kathy Martin, Secretary

Aida Orgocka, Research Assistant, Human and Community Development

Hyun Eun (Hannah) Choi, Research Assistant, Educational Psychology

Elise Ahn, Graduate Assistant, Linguistics

1985). We will also prepare a general report of our findings across cases. For those who desire more information, our website: <http://server.ips.uiuc.edu/wggp/gap/index.html> contains both cases in teachable format, as well as pictures and research tools. The GAP Project is actively seeking dialogues with others who have an interest in research and policy in this area.

Multinational Direct Investment and women's employment

Multinational agribusiness is one sector in the rapidly expanding globalization of business activities throughout the world. Direct foreign investment is increasing rapidly in developing countries at the same time that official assistance flows are dropping. According to the World Bank, (2000) between 1990 and 1998, direct foreign investment in developing countries increased from 20 billion US dollars to nearly 145 billion, while official flows dropped from US\$ 57 billion to 49 billion. Attracted by growing markets for their products as well as cheaper labor, companies have invested in buildings, personnel and transport facilities. As part of this growth, agribusiness production and processing has grown exponentially in developing countries, providing substantial new employment opportunities in farming, processing transportation and marketing. Developing countries often welcome this growth, which provides not only employment, but also taxable exports.

These large investments have been accompanied by controversy about overseas labor practices and environmental impacts. In some multinational home countries there have been strenuous efforts to make companies accountable on these issues. Efforts have included not only political pressure from unions in industrial countries but also consumer boycotts, and demonstrations such as those in Seattle during the WTO meetings. There is also pressure for accountability on these issues from pension funds whose shareholding entitle them to seats on company boards. Recent revelations in the garment industry, and sporting goods, have created pressures on companies to improve their practices, and to permit outside monitoring to document this improvement. To date, there has been very limited attention to agribusiness employment practices, but because of their direct dependence on the good will of the consumer, they are very vulnerable to such pressures.

Many multinational agribusinesses are now present in rural areas around the world, employing both men and women in the production and processing of a variety of crops; some exported to the industrialized countries, some sold in local and regional markets. Although traditional labor markets discriminate against rural women, younger, educated, rural women present an attractive labor pool, and many companies are employing them in substantial numbers. Those with less education may do field work, pick and pack crops, or work in food processing factories. Those with more education may serve as clerks, office staff, computer operators, or managers.

Why are the companies hiring women? There are a variety of reasons. The simplest is location. The companies are in rural areas, and so are the women. Women are often more willing to accept the seasonal work characteristic of agribusiness because it permits them to fulfill other family responsibilities and still generate cash income. In many

areas, there is substantial male out-migration to urban areas, leaving women behind to care for the household. For some types of production, women are seen as better workers, more careful in picking and packing delicate crops. For many multinational companies, equal opportunity employment is company policy, and hiring women is simply a routine part of business.

Our Methodology

Because we wanted to document "best practices," we approached companies with a reputation for good practices, and created a formal partnership agreement with them to create a case study. We asked each company to designate a site where they felt that their employment of women exhibited company values. One or two team members then traveled to the site for data collection. We interviewed company management, reviewed company documents, visited company sites and went onto the work floors, and then held focus groups discussions with at least 100 women employees, utilizing women native speakers as co-investigators. We also interviewed local women's NGO's and government officials to gain a better feeling for the context, and to cross check the information gained from the company.

THE COMPANY

Cargill is a privately-held international marketer, processor, and distributor of agricultural, food, financial, and industrial products. The company, headquartered in Minneapolis, has more



Zimbabwe: Sampling the cotton inside the grading shed

than 80,600 employees in 65 countries and business activities in 130 more.

CARGILL: ZIMBABWE

The Zimbabwe case focuses on Cargill's management strategy in the five years since they purchased twenty percent of the Zimbabwe government Cotton Marketing board. They purchase high quality cotton from small-holder male and female farmers at 13 collection points in the communal farming areas. After grading, the cotton is transported to the two gins, and then exported through the port at Durban, South Africa.

Because of the seasonal nature of the work, only a small number of Cargill's 2000 workers are permanent employees. Most are hired on three-month contract which are then extended week by week on an as-needed basis. Because of Zimbabwe's strong labor legislation, unions are active and powerful in both public and private employment. Both permanent and contract workers are represented by the union, and union dues are deducted from their pay. National labor polices mandate minimum wages, conditions for overtime, equal opportunity employ-

ment and basic health and safety provisions, but monitoring and enforcement are lax. Before privatization, the National Cotton Marketing Board did not hire women as manual laborers; only a few women were hired as clerks. Both company policy and national law led Cargill to recruit women along with men. By 1999, there were 215 women and 1,629 men among their contract employees. Positions were dispersed throughout most of the job grades, and pay was the same for men and women in each grade. The new, computer operator jobs were the only type of permanent position in which women predominate. Jobs on the collection points such as site manager, assistant manager and accountant were all filled by men, although some of the



Zimbabwe: A check-issuing clerk paying a farmer

management jobs in the Harare office were filled by women. It was Cargill's policy to pay slightly more than the negotiated minimums in order to attract and hold capable workers and to give a small increase to returning contract workers. Promotions within and between grades of contract workers were fairly common for both women and men. Promotions from temporary to permanent status, however, were more limited but did occur.

Cargill puts strong emphasis on worker safety in all its international operations. The company has a process for tracking accidents by site, and sponsors an international competition to honor those with the best safety record. Worker health is also a company concern, especially given the high prevalence of AIDS. At all sites, both male and female condoms are distributed free to workers. In 1999, the company entered into an agreement with Population Services International to train all Cargill workers on AIDS prevention, and to provide condoms for sale to farmers at each site.

In the focus groups women expressed very positive views on the fairness of their treatment by the company. They felt that they were treated with respect, and had equality with men in similar positions. Women were however concerned about the company's commitment to rehiring experienced workers in upcoming seasons, and to raising their pay with experience. They need and want the work very badly. In summary, Cargill best practices in Zimbabwe included:

1. Equal opportunity policies.
- Transparency in hiring for both office jobs and manual labor; equal pay for men and women at each job grade; equal access to training; equal access to promotion;
2. Protection from sexual harassment.

Also, for women farmers, Cargill policy of immediate cash payment when the cotton was purchased meant that they had more control over the proceeds. Before Cargill, the payment for cotton had been made only after the cotton was sold on the world market, and then it was paid in larger towns far from the farms. Husbands usually collected the proceeds, even if they did little of the farming. Historically, female suicide rates were highest right after cotton payments were issued.

CARGILL: THAILAND

Cargill's Sun Valley Thailand (SVT) is a fully integrated poultry business producing raw chicken that is further processed (skinned, deboned, etc.) prior to sale. The company is increasingly involved in selling cooked chicken products as well. Although some by-products are sold within Thailand, virtually all of the company's output is exported.

SVT owns twenty different farms, including one hatchery, four breeding farms, and fifteen "grow-out" farms, where the chickens mature. Those working at the grow-out farms live on site for most of the week, as the farms need to be fully staffed at all time in case of emergencies that threaten the chickens. In the grow-out farms, the chickens are maintained in large barns, with perhaps 10,000 or more birds per building. Each barn has one or two staff members responsible for feeding and watering the birds, as well as cleaning and maintaining the facility.

The chickens are liable to a wide range of problems as they are being raised and a certain proportion die of natural causes prior to reaching market weight. An important concern in SVT is what is termed "biosecurity," essentially taking action to protect the chickens from infectious agents that could reduce yield or, in the extreme, cause a disastrous epidemic. It turns out that the day-to-day activities of the staff tending to the chickens can have a very significant impact on mortality.

At the center of the processing plant in Saraburi is a huge plant floor, filled with an elaborate complex of conveyors that transport chicken carcasses among work stations. When operating at peak capacity, fifteen hundred or more employees work there, each assigned to a station that performs a specific



Thailand: Students and teachers in 12th grade

function. The chickens are moved by conveyor belt from the primary processing area through the "further processing" area, where the raw meat products are prepared and initial work is done on meat destined for the cooked products area. As with the farms, there are extensive biosecurity efforts to avoid contamination of the chicken meat as it is being processed. Those entering the processing area must wear protective clothing, masks, helmets, and boots; they must walk through shallow tanks of disinfectant and also be sprayed with disinfectant. In addition, all entering the area must scrub their hands with surgical disinfectant.

The base pay rate for production workers at SVT is the minimum wage. Most also had about an hour of overtime daily, for which they are paid at a premium rate.

Around 80% of the more than 3200 production workers at SVT are female. There are several hundred male production workers at SVT, but there is a considerable level of work differentiation by sex within the company. Almost all of the workers in the feed mill are male, as well as most of the workers involved in slaughtering animals. In contrast, the vast majority of the workers involved in processing the chickens after they have been slaughtered are female.

Work differentiation by gender does not appear to have any impact on earnings, as the starting wage for most SVT production workers is at or slightly higher than the minimum wage.

Recruiting workers, in general, has not been a problem for SVT; rather, the difficulty was in reducing turnover and keeping quality workers for an extended period of time. In 1995, the turnover rate was 100% per year. Turnover among the workers at SVT, especially those in the production facility, seemed to stem from several sources. First, the clash of traditional rural culture and the demands of industrial employment undoubtedly resulted in job dissatisfaction for many of these workers. Family responsibilities were a second cause of quitting and absenteeism. Day care was not generally a problem for most of these



Thailand: Focus group trainees

women as younger children were typically cared for on a day-to-day basis by a grandparent or older sibling; in some instances, the father was at home and cared for the children. A problem arose, however, when a child or other family member required extended medical care that could not be handled by the regular care giver. A third cause was also important in the case of farm families. There is often a seasonal need for such employees to assist with planting or harvesting on the family farm, also resulting in frequent absences or turnover. Such turnover reduces productivity which, in turn reduces profits. To reduce turnover, SVT introduced a number of practices which successfully encouraged workers' stability. These included: 1. bonuses for group attendance, and for low poultry mortality rates; 2. raises for experience; 3. flexibility in leaves for family needs; pregnancy reassignments to lighter work; free transport to and from work; 4. tuition assistance for children, and some scholarships; 5. on-site classes for completion of high school and junior high together with overtime payment for attendance; 6. partial health care; 7. monthly parties with major door prizes (refrigerators, TVs, etc.). By 1999, such policies had reduced the turnover rate to 20% per year.

The Need for Balance

Following are excerpts from the United Nations Millennium Declaration from the General Assembly, September 8, 2000:

We consider certain fundamental values to be essential to international relations in the 21st century. These include:

Freedom: Men and women have the right to live their lives and raise their children in dignity, free from hunger and from the fear of violence, oppression or injustice.

Equality: The equal rights and opportunities of women and men must be assured.

Tolerance: Human beings must respect each other, in all their diversity of belief, culture and language. Differences within and between societies should neither be feared nor repressed, but cherished as a precious asset of humanity.

We resolve further:

By year 2015

*To ensure that children everywhere, boys and girls alike, will be able to complete a full course of primary schooling; and that girls and boys will have equal access to all levels of education.

*To have reduced maternal mortality by three-quarters, and under -5 child mortality by two thirds, of their current rates.

We also resolve:

*To promote gender equality and the empowerment of women, as effective ways to combat poverty, hunger and disease and to stimulate development that is truly sustainable.

*To develop strong partnerships with the private sector and with civil society organizations, in pursuit of development and poverty eradication.

CALLS FOR PAPERS/ CONFERENCES

Feminist Economics invites submissions of papers, short exploratory thinking pieces and book reviews for a special issue on "Gender, Color, Caste and Class," to be published in Spring 2002. Guest editors are Rose Brewer, Cecilia Conrad, and Mary King (brew001@maroon.tc.umn.edu), cconrad@pomona.edu) (kingm@pdx.edu). Deadline for submission of abstracts :January 1, 2001; initial papers due by April 1, 2001. Scholars from all disciplines can submit an abstract for a paper on the evolving economic meaning of gender, color, caste and class in the lives of women around the world, and strategies for change. A panel of contributors to this special issue will be brought together at both the IAFFE meetings in Oslo during the summer of 2001 and the ASSA meetings in Atlanta in January 2002.

The Political, Social, & Economic Impact of Education for Women & Girls, Washington, D.C., November 17-18, 2000 presented by the American Association of University Women (AAUW) Educational Foundation. Policy-makers, scholars, and practitioners are invited to explore how women have used

More on conferences, page 6

CONFERENCES

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their education to become catalysts for change in social, political, and economic arenas in their countries. The symposium will focus regionally on Africa, Latin America, the Pacific Rim, and countries of the former Soviet Union. Topics will include women's roles in literacy, higher education, and economic development; the role of women's non-governmental organizations; and women in leadership and decision-making positions. For information on how to register for the symposium, please visit AAUW website at <http://www.aauw.org/7000/ef>. For additional information, contact: International Symposium Coordinator, AAUW Educational Foundation, 1111 Sixteenth St. N.W., Washington, DC 20036, Fax 202/463-7169, intsymp@aauw.org <mailto:intsymp@aauw.org>

Training of Trainers Courses in Gender and Development offered by Gender & Development Training Centre, Netherlands. Courses are held in English, French and Portuguese. French: October 29 to November 10, 2000 (Institut Gorée, Senegal); English: December 3 to December 15, 2000 (The Netherlands); Portuguese: March 11 to March 23, 2001 (The Netherlands). Brochures and further information are available from the Gender & Development Training Centre, Haarlem, The Netherlands. E-mail: gen.dtc@inter.nl.net. Tel: 00 31 23 5342149. Fax: 00 31 23 5312481/5513260. <http://www.gender-training.nl/>. Also **Advanced Course in Gender, Development and Organisational Change**, The Netherlands, January 15-27, 2001. It aims to deepen the knowledge of experienced gender experts concerning the ongoing gender and development debate; enhance their vision and skills in promoting processes of change towards gender equality at different institutional and organizational levels (from the family to the state). Write to above address/visit website for more information. **Deadline** for application is **15 November 2000**. Participants need to arrange their own sponsorship.

FELLOWSHIPS

The International Food Policy Research Institute (IFPRI) will award three one-year postdoctoral fellowships for the year 2001 for researchers from developing countries who have received their PhDs from developing-country institutions. Candidates should be no more than 35 years of age and have received their PhDs within the last two years in the areas of agricultural economics, economics, political science, or other social sciences or disciplines related to IFPRI's research and outreach mandates. Candidates should intend to make a career in policy research or advising and to work within government ministries, nongovernmental organizations, or academic institutions in developing countries. Female applicants are encouraged. Selection process: Applicants should submit (1) a curriculum vitae; (2) a brief synopsis of their PhD dissertation; (3) a two-page write-up that describes a proposed policy research problem in their home country explaining data needs, availability, and methods of analysis; and (4) a brief description of their career interests and statement of intention to apply their skills in their home countries. IFPRI will review

applications and notify selected candidates in November 2000. Selected candidates will be expected to begin the stay at IFPRI in January 2001 for a 12-month period. Closing date: October 30, 2000. Further information: contact Suresh Babu at S.Babu@cgiar.org, IFPRI, 2033, K Street, NW, Washington D.C. 20006-1002. U.S.A. Phone: +1-202-862-5618, Fax: +1-202-467-4439. Also visit <http://www.ifpri.org> for additional information about these fellowships and IFPRI's research activities.

Oak Human Rights Fellowship, 2001 Focus: Gender and International Human Rights. Seeking a practitioner in the field of gender and international human rights. Possible areas of interest include but are not limited to: the international sex trade, domestic violence, women and labor rights, rape as a form of war crime, struggles related to sexuality/sexual orientation, among others. We especially encourage applications from those who are currently or were recently involved in "on-the-ground" work at some level of personal risk. Responsibilities include some collaborative teaching with members of the Colby Faculty, ongoing meetings with student discussion groups, and assistance in shaping a lecture series associated with the Fellow's area of expertise. The Fellow is also expected to participate in the intellectual life of the campus to enable our students to work and study with a professional in the field. The Fellow will receive a stipend and College fringe benefits plus round-trip transportation from the Fellow's home site, housing for a family, use of a car, and meals on campus. The Fellow will also receive research support, including office space, secretarial support, computer and library facilities and a student research assistant. Nominations should be sent to Professor Mary Beth Mills, Anthropology Department, Colby College, Waterville, Maine 04901 (fax: 207-872-3474 / 3752; e-mail: oakhr@colby.edu; phone 207-872-3813/3683), no later than January 10, 2001. More information - including application form- is available on the Institute's Web site at <http://www.colby.edu/oak>. Final selection will be announced by March 30, 2001.

American Association of University Women (AAUW) Educational Foundation Fellowship. Non U.S. citizen women and outside the United States are invited to apply for a \$16,860 fellowship from International Fellowships for women graduate students to study in the US. Award support includes full-time graduate or postgraduate study in all disciplines for one year; Studies important to changing the lives of women and girls. The Foundation also awards several annual Home Country Project Grants (\$5,000-\$7,000 each). These grants support community-based projects designed to improve the lives of women and girls in a fellow's home country. To download an application, or to request an application on-line, visit <http://www.aauw.org/3000/fdnfelgra/internat.html>. To receive a hard copy of the application, contact: AAUW Educational Foundation, c/o Customer Service Center, 2201 Dodge St., Iowa City, IA 52243-4030, phone: 319/337-1716.

JOB OPENINGS

Open Positions at the United Nations / Consultative Group on International Agricultural Research (CGIAR). The CGIAR Gender and Diversity Program is assisting the United Nations to mobilize applications from women scientists and professionals. If qualified candidates would like more information about the positions or the departments in question, visit U.N. website at <<http://www.un.org/Depts/OHRM>>.

Consultant for Process Documentation Training. UNIFEM is seeking a consultant to assist the organization in building the capacity of staff and project partners in assessing and documenting the strategies, outcomes and impacts of its programme initiatives. The immediate objective of the consultancy is to work with UNIFEM to design a training module and identify resource persons in each region of the world for process documentation training. The training workshops will be organized from January - June 2001 and will take place in Africa, Asia/Pacific, Latin America and the Caribbean and the CEE/CIS region. While this initiative has application to all of UNIFEM's programme themes, it will have a particular focus on UNIFEM's work on ending violence against women, with a strong connection to the grantees of UNIFEM's Trust Fund in Support of Actions to Eliminate Violence Against Women. **QUALIFICATIONS:** The consultant sought will have 10 - 15 years of experience in designing, implementing and assessing development programmes in Africa, Asia Pacific, and/or Latin America and the Caribbean. Proven experience in supporting organizations to document and disseminate their lessons learned and

strategies is required. Familiarity with different media for communicating programme experiences - including publications, video, electronic communications vehicles, etc. - is critical. Knowledge of diverse and creative approaches to participatory evaluation and monitoring - particularly incorporating a gender equality and women's rights perspective - will also be required. Contact Info: Please send queries and CVs or organizational information to: Jenny Drezin, UNIFEM, 304 East 45th Street, 15th Floor, New York, NY 10017, USA, or e-mail information to: jenny.drezin@undp.org.

Assistant Professor / University of Oregon, International Studies Program to begin Fall 2001; senior rank possible for an exceptional scholar with leadership abilities. Preference for research and teaching that address human aspects of global environmental issues. The faculty is committed to excellence in teaching and original research. Faculty members teach core interdisciplinary courses in International Studies and seminars in their areas of specialization. Geographic area of specialization and disciplines are open, but with preference for candidates with expertise on Africa or Latin America, and those with backgrounds in economics, geography, history, political science, and related areas. Ph.D. or equivalent required. Candidates should send a letter of application, statement of research agenda and teaching interests/expertise and current vita to Professor Anita M. Weiss/Dr. Rob Proudfoot, Search Committee Co-Chairs, International Studies Program, 5206 University of Oregon, Eugene, Oregon 97403-5206. The final date for receipt of applications is December 1, 2000. Women, minorities and international applicants are encouraged to apply.

REGISTRATION FORM

WGGP SYMPOSIUM 2000:

CELEBRATING OUR 20TH ANNIVERSARY AND EXPLORING FORWARD-LOOKING THEMES

Symposium I: Risks and Rights in the 21st Century, Friday & Saturday, Oct.20-21

Symposium II: Acting for Change: Chinese Women in Media & Politics, Saturday & Sunday, Oct. 21-22

NAME: _____
AFFILIATION: _____
ADDRESS: _____
PHONE: _____
EMAIL: _____

I plan to attend Friday___ Saturday___ Sunday___ All 3 days___

___ Yes, I will attend Anniversary Luncheon, Sat., 12 - 2:30, 314 A Illini Union, 1401 W. Green, Urbana..
Registration of \$10 Required for Luncheon. Registration and payment due by Monday, October 16.

All events are free and open to the public, except for the Anniversary Luncheon which requires \$10 advance registration. Registration for Symposia (excluding Anniversary Luncheon) will be available at the door. We do, however, request pre-registration for Symposia attendance to assist us in our planning.

BY OCTOBER 16, please send registration to WGGP Program, 910 South 5th Street., Room 320 ISB, MC-480, Champaign, IL 61820 or email response to kcmartin@uiuc.edu. Thank you!

RESOURCES



WGPP has recently added the biennial report of the United Nations Development Fund (UNIFEM), Women Progress of the World's Women 2000 to its collection of materials. This report examines the progress of the world's women from the mid 1980s to the late 1990s. It concentrates on the economic dimension of gender equality and women's empowerment in the context of globalization. The book is

available for use at WGPP Research Room.

Policy Research Report on Gender and Development: Engendering Development is a Policy Research Report by the World Bank focusing on gender issues and their broad economic and social implications in developing and transitional countries. The report examines the conceptual and empirical links between gender, public policy, and development outcomes and demonstrates the value of applying a gender perspective to the design of development policies. Check <http://www.worldbank.org/gender/prr/index.htm> for the full report and ordering information.

Perspectives

Perspectives is a publication of the Women and Gender in Global Perspectives Program (WGPP) formerly known as the Office of Women in International Development at the University of Illinois at Urbana-Champaign. *Perspectives* is published bi-monthly during each academic year and distributed to WGPP associates and other individuals interested in issues of Women and Gender in Global Perspectives

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