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the directing council*

PAN AMERICAN
HEALTH
ORGANIZATION

*working party of
the regional committee*

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HEALTH
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103rd Meeting
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REPORT OF THE SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH AND DEVELOPMENT

The Directing Council of the Pan American Health Organization, at its XXVII Meeting (1980), recommended, in Resolution XVII, the creation of a Special Subcommittee of the Executive Committee on Women, Health and Development to examine the World Plan of Action proposed by the Conference of Copenhagen and to prepare an implementation plan specifically adapted to the health needs of women in this Region.

This Subcommittee elaborated a Regional Five-Year Plan of Action on Women in Health and Development (WHD) and formulated the Regional Strategies for the Future for the Program on Women, Health and Development, which were approved by the XXII Pan American Sanitary Conference in Resolution CSP22.R12 (1986).

The Special Subcommittee of the Executive Committee on WHD meets annually to monitor and evaluate the activities of the Program and to recommend actions in this area.

The present document provides, for the information of the Executive Committee, the Final Report of the Meeting of the Special Subcommittee on Women, Health and Development held in Washington, D.C., from 11 to 13 April 1989. The agenda of the Meeting included, among other items, discussion on the Regulations of the Special Subcommittee on WHD; the report of the WHD Program activities for 1988-1989; the presentation of the Project "Women in Health and Development in Central America, Panama and Belize" and two related studies, as well as other projects associated with WHD; the analysis of the revised document on the "Structure and Functions of the National Focal Point of the Program on Women, Health and Development"; and the report of the Subcommittee on Women of the PAHO Staff Association. A proposed resolution is annexed for the consideration of the 103rd Meeting of the Executive Committee.

Annex

FINAL REPORT
OF THE
SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH AND DEVELOPMEWNT
TO THE EXECUTIVE COMMITTEE

Washington, D.C.

11-13 Apri. 1989

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FINAL REPORT
OF THE SPECIAL SUBCOMMITTEE ON
WOMEN, HEALTH, AND DEVELOPMENT

INTRODUCTION

The Special Subcommittee on Women, Health, and Development met from 11 to 13 April 1989 in Washington, D.C., in order to examine the progress of the Program on Women, Health, and Development (WHD) and to propose orientations for future activities in that Program.

The Subcommittee was composed of representatives from Canada, El Salvador, Uruguay, Trinidad and Tobago, and Venezuela. In addition to the members of the Subcommittee, UNICEF and the Inter-American Commission of Women (ICW) participated as observers.

The meeting opened with words of welcome from the Director of the Pan American Health Organization, Dr. Carlyle Guerra de Macedo, who praised the Special Subcommittee on Women, Health, and Development for its participation and collaboration in furthering the work of WHD in the Member Countries.

The delegates from Canada, Venezuela, and El Salvador were elected President, Vice President, and Rapporteur, respectively. The agenda adopted by the Subcommittee covered, among other topics, the rules of procedure of the Subcommittee, a review of the activities of the Program on Women, Health, and Development, 1988-1989, the presentation of the Subregional Project "Women in Health and Development in Central America, Panama, and Belize" and other ongoing PAHO studies, a review of the document "Structure and Functions of the National Focal Point for the Program on Women, Health, and Development," and a report by the PAHO Staff Association's Subcommittee on Women.

A. RULES OF PROCEDURE OF THE SUBCOMMITTEE

The Rules of Procedure of the Special Subcommittee on Women, Health, and Development were discussed and adopted, after some amendments had been introduced (Annex 3).

B. ACTIVITIES OF THE PROGRAM ON WOMEN, HEALTH, AND DEVELOPMENT (WHD), 1988-1989

The Regional Adviser presented the report on: 1) the activities carried out in cooperation with the technical programs and units of PAHO in relation to the Regional Strategies for WHD; and 2) the specific activities of the Program on Women, Health, and Development that were carried out during 1988-1989. (For the complete Report, see Annex 4).

Details are presented below on the studies that were discussed during the sessions of the Subcommittee, as well as on the situation of WHD research at PAHO and on the revision of the document "Structure and Functions of the

National Focal Point." In addition a Draft Resolution is to be presented for the consideration of the Executive Committee. Attached as annexes to the Final Report of the Subcommittee are the Rules of Procedure of the Subcommittee (Annex 3), the Report of the Program on Women, Health, and Development (Annex 4), the reformulated document on the "Structure and Functions of the National Focal Point/Group" (Annex 5), the Draft Resolution (Annex 6), and the Report of the Subcommittee on Women of the PAHO Staff Association (Annex 7).

C. PRESENTATION OF SPECIFIC STUDIES:

C.1 Project on "Women in Health and Development in Central America, Panama, and Belize"

This Project, which comes under the Plan for Priority Health Needs in Central America and Panama, constituted the main document analyzed by the Subcommittee, in consideration of the strategic value that it has in helping PAHO cooperation for the countries of Central America to better reflect reality in its understanding of and approach to the situation of women in the subregion.

There was a detailed presentation on the background of the Project, as well as a description of the problem, motives, objectives, strategies, and activities. In addition, reference was made to the Project's institutional framework, coordination with international agencies, and relationship with other projects which will make it possible for the WHD Project as a whole to be made operational.

The more important aspects pointed out during the deliberations included the following:

- . Recognition and support for the efforts and initiative of the Organization in originating an integrated project directed toward facilitating the incorporation of women into the development process in the Central American area, with the precedent that this Project establishes for dealing with the problems of women in other subregions.
- . The fact that the Project has significant potential impact, since it will affect human groups characterized by the extreme poverty that is linked to the political situation across the entire Central American Isthmus.
- . The fact that although the Project could be improved, it is comprehensive thus providing orientation to both PAHO and the governments in the areas of health, education, and employment, and giving a direction to their activities.

- . Recognition that the three sectors included in the Project--health, employment, and education, and their interrelationships in particular--are fundamental to understanding and addressing the problem of women and their relation to development.
- . The fact that the Project is "catalytic" for the purposes of medium- and long-term structural changes, and that women's programs should be viewed as such. The four-year duration of the Project in terms of follow-up and evaluation serves, among other things, to increase levels of awareness as well as to mobilize national institutions, among others, to obtain statistics that are broken down by sex, in such a way that information on Women, Health, and Development can be made available on a permanent basis.
- . Recognition that the entire participatory process of project preparation has helped to create greater awareness and a more critical approach among the countries of the subregion with regard to the situation of women.
- . The fact that PAHO, through its encouragement of meetings as well as the multiagency and multisectoral approach of the Project, has set a precedent in how to conceive of the problems of women in a coordinated fashion.
- . The importance of having this type of project, which initiates medium- and long-term structural changes in the situation of women, focus on and generate activities that have a broad scope.
- . The need to conduct periodic monitoring and evaluation in order to detect any advances achieved by the Project, as well as to measure its impact on the population of women.
- . The importance of determining and/or supplementing indicators that provide precise information on women's health status.
- . The importance of initiating the subregional project with the health component, since, despite the limitations of that sector, it has more readily available indicators on women than the educational and employment sectors.
- . The expectation that preparation of the first phase of this Project--the health component--will increase interest among contributors, thus making the entire project more viable.
- . The importance of keeping the National Focal Points/Groups for the WHD Program and the members of the Special Subcommittee on WHD in particular continuously informed about the evolution of the Project.

C.1.1 Feasibility Study for the Central American Information Network on Women in Health and Development in Central America, Panama, and Belize

This study, which comes under the Project "Women in Health and Development in Central America, Panama, and Belize" and addresses its Objective 1 in particular (to help increase and improve the availability and quality of information at the subregional, national, and population levels in order to provide knowledge of the employment, education, and health conditions of the population of women, and to make it possible to plan activities, as well as to measure, follow up, and evaluate any changes in those conditions), is the basis for execution of the entire Project. During the meeting of the Subcommittee there was a discussion concerning the importance of this type of study, and it was recognized that knowledge of the status of information supply and demand is key to defining the specific statistical data that will be required in order to carry out the various project activities.

It was proposed in addition that the methodology used in this type of study could, due to its experimental nature, provide a base for finding out about information on WHD in the other subregions.

The Latin American Center for Demography (CELADE) is supporting PAHO, as a part of a biagency cooperation activity, in the accomplishment of this important study.

C.1.2 Study on the Participation of Women in Management of the Health Services Structure in Central America, Panama, Belize, and the Dominican Republic

This study, being carried out in coordination with the Program for Health Services Development, is one of those that respond to the priorities expressed on various occasions by the Subcommittee. Its findings will help to promote women's participation at the decision-making level of the health sector, and at the same time could be useful for implementation of the Project "Women in Health and Development in Central America, Panama, and Belize."

Strengthening of Health Services is one of the priority areas of the Plan for Priority Health Needs in Central America and Panama, and in keeping with the regional policies of UNDP in Latin America and the Caribbean, 1987-1991, the Project on Development of Managerial Capacity in the Health Services in Central America and Panama was created as a response to the objective needs of each country, within the framework of the global and subregional policies currently being implemented for the development of operational capacity in the Health Services.

The study is directed toward determining the position of women at the different managerial levels--policy-making (political), administrative, and operational--as well as their educational and occupational profiles.

The study has shown the lack of participation by women at higher levels, in addition to a lack of access to decision-making levels in the Health Services. An analysis of the situation has revealed that there is a lack of knowledge of the amount of managerial participation by women in the health sector, and that in the countries studied (Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, and the Dominican Republic), this lack of participation in high-level management has not been recognized as a problem.

With a view to promoting information about women's participation in management, analyzing that information, and formulating proposals for action in this area, the countries are conducting their own studies. Subsequently, at an event programmed for the month of June 1989 and in conjunction with the Central American Institute of Business Administration (INCAE), the countries will analyze their situation and propose plans of action to increase women's influence in Health Services management.

The Subcommittee recommended that:

- . The Governments of the Member States take measures to facilitate women's access to high-level positions within the structure of the Health Services.
- . The legality of women's rights in the health sector be established so as to ensure implementation of the mechanisms necessary for their equitable participation in that sector.
- . The importance and objectives of the Project be duly appreciated, and that it be used to seek out suitable mechanisms for increasing the political will to place women in positions of leadership.

C.2 Use of Technology in the Integral Health of Women

This study Project, undertaken in cooperation with the Program for Health Policies Development, with the support of other related programs within PAHO, was presented for the information of the Subcommittee in view of the interest that body expressed in Resolution VI of the XXXIII Meeting of the PAHO Directing Council. There was a detailed analysis of the first phase of the Project and of the activities to be carried out in the immediate future.

Various proposals were made which should be useful for the continuation of the Project.

The Subcommittee recommended that, in addition to those technologies directed toward the physical health of women, attention should be directed to the study of technologies related to their overall well-being and living conditions, (such as their environment--i.e., sanitation, solid waste treatment, services to dwellings, etc.) and that access to such technologies should be examined among groups of women having limited socioeconomic resources. It was also recommended that a study be carried out on the specific technologies that pertain to Women, Health, and Development.

C.3 Documentation System on Basic Legislation in the Health Sector in Latin America and the Caribbean

This documentation system provides a mechanism for the collection, classification, and dissemination of health legislation in Latin America and the Caribbean, and its objective is to promote analysis of that legislation, to determine advances and gaps, and to encourage, as far as possible, establishment of the standards necessary to improve, among other objectives, the health and living conditions of women.

In view of the importance that a legislative strategy has in improving the quality of life for women, and in allowing them to be involved in the development process, emphasis was placed on the need, not only to encourage the establishment of legislation directed toward those ends, but also to make its fulfillment a reality.

D. OTHER MATTERS:

D.1 Progress Report on the Situation of Research related to Women, Health, and Development at PAHO

The Unit on Research Coordination presented detailed information on the status of research at PAHO, with particular emphasis on WHD. It

was mentioned that, although a line of research in this area was created in 1988 in order to promote and facilitate the development of comprehensive research proposals for the countries, so far there has not been a satisfactory response in terms of quality and quantity of proposals. However, it was pointed out that it is significant that PAHO is continuing to encourage the countries in their preparation of methodologically sound research proposals that take into account the concept of Women, Health, and Development.

The discussion on this topic led to several recommendations, notably:

- . That PAHO strengthen the countries' capacity to generate, prepare, and conduct research on WHD and be flexible on standards where possible.
- . That terms of reference and comprehensive research guidelines for WHD be developed as a support for the countries in their presentation of proposals.
- . That research groups operating in universities, research centers, and other institutions be identified as a source of support for the countries in their preparation of proposals.
- . That the specific characteristics of research on WHD be identified with regard to research methodologies, characteristics of groups of researchers and institutions devoted to the topic, ways of disseminating and utilizing knowledge, etc., so that mechanisms of promotion and support that are adapted to these characteristics may be established.
- . That research be promoted as a means of increasing awareness in institutions and the community with regard to implementation of the WHD approach.
- . That national institutions be mobilized to establish and compile data that is broken down by sex.
- . That research be conducted which establishes a balance among the actions carried out by the health sector and the other development sectors in order to facilitate implementation of the WHD approach as a whole.

D.2 Revision of the Document "Structure and Functions of the National Focal Point for the Program on Women, Health, and Development"

The opinion was expressed that the structure of the National Focal Points varies according to each country's modus operandi with regard to the topic of women. The delegates to the Subcommittee agreed in general that operation of the NFPs may have been restricted for the following reasons, among others:

- . The prevailing understanding of women's health thus far in the countries has principally been tied to their reproductive function and/or other very specific health activities. This fact has biased the planning and development of actions aimed at improving the health condition of women, with the result that the importance of comprehensive health care has not been realized. Such a lack of understanding hinders implementation of the objectives and goals of the Program on Women, Health and Development.
- . There are major limitations on the time allotted to carrying out activities in fulfillment of the objectives of the Program on Women, Health and Development, when the NFPs carry out various activities that are directed toward the population as a whole and in which WHD is just one task among many.
- . Changes related to the political and administrative situations in some of the countries noticeably influence the establishment and performance of the National Focal Points, preventing continuity in their activities thus hindering attainment of the Program objectives.
- . Although some countries have an institutional infrastructure which in theory would make it possible to implement the Program's comprehensive approach, in actual practice operations are restricted by the lack of a clear idea among the different sectors, nongovernmental agencies, and international agencies as to how to design a concerted plan of action.
- . In Canada, in contrast to the other countries on the Subcommittee, the National Focal Point operates on a coordinated and interrelated basis with the Social Security social services and Health Services. The Focal Point is situated in the Department of National Health and Welfare and works collaboratively with other federal departments and provincial Departments of Health through interlocking membership on committee.

The Subcommittee recommended:

- . That each country strengthen the National Focal Point/Group by ensuring resources for its leadership role in harmonizing interdisciplinary and multisectoral efforts to achieve the goals of WHD.

- . That the National Focal Point/Group, where it exists, be coordinated by a person who is devoted full-time to promoting, coordinating, and carrying out the activities of the Program on Women, Health and Development.
- . That activities be carried out to sensitize the Ministers of Health and other high national authorities in other sectors and agencies with regard to the Program on Women, Health and Development.
- . That the PAHO/WHO Country Representative Offices facilitate the resources that the WHD Focal Point needs so as to be able to perform the functions and thus become a true resource in support of the National Focal Point/Group and the activities of the Program.

E. GENERAL RECOMMENDATIONS

- . That the agenda for the Subcommittee on Planning include an item on Women, Health and Development which will permit the Special Subcommittee on Women, Health and Development to participate in analyzing the topic of women within the Organization and preparing a joint recommendation by both Subcommittees for the consideration of the Executive Committee.
- . That both PAHO and UNICEF, in reviewing the Letter of Intent from both organizations, determine a specific budget with a technical and a financial heading for each activity related to women within the various programs.
- . That there be support for the Organization's decision to hold internal technical discussions to analyze the concept of Women, Health, and Development, and make it operational.

The Subcommittee expressed its recognition of the important role played by Dr. Elsa Moreno as President of the Director's Internal Advisory Committee.

A N N E X E S

SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH AND DEVELOPMENT
Pan American Health Organization
Washington, D.C.
Room B
11-13 April 1989

AGENDA

1. Opening of the the Meeting
2. Election of the President, Vice-President, and Secretary
3. Adoption of the Agenda
4. Presentation and Discussion of the Regulations of the Special Subcommittee on WHD
5. Report of the WHD Program Activities for 1988-1989
 - Presentation of Projects:
 - . Women in Health and Development in Central America, Panama and Belize
 - . Use of Technology in the Integral Health of Women
 - . Study on the Participation of Women in Management of the Health Services Structure in Central America, Panama, Belize and Dominican Republic
 - . Feasibility Study for a Central American Information Network on Women in Health and Development in Central America, Panama and Belize
 - . Documentation System on Basic Legislation in the Health Sector for Latin America and the Caribbean
6. Other Matters
 - Analysis of the revised version of the document "Structure and Functions of the National Focal Point of the Program on Women, Health and Development"
 - Report of the Subcommitte on Women of the Staff Association
7. Presentation of the Final Report
8. Closure of the Meeting

*The Subcommittee will meet from 9:00 to 12:30 in the morning and from 2:00 to 5:00 in the afternoon.

SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH AND DEVELOPMENT
Pan American Health Organization
Washington, D. C.
11-13 April 1989

LIST OF PARTICIPANTS

Delegates

Mrs. Freda Paltiel
Senior Adviser
Status of Women
Department of National Health
and Welfare
Canada

Dra. Aída Gómez Palma
Chief
Judicial Department
Ministry of Health and
Social Welfare
San Salvador, El Salvador

Dr. Ana María Balparda
Director
Department of Human Resources
Ministry of Health
Montevideo, Uruguay

Dr. Glenda Maynard
Principal Medical Officer
(Community Service)
Ministry of Health
Trinidad and Tobago

Dr. Elsa Tenías de Salazar
Chief
Department of Communicable Diseases
Ministry of Health and Social Assistance
Venezuela

Observers

Ms. Myriam Tenenbaum
Program Coordinator
Inter-American Commission of
Women
Organization of American States
Washington, D.C.

Ms. Lola Rocha Sánchez
Regional Adviser
Program on Participation of
Women in Development
UNICEF
Bogotá, Colombia

Dr. Aura Loreto Rangel
Minister for the
Promotion of Women
Venezuela

RULES OF PROCEDURE OF THE
SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH AND DEVELOPMENT

PART I. NATURE AND FUNCTIONS

Rule 1. Nature

The Special Subcommittee on Women, Health and Development is an auxiliary consultative body of the Executive Committee.

Rule 2. Functions

Its functions are to follow-up and evaluate the activities carried out by the Program on Women, Health and Development and present recommendations to the Executive Committee.

PART II. MEETINGS

Rule 3. Number of Meetings

The Subcommittee shall hold an annual meeting, unless the Executive Committee decides otherwise. The meeting shall take place prior to the Executive Committee meeting which is normally held in June.

Rule 4. Convocation and Place of Meeting

The meeting shall be convoked by the Director of the Pan American Sanitary Bureau and shall be held at the Headquarters of the Pan American Health Organization.

Rule 5. Notice of Convocation

The Directorship of the Pan American Sanitary Bureau (PASB) shall notify the members of the Subcommittee of the dates of the meeting at least 30 days in advance.

Rule 6. Preparation of the Provisional Agenda

The Directorship of the PASB shall prepare the provisional agenda of each meeting and shall include all subjects and matters required by the Executive Committee and the Subcommittee.

**Rule 7. Notification of the Provisional Agenda and
Remission of Documents**

The Directorship of PASB shall send the provisional agenda and any related working documents to the representatives of the Member Countries of the Subcommittee at least 30 days in advance of the meeting of the Subcommittee.

Rule 8. Adoption of the Agenda

At the beginning of each meeting, the Subcommittee shall approve the provisional agenda referred to in Rule 6.

PART III. MEMBERS AND THEIR REPRESENTATIVES

Rule 9. Designation

The Subcommittee is made up of five Member Countries selected by the Executive Committee for a period of time to coincide with the terms of those countries as members of the Executive Committee.

Rule 10. Alternate

The representatives of a Member Country of the Subcommittee may be accompanied by an alternate.

Rule 11. Expenses

The expenses of the representatives of the Member Countries during the meeting of the Subcommittee shall be paid by the Pan American Sanitary Bureau, in accordance with the rules and regulations governing said expenses.

The alternate shall be paid by the Member Country of the Subcommittee.

PART IV. OFFICERS

Rule 12. Election of Officers

At the beginning of the first session of each meeting, the Subcommittee shall elect from among its members a President, a Vice-President and a Rapporteur.

Rule 13. Acting President

In the absence of the President, the Vice-President shall serve in her stead.

PART V. WORKING GROUPS

Rule 14. Working Groups

The Subcommittee, in consultation with the Directorship of PASB, may establish ad hoc working groups and assign to them any item of the agenda to study and report on.

PART VI. WORKING LANGUAGES

Rule 15. Working Languages

The working languages of the Subcommittee shall be English and Spanish.

PART VII. GENERAL PROVISION

Rule. 16. General Provision

These rules of procedure shall be subject to revision.

PART VIII. OBSERVERS

Rule 17. Observers

PASB shall invite as observers, representatives of the international agencies or other nongovernmental agencies that have relations with the Program on Women, Health and Development.

REPORT PRESENTED BY THE PROGRAM ON WOMEN, HEALTH AND DEVELOPMENT
TO THE SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH, AND DEVELOPMENT
OF THE EXECUTIVE COMMITTEE OF PAHO

Background

The Regional Forward-Looking Strategies for Women, Health, and Development, approved by the XXII Pan American Sanitary Conference (1986) in Resolution XII, are being implemented in the great majority of PAHO Member Countries through their own efforts, with the support of the Organization. These strategies were prepared to provide orientation to PAHO and its Member Governments in their efforts to comprehensively understand, promote, and handle the situation of women, and to support the mobilization of national will and resources in order to strengthen the capacity and self-reliance of each country and promote cooperation among the countries in WHD activities.

PAHO integrated the Program on Women, Health, and Development (WHD) into its organizational structure, its purpose being to collaborate with the Member Governments in incorporating women into health and development activities of the Region. The goals and activities of the Program are a comprehensive part of the Regional Strategies of PAHO for achievement of the goal of Health for All by the Year 2000. The Program is in the process of bringing its activities into line with most of the Organization's programs and it serves as a support for the countries in the promotion and implementation of the eight Regional Strategies for WHD that refer to the strengthening of Focal Points, which constitute the links between the Ministries of Health and other organizations in the countries in the execution of WHD activities; the development of plans of action; intersectoral collaboration; research and dissemination of information; community participation and health education; training and professional and technical development; resource mobilization; legislation; and access to health services.

The specific functions of the Program are promotion, information dissemination, coordination, execution, follow-up and evaluation, and support of activities affecting women. These functions reflect the goal of promoting technical cooperation among countries and development of the potential of each country as a productive unit for WHD. The global strategy of the Program is to achieve objectives directed toward modifying the current deterioration in the health and general well-being of women in the Region--a situation which has been made acute by the economic crisis, especially by the impact of the external debt--as well as toward stimulating the mobilization of national and international resources to produce the concerted effort by governmental and nongovernmental institutions, universities, research centers, and women's associations and organizations that is indispensable if the well-being of women is to be improved and this change translated into active participation by women in the comprehensive development of their countries.

Special Subcommittee on Women, Health, and Development

In order to support implementation of both the Strategies as well as other actions in the Region, in Resolution XVII of its Directing Council (1980) PAHO created the Special Subcommittee on Women, Health, and Development of the Executive Committee, whose purpose is to monitor the progress of the Program in the countries, to propose solutions to priority problems, and to promote concerted action for WHD. This Subcommittee helped to formulate the Regional Forward-Looking Strategies of the Program on Women, Health and Development and to prepare the Regional Five-Year Plan of Action for Women, Health, and Development (1980-1985). The Subcommittee meets annually.

In addition, in 1985 the Internal Advisory Committee for the WHD Program was created for the purpose of advising the Director on that Program and promoting interprogrammatic activities within the Organization so that the Program's defined objectives and priorities are achieved.

Furthermore, close ties exist between the Subcommittee on Women of the Staff Association and the WHD Program.

Activities Carried Out in 1988

There were various activities in cooperation with the technical programs and units of the Organization, both in the countries and in the Region, for the implementation and strengthening of the Regional Strategies for WHD in the countries.

I. Strengthening of Focal Points and Development of Plans of Action

The technical programs are in the process of contributing to the strengthening of the National Focal Points (NFP) and those of PAHO/WHO through the promotion of their participation in workshops, consultantships, and other meetings of women's groups in the countries, as well as in the participation in researches and studies relevant to the strategies established by the Organization in the field of women, health and development.

II. Intersectoral Collaboration

The Program for Health Services Development (HSD) has prepared three documents on social participation in Local Health Systems (SILOS). The documents emphasize the intersectoral strategy being applied in the area of women, health and development in the local health systems. This intersectoral approach has had special relevance in the promotion of policies directed at elderly women.

III. Research and Information Dissemination

An important achievement, through the Program on Research Coordination (DRC), has been the decision to include the area of Women, Health, and Development among the research priorities of the Organization. This makes it possible to carry out integrated research on women's health and its biological, cultural, social, economic, and political conditions, in order to define policies and actions geared specifically toward women. During 1988 promotion of this type of research continued.

The Maternal and Child Health Program (HPM), in response to the priority to reduce the incidence of maternal mortality, organized a meeting in Sao Paulo, Brazil in April in which researches and programs on the topic were analyzed.. The cooperation of the WHD Focal Points was considered important in providing the impetus for evaluation of the observed mortality rates and in making information available to the Subcommittee.

HPM promoted the preparation of projects aimed at improving the registry of maternal mortality and the quality of services for women in Argentina, Brazil, Colombia, and Mexico.

The Health of Adults Program (HPA) presented a report on activities carried out in relation to breast cancer and cervical cancer, the problems associated with alcohol consumption and use of tobacco, mental health, and the health problems of elderly women, among others. It was considered that in order to confront this problem, it would be necessary to develop research models on interventions and special programs for women.

With regard to cancer in women, two workshops were held on detection of breast cancer (June-Costa Rica) and gynecological cancer (February-Cuba).

HPA, with the collaboration of the WHD Program, concluded an agreement with the American Association of Retired Persons (AARP) to analyze the problems of mid-life and older women in view of socioeconomic and health factors. A document was prepared on that topic which formed the basis for discussion at a meeting of researchers held in October at the Organization's Headquarters. The recommendations that came out of that meeting reflect the need for: expansion of the conceptual framework for this problem; stimulation and promotion of studies and research on the overall health of that group of women; community participation; health policy review; the recognition of aging as a vital process; and socioeconomic and legal support for the population of mid-life and older women. It was agreed to support a network of governmental and nongovernmental organizations working in that area in order to promote meetings to exchange experiences, as well as research, statistics, and studies for dissemination.

At the initiative of the Program on Health Policy Development (HSP), within the Organization the topic "Use of Technology in the Integral Health of Women" was analyzed. A preliminary working document was prepared on the state of the art of some technologies frequently used by women, together with an approximate assessment of the current pattern of use in the countries of the Region.

IV. Community Participation and Promotion in Health

The Program on Adolescent Health was created within the Maternal and Child Health Program, with an interprogrammatic character, which participates in the activities of the Programs on Adult Health (HPA) and Development of Health Services (HSD).

HSD devised educational guidelines for working in the communities with adolescent populations. The guidelines cover the bodily and emotional changes of adolescents, abuse and prevention of the use of drugs and tobacco, family planning, and life-planning skills.

HPM and HPA prepared a position document on the Program of Adolescent Health. For the first time the specific topic of Women and Tobacco was included in the Subregional Meeting on Tobacco Use in Middle America (November-Guatemala).

V. Professional and Technical Training and Development

Training activities in geriatric and psychiatric nursing were undertaken on a regional basis in Colombia and Venezuela through workshops which, by dint of the gender of the participants, will hopefully tend towards developing women health professionals in the advancements taking place in this area.

VI. Resource Mobilization

The technical programs promoted the mobilization of human, financial and institutional resources at the country level and with different international agencies and governments, nongovernmental organisms and those related to WHD. This mobilization of resources was especially important for the subregional projects of Central America and the Caribbean.

VII. Legislation

The Program of Policy Development (HSP) is organizing the documentation on basic legislation of the health sector in Latin America and the Caribbean. This system was designed as a mechanism for the collection, classification, dissemination, and analysis of health legislation in those areas. The possibility is also foreseen of providing studies to analyze health legislation, in its broad sense and multisectoral connotation, in order to determine advances, recognize gaps, and promote the passing of the legislation necessary to bring it up-to-date.

In its initial stage, the system is able to fulfill the legislative needs of the Program on Women, Health and Development, as well as those of the other programs and units at Headquarters, in the countries, at universities, and at other centers and entities interested in health legislation, in keeping with the above-mentioned objectives.

VIII. Access to Health Services

The strategy of strengthening the Local Health Systems (SILOS) has channeled the work of the entire Organization towards the goal of providing equal access to health services for the population in a quantitative and qualitative manner. Therefore, vulnerable groups such as women and children are given priority.

PAHO and the World Bank are financing the preparation and implementation of a project entitled "Water, Women, and Development," which is being carried out in three Mexican States. This project aims at guaranteeing access to basic sanitation services.

Situation of Women at PAHO

An increasing number of women were used by the Organization as short-term consultants and temporary advisers, although the proportion of women to men has not increased. During the year little progress was made in the representation of women in permanent posts at the decision-making level. Because progress toward the 30% goal set for the year 1990 has been slow, redoubled efforts are necessary, along with the initiation of research on the utilization of new strategies, keeping in mind the fact that a significant factor affecting the placement of more women in PAHO's professional posts and decision-making levels is their limited access to the decision-making levels of the health field in their countries.

Specific Activities of the WHD Program Completed During the Year:

- Promotion and sponsorship of the First Seminar on "Participation of Women in Community Health Programs" (February 1988) in Santiago, Cuba. This gave rise to new strategies for strengthening the role of women in that area.

- In fulfillment of the recommendation of the Latin American Meeting on WHD, held in Caracas, Venezuela in September 1987, that subregional meetings be held so that the Member Countries of PAHO can prepare plans of action leading to the implementation and strengthening of the Regional Strategies for WHD, the following workshops and meetings were carried out during the year for discussion of the profiles prepared for that purpose on the "Situation of Women and their Health Conditions" in each of the subregions:

. The Caribbean Workshop on Women, Health, and Development was organized by PAHO, CARICOM, and the Government of Trinidad and Tobago. It was carried out in Port-of-Spain, Trinidad in May 1988. Delegations attended from

the English-speaking and French-speaking Caribbean, and from most of the National Focal Points of the WHD Program, along with representatives from several international agencies. The participating Caribbean countries, in collaboration with the other members of the Workshop, prepared a Subregional Plan of Action on Women, Health, and Development, which will be executed at the subregional level during the 1988-1989 biennium.

. The Andean Subregional Workshop on Women, Health, and Development was held in Bogotá, Colombia in July in cooperation with the Ministry of Health of Colombia. The participants included delegates from Bolivia, Colombia, Ecuador, Peru, and Venezuela, along with representatives from other international and national agencies. That meeting produced a Plan of Action for the subregion.

. The First Meeting on Women, Health and Development in Central America, Panama, and Belize. This meeting took place in Managua, Nicaragua from 28 August to 1 September in conjunction with PAHO, the Ministry of Health of Nicaragua and the Association of Nicaraguan Women Luisa Amanda Espinoza (AMNLAE). There were representatives from Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, and Panama. Representatives of international agencies and other countries interested in the topic of WHD were invited as observers. Prior to the meeting a profile project was formulated on "Women in Health and Development in Central America and Panama" which was presented as part of the Plan for Priority Health Needs in Central America and Panama (PPS/CAP) in the Second Conference in Madrid, Spain (April 1988). This profile constituted the basis for preparing the preliminary proposal of the Project which was analyzed and strengthened in Managua.. The participants at this meeting elaborated a short-term plan to promote the Project.

The Project has undergone various stages and is at present in the stage of mobilizing resources, structuring the international support (creation of multisectoral National Commissions)--necessary to execute these stages--, contact with other international agencies and with potential donor countries in order to facilitate the Project's implementation. Furthermore, the countries are elaborating their operational plans for the Project for the biennium 1989-1990, and PAHO is preparing a plan for the first phase with emphasis on women's health conditions in Central America for the same period in order to integrate the regional, subregional, and national actions.

In the context of this Project the following activities were initiated:

a) In conjunction with the Program for Health Services Development (HSD) a "Study on the Participation of Women in Management of the Health Services Structure" in Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, and the Dominican Republic has been prepared. This preliminary study is part of the activities of the Subregional WHD Project for Central America. The countries are in the process of gathering more of the information necessary for presentation and analysis at a Seminar-Workshop in Costa Rica in June.

b) With the support of the Latin American Center on Demography (CELADE), work is currently being carried out on a "Feasibility Study for the Central American Information Network on Women in Health and Development in Central America, Panama, and Belize" which will help to achieve the objectives of the Subregional Project on WHD for Central America. Interviews are continuing in the countries to compile the necessary information.

. The Subregional Meeting on Women, Health, and Development in the Southern Cone was held in Buenos Aires, Argentina in November, with the cosponsorship of the Ministry of Health and Social Action of Argentina. There were representatives from Argentina, Brazil, Chile, Paraguay, and Uruguay, with Bolivia present as an observer. Also in attendance were representatives from international agencies and other national institutions that deal with women. The participants prepared a declaration and a set of recommendations, as well as a Plan of Action for the 1989-1990 biennium that the Ministers of Health of the Southern Cone adopted during their Second Meeting.

- Present at all these meetings were the National Focal Points and those from the PAHO/WHO WHD Program. More than 350 professional and high-level women were mobilized in the four subregions to promote the Program and the Regional Strategies; to exchange national experiences; and to prepare subregional plans of action for WHD in order to promote cooperation among developing countries.

- In addition, among other activities, there is continued support for the establishment of information and documentation centers in the countries of the Region.

Activities with International Agencies and Others

- The activities of the WHD Program expanded notably, through invitations to and/or participation in the activities of other organizations of the inter-American system, such as the Inter-American Development Bank (IDB) and the Inter-American Commission on Women of the Organization of American States (ICW/OAS), or of the United Nations system, such as UNICEF, the World Bank, UNIFEM, and INSTRAW, as well as participation in PAHO events and those of other nongovernmental international organizations, such as the International Council of Women. The relations with such agencies are an attempt to sensitize them, and to thus create an interagency institutional network on women's affairs, to exchange information, and to promote coordination in activities, efforts, and resources at the regional, subregional, and national levels.

- From 16-18 February 1988 in Bogotá, Colombia the VI Technical Meeting on Interagency Cooperation between UNICEF and PAHO/WHO was held. It covered the topic of WHD, and reports were made on the advances of the Regional Program and on its programming. It was agreed to promote communication and coordination in the countries among the National Focal Points for the WHD Program and those for PAHO/WHO and for UNICEF.

At the regional level, it was agreed to establish continuing coordination among the Regional Advisers of the women's programs in both organizations for the exchange of information and coordinated conduct of activities. The Advisers took part in the meetings of their respective organizations. UNICEF attended as an observer at the Special Subcommittee on WHD of the Executive Committee of PAHO.

- The PAHO/WHO Regional Adviser attended a workshop on evaluation of the Focal Points of the UNICEF Regional Program on the Participation of Women in Development which was offered in Caracas, Venezuela from 23-26 February. At this last meeting a preliminary proposal was made for a joint PAHO/UNICEF plan of work that includes a continuous information exchange among the Focal Points of the programs of both organizations in the countries, and their participation in meetings convened by those agencies.

The WHD Program was represented at the following activities:

- The Regional Adviser was invited to take part in the Commemoration of the sixtieth anniversary of the creation of the Inter-American Commission on Women, a specialized organ of the Organization of American States, in February in Washington, D.C.

- During the celebration of Women's Week in Puerto Rico (8-12 March), the School of Health-Related Professions of the University of Puerto Rico invited the Regional Adviser of the Program to deliver a conference on "Women and Health in the American Hemisphere" and to take part in a colloquium on "Women and Health in the Professions."

- The Regional Adviser of the Program on Women, Health and Development and the Coordinator of the Program on Health of Adults participated in the meeting of the International Federation of Women in Washington, D.C. which had as its theme Health Issues Related to Middle Age and Elderly Women in the Region of the Americas (June 1988).

- The topic of Women's Health in the Regional of the Americas was likewise presented in the University of Iowa during a visit by PAHO to said university.

- The Regional Adviser was also a lecturer at the National Symposium on "Changing Patterns of Health and Disease among Canadian Women", held in Ottawa in April 1988.

- In June 1988, in light of the celebration of the centennial of the International Council of Women in Washington, D.C., the Regional Adviser, representing PAHO/WHO, gave a presentation on the content and evolution of the WHD Program in both organizations.

- Also in October, at the headquarters of the Organization of American States, the Regional Adviser made a presentation before the XXIV Assembly of Delegates from the Inter-American Commission on Women of the OAS, speaking about "Activities of the Pan American Health Organization with regard to women's progress and incorporation into the development process."

Activities Carried Out from January to March 1989 (Activities centered primarily on providing support to the Central American Project).

- The following activities were carried out in relation to the "Subregional Project on Women in Health and Development in Central America, Panama, and Belize":

. International agencies were contacted through trips made by DEC, DAP, and PWD personnel (UNFPA, UNDP, UNICEF, ILO, UNESCO) to explore possibilities for cooperation. Thus far, preliminary expressions of interest have been received from some of these agencies. An official position on the matter should be forthcoming.

. The Assistant Director of PAHO and the Regional Adviser of the WHD Program have traveled to the countries of Central America in order to promote the Project, particularly to foster the continued creation of the National Commissions that are in the process of being formed in most of the countries.

. Contact is being made with donor countries, including: Spain (the Institute of Spanish Women, the Institute for Ibero-American Cooperation, and the Institute of Promotion for Development); Italy (the Italian Association for the Development of Women and the International Center for Technical Development and Vocational Training of the International Labor Organization); and the Nordic countries (support to the Subproject on Health, proposal is being prepared).

. The members of the interprogrammatic group for the Project (DAP, DEC, HPM, PWD, AD, POC) meet on a continuing basis with each other and with the Director and the Assistant Director in order to perform follow-up, and to coordinate the activities for implementation of the Project on Women, Health and Development in Central America.

. Meetings have been held with the technical programs in order to initiate preparation of the first phase with emphasis on the health conditions of women in Central America. Two consultants are being contracted to support this activity, and they will be presented to the Nordic delegation that will visit PAHO at the end of April, in view of the interest in supporting the health component of the Project which that group expressed in January.

. There is continued support for the national studies in Central America, Panama, Belize, and the Dominican Republic on "The Participation of Women in Management of the Health Services Structure," which will be presented at the Seminar-Workshop "Women, Management, and Health" in San José, Costa Rica in June.

. Work continues on the "Feasibility Study for the Central American Information Network on Women in Health and Development in Central America, Panama, and Belize" which PAHO is carrying out with the collaboration of the Latin American Center on Demography (CELADE-Costa Rica). The study will reach its conclusion in June.

. Contact is being made with Representatives of UNESCO and the Latin American Center on Demography (CELADE) for Central America located in Costa Rica and there have been visits to the Central American Institute of Business Administration (INCAE) in relation to the Seminar-Workshop on "Women, Management, and Health."

- The International Development Research Center (IDRC) of Canada has been contacted as part of the preparation and presentation of a research proposal based on the content of the Plan of Action prepared at the Subregional Workshop on WHD in the Caribbean (May 1988). The proposal has been submitted for IDRC consideration and a reply is awaited.

- Support continues for the study "Use of Technology in the Integral Health of Women," which is being carried out by the Program for Health Policy Development (HSP).

- Initial preparation began on the national assessments (Bolivia, Colombia, Ecuador, Peru, and Venezuela) of the "Situation of Women's Mental Health" to be submitted as a document for analysis at the Working Group of the Andean Subregion which will meet in November 1989.

- A report and support material were prepared for the Special Subcommittee on Women, Health, and Development of the Executive Committee of PAHO.

- The Regional Adviser was present as an observer at the IX Session of the Executive Board of the International Institute of Research and Training for the Promotion of Women (INSTRAW) which was held in February in Santo Domingo, the Dominican Republic. The meeting gave rise to possible lines of cooperation between PAHO and INSTRAW.

- The Regional Adviser also attended a meeting of international and United States agencies which was held at the headquarters of the Inter-American Development Bank (IDB) and whose purpose was to present the Coordinator of the IDB's Program for the Participation of Women in Development.

- In order to commemorate "International Women's Day" (on 8 March), the WHD Program invited the entire Organization, together with international and nongovernmental agencies located in Washington, D.C., to participate in a Cinema-Forum at which the film "Miriam's View" ("La Mirada de Miriam") was shown. After the film there was a multidisciplinary panel that included professionals from the different technical programs of the Organization.

- At the annual PAHO/UNICEF meeting, the WHD Program gave a presentation on collaboration between the Women's Programs of the two organizations. It was agreed to officially define UNICEF's specific collaboration for the Central American Project.

Activities to be Carried Out from April to December 1989

- The annual meeting of the Special Subcommittee on Women, Health, and Development of the Executive Committee of PAHO will be held from 11 to 13 April at Organization's Headquarters. Taking part will be the Member Countries of the Subcommittee (Canada, El Salvador, Trinidad and Tobago, Uruguay, and Venezuela) and observers from international agencies and the Organization.

- Various activities in relation to the Central American Project will continue:

. The Seminar-Workshop on "Women, Management, and Health" will be held at the Central American Institute of Business Administration (INCAE) in collaboration with PAHO in June. The participants will include women who are leaders at the managerial level of the health sector in Central America, and observers from the subregional initiatives (Andean and Southern Cone).

. At PAHO the "Feasibility Study for the Central American Information Network on Women in Health and Development in Central America, Panama, and Belize" will be presented (during the first week of June 1989).

. There will be a meeting with the international agencies with a view toward defining cooperation with PAHO for the WHD Project in Central America (tentatively during the second half of June).

. There will be a meeting for follow-up on the different Project activities which will be held in one of the participating countries.

- The Regional Adviser will take part in the evaluation of the Regional Program on the Participation of Women in Development of UNICEF (May).

- There will be a brainstorming session at PAHO in order to discuss the concept of Women, Health, and Development, and the operationalization of that concept.

- There will be review and preparation of the support documents for the Technical Discussions of WHD that will take place in September.

- A comprehensive preliminary proposal on WHD for the Andean Subregion will be prepared, based on the Plan proposed in Bogotá in July 1988.

- Informative material (brochures, bibliographies, audiovisual material) will be produced.

STRUCTURE AND FUNCTIONS OF THE NATIONAL FOCAL POINT/GROUP OF
THE PROGRAM ON WOMEN, HEALTH AND DEVELOPMENT

1. Justification

In 1982 the XXI Pan American Sanitary Conference adopted Resolution XXVII on Women, Health and Development (WHD). This resolution, in its operational paragraph 2, recommended that the Organization's Member Governments:

"...establish a focal point in each country to coordinate intersectoral activities related to women, health and development."*

The above-cited resolution recommends in the same paragraph that there be planning, coordination, and execution of various activities in the area of women, health, and development at the national level so as to give women a consistently increasing role in the development process of their countries through growing involvement in all national sectors, in order to attain the goal of Health for All by the Year 2000.

In September 1986 the XXII Pan American Sanitary Conference adopted Resolution XII, in which the eight Regional Forward-Looking Strategies were approved: Women, Health and Development, which highlight the various activities to be promoted and carried out by the countries during the period 1987-1990 in order to improve the health status and well-being of women with the support of the Regional Program on WHD. In that same resolution the Member Countries were encouraged to "strengthen the National Focal Points for Women, Health and Development by delegating authority to them and providing them with the resources necessary to better carry out their functions."

* In fulfillment of this recommendation, at present all Member Countries of the Organization have nominated a National Focal Point (NFP) which is operating for the most part in the Ministries of Health. In addition, in the PAHO/WHO Country Representative Offices of each country a person has been designated to promote and coordinate the activities on Women, Health and Development with the NFP. However, there are various limitations that have a negative effect on the performance of the NFPs, requiring therefor a redefinition of their structure and functions as well as the decided support from the governments in order to achieve the objectives and goals of the Program and those of the Regional Strategies in the countries.

Implementing these eight Strategies in the countries requires measures that are multidisciplinary, institutional, and multisectoral, as well as coordination with women's organizations.. The complexity of these measures calls for the institutionalization of a National Focal Point/Group (NFP/G) in the Member Countries as an essential supporting team to perform the functions of promotion, information, coordination, support, programming, execution, monitoring, evaluation, and representation for the national plans and programs in the different countries.

PAHO/WHO's responsibility to cooperate with the countries in implementing plans that make women participants in the overall development process poses a challenge thereby making the institutionalization of the NFP/G an obligatory action.

2. Characteristics of the NFP/G

The NFP/G would be an effective link between the PWHD and the national programs, whether through the Ministries of Health or through other institutions directly related to the area of WHD, with the participation of the PAHO/WHO Country Representative Offices. The NFP/G could be a multidisciplinary and intersectoral team, made up of officials of the different sectors and women's organizations, having real decision-making functions and technical capabilities that ensure the permanent incorporation of WHD plans into the various national plans. In this way the NFP/G would contribute to coordinating and increasing cooperation activities in the country.

3. Functions of the NFP/NFG

3.1 Policy Development. To ensure that WHD be integrated into the development plans of the countries.

3.2 Promotion. To promote the implementation of the Regional Strategies for WHD, the formulation of national policies, plans, and programs on the subject, and the development of activities in the health sector and other related sectors, as appropriate.

3.3 Information. To facilitate a steady flow of information to the WHD Program about national activities being carried out in its areas of interest, and to contribute to the creation and continuous updating of the regional data bank.

3.4 Coordination. The NFP/G would serve as a permanent link between the PWHD and the public and private institutions of the health sector and the sectors related directly or indirectly to the areas included in the objectives to be achieved.

3.5 Execution. The NFP/G would be responsible for supporting and, as needed, for carrying out the PWHD activities.

3.6 Support. The NFP/G would constitute a source of support in all aspects in the countries and the Region, and would become particularly important in the identification and mobilization of human resources and of institutional and financial resources from international agencies and nongovernmental organizations maintaining offices in the country.

3.7 Monitoring and Evaluation. Ongoing evaluation of WHD plans is an essential stage in determining the effectiveness of programs. The NFP/G would participate in the design of the monitoring and evaluation models.

3.8 Representation. The NFP/G would represent the PWHD in its country, and the activities of this representation will be at the discretion of the governments.

DRAFT RESOLUTION

The 103rd MEETING OF THE EXECUTIVE COMMITTEE,

Having seen the report of the Special Subcommittee on Women, Health and Development (Doc.),

RESOLVES:

To recommend the present draft resolution to the XXXIV Meeting of the Directing Council for its approval:

THE XXXIV MEETING OF THE DIRECTING COUNCIL,

Having seen the report of the Special Subcommittee on Women, Health and Development (Doc.),

Having taken into account the previous resolutions approved by the Governing Bodies of PAHO on women, health and development, particularly Resolutions CSP22.R12 of the XXII Pan American Sanitary Conference, and IX of the Directing Council,

RESOLVES:

- 1) To request the Member Governments to:
 - a) Strengthen and support the National Focal Point/Group, which has a multisectoral and multidisciplinary character and political and technical capacity, so as to more adequately and effectively implement the Regional Strategies of the Program.
 - b) Support the Project "Women in Health and Development in Central America, Panama and Belize" given the strategic importance it represents in stimulating the effective participation of women in the development process in the countries of the Region.

2) To recommend that the Director:

- a) Promote and encourage the Member Governments of the Organization to support the National Focal Point/Group for the Program on Women, Health and Development, as a multisectoral and multidisciplinary entity with political and technical capacity, so as to be able to coherently execute the objectives and Regional Strategies of the Program in the countries.
- b) Strengthen the Focal Point in the PAHO/WHO Country Representative Offices in order to dedicate time and resources to the activities of the Program on Women, Health and Development and provide greater support to the activities of the National Focal Point/Group.
- c) Include, beginning in 1989, a chapter on Women, Health and Development in the Scientific Publication "Health Conditions in the Americas."
- d) Update in 1990 and every four years the Scientific Publication entitled "The Health of Women in the Americas," which thus far is the sole reference document in this field, and
- e) Initiate an annual publication on the topic "Women in Health and Development" in order to disseminate the specific activities of the Program on Women, Health and Development in the Region.
- f) Strengthen the mechanisms for seeking out, recruiting, and promoting women in professional and decision-making positions.

REPORT OF THE SUBCOMMITTEE ON WOMEN
OF THE PAHO STAFF ASSOCIATION

The objectives of the Subcommittee on Women of the PAHO Staff Association are to collaborate with the Administration in approving the working conditions of women; in recruiting women to permanent staff positions, as short-term consultants, and as temporary advisers; in promoting the career advancement of women staff; and in enhancing the participation of women at the highest levels of the Organization.

The situation of women in PAHO has not changed substantially during the last few years. In March 1986, 88% of the positions P4 and above were occupied by men and 12% by women. As of March 1989, there were 308 positions P4 and above, of which 84% (260) are occupied by men and 16% (48) occupied by women, an increase of 4% for women. In 1986, there were no women in the highest category (D2-UG) and this situation remains true in 1989. Whereas in 1986, 16.7% of the P6-D1 positions were occupied by women, in 1989 there are no women occupying any of these positions. The percentage of women in the highest decision-making positions (P6 and above) has decreased to 0. Only the P4 and P5 positions in the field have increased slightly.

The Subcommittee, recognizing this situation, requested a meeting with the Director, held on 22 November 1988, to discuss the retirement of 13 women P4 and above during 1988-1990 (1 D1, 1 P6, 5 P5, 6 P4).

The Director agreed that it is necessary to increase the number of women in decision-making positions. To this end, the Director instituted a policy regarding the selection of professional positions that states: When there is not an acceptable number of qualified women candidates, the selection procedures will not go forward, the Subcommittee of the Staff Association will be informed, and the vacancy notice will be reannounced. The technical program will be asked to reissue the vacancy notice and to present qualified women candidates. In the second round the selection will proceed with the available candidates. Additionally, the Director agreed to establish accountability procedures during the evaluation procedures of PAHO programs, country offices, centers, and the Administration in the recruitment of women.

It was agreed that the Subcommittee would meet with the the Director at least two times a year to discuss issues relating to women in PAHO. During the meeting in June, the Subcommittee will discuss procedures relating to accountability and to recruitment. During the meeting in December, issues relating to women in the field offices will be discussed. To this end, a letter has been sent to the Local Organizations requesting information on the situation of women. Women PWRs and Center Directors have been requested to participate with the Subcommittee in the December meeting.