

*executive committee of
the directing council*



**PAN AMERICAN
HEALTH
ORGANIZATION**

*working party of
the regional committee*

**WORLD
HEALTH
ORGANIZATION**



113th Meeting
Washington, D.C.
27 June-1 July 1994

Provisional Agenda Item 3.2

CE113/6 (Eng.)

12 May 1994

ORIGINAL: ENGLISH-SPANISH

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

The 14th Meeting of the Special Subcommittee on Women, Health, and Development of the Executive Committee was held at the Headquarters of the Pan American Health Organization in Washington, D.C., 4-6 April 1994. The Officers of the meeting were Dr. Ana María Balparda of Uruguay, as Chair; Dr. Guillermo Frías of Peru, as Vice Chair; and Mrs. Elma Dougan of Saint Vincent and the Grenadines, as Rapporteur.

After presentation of the report on the delivery of technical cooperation under PAHO's Women, Health and Development Program during the quadrennium 1991-1994, the Subcommittee noted that the principal challenge in promoting the gender approach was not so much a problem of mobilizing financial resources as one of motivation. It was recommended that PAHO prepare and provide the Member States with a method that would make it possible to identify gender inequalities that affect the health of men and women.

A review was presented of interagency activities for the World Conference on Women, to be held in Beijing, China, in 1995. There was consensus regarding the fundamental role played by the nongovernmental organizations (NGOs) in this endeavor and the priority that should be assigned to the topics of violence and AIDS.

Analysis was made of PAHO's working experiences in Chile in promoting systematic links between the governmental sector and Chilean NGOs with programs in the area of women and health. The Subcommittee recommended that PAHO promote and facilitate opportunities for dialogue and joint planning and programming between the

official health sector and the NGOs that deal with issues concerning the health of women as it relates to development.

As regards the topic "Promotion and Development of Research on Women, Gender, and Communicable Diseases," a report was made on the research proposals presented to the Small Grants Program sponsored and financed by the UNDP/World Bank/WHO Special Program for Research and Training in Tropical Diseases (TDR). During the discussion it was emphasized that it was essential to translate the data produced by research into information that could be utilized by the control program.

The Subcommittee approved the plan of action proposed in the document "Development of Basic Indicators to Monitor and Evaluate the Health Status of Women" to implement a regional system for monitoring and evaluating the health situation of women and health disparities linked to gender.

After presentation of the preliminary results of the "Study on the Barriers that Limit the Recruitment of Women to Professional Posts in the Pan American Sanitary Bureau," the Subcommittee recommended that the study already in progress be completed and presented to the 15th Meeting of the Subcommittee in 1995. PAHO was urged to continue its efforts to hire and promote women to P5 and higher level posts.

The Executive Committee is requested to review the annexed report and comment on it as a contribution to the development of this topic.

Annex



PAN AMERICAN HEALTH ORGANIZATION
EXECUTIVE COMMITTEE OF THE DIRECTING COUNCIL
SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH, AND DEVELOPMENT



CE113/6 (Eng.)
ANNEX

14th Meeting
Washington, D.C., 4-6 April 1994

MSD14/FR (Eng.)
6 April 1994
ORIGINAL: ENGLISH

FINAL REPORT

FINAL REPORT

The 14th Meeting of the Special Subcommittee on Women, Health, and Development of the Executive Committee was held at the Headquarters of the Pan American Health Organization, in Washington, D.C., on 4-6 April 1994.

PARTICIPANTS

The meeting was attended by representatives of the following Governments elected by the Executive Committee to membership on the Subcommittee: Canada, Honduras, Peru, Saint Vincent and the Grenadines, and Uruguay. Three countries were represented by observers: Argentina, Mexico, and Puerto Rico.

Also attending in the capacity of observer were representatives of the Inter-American Commission on Women (Organization of American States) and of the Centro de Estudios de la Mujer (Chile).

OPENING OF THE MEETING

Dr. Carlyle Guerra de Macedo, Director of PAHO, opened the meeting by welcoming the members of the Subcommittee and the other participants, wishing them success in their deliberations.

OFFICERS

The following officers were elected:

Chair:	Dr. Ana María Balparda, Uruguay
Vice Chair:	Dr. Guillermo Frías, Peru
Rapporteur:	Mrs. Elma Dougan, Saint Vincent and the Grenadines
Secretary <i>ex officio</i> :	Dr. Carlyle Guerra de Macedo, Director, PAHO
Technical Secretary:	Dr. Pamela Hartigan, Coordinator of the Regional Program on Women, Health, and Development, PAHO

AGENDA

The Subcommittee approved the proposed agenda:

1. Opening of the Meeting
2. Election of the Chair, Vice Chair, and Rapporteur
3. Adoption of the Agenda
4. Quadrennial Report on Technical Cooperation in Women, Health, and Development during 1991-1994
5. Interagency Preparatory Activities for the World Conference on Women
6. Chile: NGO-Government Collaboration in Women, Health, and Development
7. Promotion and Development of Research on Women, Gender, and Communicable Diseases
8. Development of Basic Indicators to Monitor and Evaluate the Health Status of Women
9. Study of the Barriers that Limit the Recruitment of Women to Professional Posts in the Pan American Sanitary Bureau
10. Other Matters

PRESENTATIONS, DISCUSSIONS, AND RECOMMENDATIONS

Item 4: Quadrennial Report on Technical Cooperation in Women, Health, and Development during 1991-1994

Dr. Pamela Hartigan of the Regional Program on Women, Health, and Development, PAHO, gave the presentation. She pointed out that the root cause of the problems that the Program seeks to address is the relation between the sexes, specifically the social disadvantage or subordination in relation to men which women as a group experience in almost all societies. This disadvantage translates into various indicators of the health-disease process and of participation in the health system. Dr. Hartigan emphasized that initiatives at the country level aimed at bringing a gender-based perspective to bear on the task of health and development have moved forward largely

as a result of the designation of focal points at the level of each of the PAHO Representative Offices, which have promoted activities toward this end.

With the goal of coordinating efforts and arriving at unified criteria, in February of this year PAHO sponsored in Quito, Ecuador, the First Meeting of Focal Points for the Program on Women, Health, and Development in the Spanish-speaking countries and Brazil. Participants at the meeting agreed unanimously that the Program's priority in 1994 will be to achieve the systematic incorporation of the gender-based approach in PAHO at Headquarters and in the countries. This will be realized by means of workshops aimed at sensitization and training in health planning using a gender-based approach, first at the level of upper management and subsequently with technical staff at Headquarters and in the countries. It was also agreed at the meeting to promote four areas as priorities for the mobilization of extrabudgetary resources intended to meet critical gender-related needs in health: (a) violence against women and girls; (b) prostitution and trafficking in women and its impact on their health; (c) gender, health, and the older adult woman; and (d) indigenous women, gender, and health.

Other important tasks for the Program in 1994 include efforts to strengthen relations with nongovernmental and grass-roots organizations that work on matters concerning women, as well as to achieve closer coordination with other international organizations that have emphasized a gender-based approach in their work.

The Subcommittee was asked to approve these lines of action that are proposed for the work of the Program in 1994.

Summary of the Discussion

Some participants believed that the principal challenge in promoting the gender-based approach is not so much a problem of mobilizing financial resources as a problem of motivation. There was general agreement regarding the difficulty of promoting an understanding of this concept and of the fact that a gender-based approach is relevant not only to women, but also to specific situations facing men on account of their sex. There was emphasis on the importance of education and research, and on the need to seek the social, cultural, and economic causes that have led to the marginalization of women. In analyzing this last point, the participants noted that other minority, ethnic, and age groups should also be taken into account.

Recommendations

The Subcommittee approved the lines of action proposed by the Regional Program on Women, Health, and Development for 1994 and recommended that PAHO:

- develop and provide to the Member States a tool for identifying gender inequalities in health service delivery;
- develop and promote a system to monitor and evaluate the health situation of women and the differences in relation to the health status of men;
- assist the countries in incorporating a gender-based perspective in the development of basic information systems at the local level;
- continue to strengthen research in the Member States that sheds light on the relations between gender and health, particularly research that can be replicated in similar situations.

Item 5: Interagency Preparatory Activities for the World Conference on Women

This topic was also presented by Dr. Pamela Hartigan of the Regional Program on Women, Health, and Development. She first reviewed the historical background of the conference, going back to the creation in 1930 of the Inter-American Commission on Women of the Organization of American States. Dr. Hartigan reported on the activities being carried out under the coordination of ECLAC at the level of the countries, international agencies, nongovernmental organizations (NGOs), and PAHO, in preparation for the next Regional Conference to be held in Buenos Aires in September 1994 and for the World Conference on Women in Beijing in 1995.

One of the concerns expressed in the meetings convened by ECLAC was that the countries have not been provided with sufficient time and human resources to coordinate their preparatory activities. In response to this concern, ECLAC has sent a letter to the national chanceries requesting the establishment of national committees. In addition, UNDP has been asked to name a full-time staff member or consultant to support the process at the national level.

It is important that PAHO and the ministries of health be kept informed regarding the situation with the national committees, with a view to ensuring that the health sector is well represented when they are formed. The Regional Program on Women, Health, and Development within PAHO has urged its national focal points to actively seek information and to participate in all aspects of the preparatory work, as well as to coordinate their efforts with UNDP.

The members of the Subcommittee were being asked to examine the progress toward preparation of the national reports in their own countries and to seek ways to ensure the participation of the health sector in the formulation of these documents, so that they may present a complete picture of the health status of women in the countries.

Summary of the Discussion

The Subcommittee members and observers reported on the preparations being carried out in their respective countries and areas of action. There was consensus on the fundamental role that NGOs are playing in these efforts. In addition, the participants agreed that priority should be given to violence and AIDS as gender-related problems.

Recommendations

Considering the interest expressed by the delegates in violence and AIDS as gender-related problems, the Subcommittee recommended that PAHO promote a special focus on these issues to be included in the documents to be presented at the Regional Conference in Buenos Aires and at the World Conference on Women.

The Subcommittee also noted the participation of NGOs in preparing for these conferences and recommended that they be given the recognition and support they deserve for their leadership role in the area of women's health.

The Subcommittee requested that it be kept informed regarding the results of the Regional Conference in Argentina and the progress in preparing for the World Conference on Women in Beijing in 1995.

Item 6: Chile: NGO-Government Collaboration in Women, Health, and Development

Dr. Irene Klinger of the Office of External Relations, PAHO, presented the item. Dr. Klinger reviewed the work that PAHO has carried out in Chile in promoting systematic liaisons between Chilean NGOs with programs in the area of women and health and the governmental sector. This extrabudgetary project is financed with funding from the Netherlands. A summary was provided of PAHO's response to the substantial growth of NGOs working in health and development in the Region.

The process of building partnerships between NGOs and government in Chile involved a joint workshop convened by PAHO, in which the participants identified areas of action to be considered as priorities. The Office of External Relations proposed that concerns related to women, health, and development serve as a unifying theme. That approach was determined in part by the presence of Chilean NGOs that have worked in

this area; through their activities with the female population, they have begun developing conceptual and methodological elements that could be transferred to the health services to improve their quality.

A major theme to emerge from the workshop was that NGOs are not, nor do they seek to be, alternatives to the State in the sense of replacing its functions. Neither do they want to be mere instruments, carrying out government programs and policies without having been involved in the initial design.

Dr. Klinger concluded her presentation by stating that the NGOs, on account of their small scale and ongoing contact with the low-income population, are valuable allies that can help to focus interventions and adapt them to local conditions. In light of the increasing demands imposed by cuts in public funding for health, it is important to take advantage of these strengths of the NGOs together with the State's capacity for coverage. Accordingly, steps should be taken to promote opportunities for dialogue and joint planning between the governmental sector and the NGOs, similar to that begun in Chile and in other countries of the Region of the Americas.

Summary of the Discussion

In order to hear the perspective of an NGO, Ms. Ximena Díaz, Director of the Centro de Estudios de la Mujer (CEM) in Chile, was invited to share her organization's experience. She outlined the background, activities, and political situation of the CEM, and also of the counterpart government agency, SERNAM (Servicio Nacional de la Mujer). During the discussion it was observed that although SERNAM has ministerial status, it apparently functions almost as an NGO. Similar examples of this worrisome situation can be found in other countries, suggesting that power is diminished when the subject is women.

During the discussion on the document presented by the Office of External Relations, there was praise for PAHO's interest in the NGOs and its efforts to foster continuing communication between NGOs and governments. The participants emphasized the complementary rather than competitive role of NGOs in mobilizing international resources at the local level, as well as their ability to serve as a vanguard and an alternative during non-democratic periods.

The Subcommittee took note of the activities that PAHO is promoting in Chile with support from the Government of the Netherlands. These activities represent an interesting experience of partnership between government agencies and NGOs working in the area of women, health, and development.

The Subcommittee observed that NGOs and governments, rather than competing for funds and programs, should take advantage of their complementary strengths in order to benefit the health sector.

Recommendations

The Subcommittee recommended that PAHO:

- promote and facilitate opportunities for dialogue and joint planning and programming between NGOs working in women's health and development and the official health sector, taking care to ensure that the NGOs maintain their autonomy and complement government efforts;
- encourage countries to identify and obtain information on NGOs that are working in areas related to women's health, especially those NGOs beyond the reach of the official health sector;
- promote the formation of networks of NGOs with similar objectives but different types of experience. In addition, PAHO should find mechanisms to strengthen the organizational capacity of NGOs as individual institutions and as groups of institutions.

The Subcommittee also recommended that the Report of the Regional Program on Women, Health, and Development for 1994-1995 include the progress made in fostering NGO-government collaboration in the area of women, health, and development.

Item 7: Promotion and Development of Research on Women, Gender, and Communicable Diseases

This topic was presented by Dr. Gabriel Schmunis of the Communicable Diseases Program, PAHO. Dr. Schmunis observed that the title of this initiative, which derives from a mandate of the Special Subcommittee on Women, Health, and Development of the Executive Committee, is a bit over-ambitious, since in fact only the so-called "classical tropical diseases" are included: malaria, Chagas, schistosomiasis, leprosy, and filariasis. Regardless of the diseases in question, however, certain conditions must exist for the promotion of research to be successful. One important condition is the existence of adequate funding to enable researchers to carry out protocols that are approved by the system of peer review.

In this case, research proposals were presented to the Small Grants Program, sponsored and financed by the UNDP/World Bank/WHO Special Program for Research and Training in Tropical Diseases (TDR). Summaries of 16 of these proposals are included in the document presented.

The document also briefly describes some of the biomedical and social risks that impact differently on men and women who suffer from diseases of bacterial, viral, and/or parasitic origin. As a result, diseases that are curable if diagnosed and treated in time can have serious consequences if treatment is delayed. Tropical diseases are an example. Those with the broadest geographical distribution in the Region are Chagas' disease and malaria: the former is a chronic disease with similar prevalence in men and women, while the latter is characterized by acute episodes and affects a much greater percentage of men.

Dr. Schmunis illustrated his presentation with slides.

Summary of the Discussion

This presentation was of much interest to the delegates. In response to questions, Dr. Schmunis clarified that cholera and dengue were not included because cholera is considered one of the diarrheal diseases and dengue is very difficult to control and cannot, as a result, compete in cost/efficiency with malaria and Chagas. With regard to the social distribution of tropical diseases, it is primarily the poor rural population that is affected, although Chagas can be transmitted in urban and middle-class areas by blood donors.

Dr. George Alleyne, Assistant Director of PAHO, observed that the distribution of practically all diseases is influenced by social class. Gender is another variable that affects the expression of a disease, and the challenge is to persuade persons in positions of power to take note of this fact. Dr. Alleyne underscored the importance of ensuring that the data produced by research is translated into information that can be utilized by programs of control.

Recommendations

The Subcommittee was in agreement with the line of investigation proposed in the document. It emphasized that in order to obtain political support for these activities from Member Governments, it is imperative to demonstrate practical results that will benefit the programs of control being carried out in the countries.

The Subcommittee underscored the observation made in the discussion that programs related to women should not be subsumed under maternal and child health or

family health programs, lest the important achievements to date in the area of women's health be once again relegated exclusively to their reproductive role.

The Subcommittee recommended that the 1994-1995 Report of the Regional Program on Women, Health, and Development include the results of the research on gender and communicable diseases supported under the Small Grants Program of TDR.

Item 8: Development of Basic Indicators to Monitor and Evaluate the Health Status of Women

This topic was presented jointly by Dr. Pedro Luis Castellanos and Ms. Edna Roberts, both of the Program of Health Situation Analysis, PAHO. Dr. Castellanos stated that the document being presented this year should be considered in conjunction with the one approved last year during the 13th Meeting of the Subcommittee.

Based on last year's document, the Subcommittee in its 13th Meeting stated the need to identify priority problems, indicators, and procedures, as well as a set of countries in which to initiate experiences that could be replicated. The present document proposes a series of activities for carrying out that recommendation in the coming months. These activities include the formation of an interprogram working group that can analyze the health situation of women in the Region, identify priority problems, and prepare a methodological and operational proposal. In addition, this group should identify countries representing different levels of economic development in which to begin the development of this system.

Following these remarks, Ms. Roberts presented a series of slides that outline the background of this initiative.

Summary of the Discussion

In response to questions from participants, Ms. Roberts emphasized that there is no scarcity of data: ample data is available, but the problem is that it is not utilized either in PAHO or in the countries. She clarified that the Organization does not collect data but uses that which already exists in the countries, and that the information available at the regional level cannot be better than the data provided at the national level.

Dr. Alleyne noted that it should be possible to establish, at the simplest level, a permanent system that permits not only the collection of data disaggregated by sex but also its analysis, as a part of the normal information system.

Recommendations

The Subcommittee approved the proposed plan to establish a regional system to monitor and evaluate the health situation of women and health disparities linked to gender. The plan includes the following actions:

- formation of a regional interprogram working group under the coordination of the Regional Program on Women, Health, and Development;
- production, by December 1994, of an updated document describing the current health conditions of women in the Americas. The report will identify priority problems by groups of countries, as well as the impact of social inequalities on women and their health;
- formulation of an operational proposal for the development of an evaluation and monitoring system for consideration by the Special Subcommittee on Women, Health, and Development at its next meeting. The proposal should take into account not only sex differences but also the social inequalities that have different effects on the health of women and men.

Item 9: Study of the Barriers that Limit the Recruitment of Women to Professional Posts in the Pan American Sanitary Bureau

Dr. Diana Serrano LaVertu, of the Office of Personnel, PAHO, gave the presentation. She reported on progress made in 1993-1994 in this area.

Studies under way suggest that one of the factors that limits the employment of qualified women by the Organization has to do with the possibility of work for their spouses. A solution should be sought that is consistent with contemporary changes in the structure of the family. This might involve letters of understanding or other mechanisms to establish or modify basic agreements with various countries as regards the possibility for the spouses of its staff members to work in professional positions.

With regard to recruitment, it appears that despite an overall reduction in the size of PAHO's professional staff over the decade, the participation of professional women has increased.

With regard to the goal, established by the Governing Bodies in 1986, of having 30% of the professional staff be women, that goal has been reached and even surpassed at Headquarters. Nonetheless, given the changes in the world over the last 10 years, there appears to be justification for a review of this goal so as to adapt it to the new reality and achieve a true balance. Moreover, it is recommended that any new goal

include not only a greater proportion of women in professional positions but also a substantive increase in women occupying high-level positions in the Organization, including the positions UG, D2, and D1/P6.

The Subcommittee was asked to take note of these observations and to consider its position with regard to: (a) actions to promote and recruit women, and (b) possible mechanisms at the level of the respective countries to facilitate the work of spouses.

Summary of the Discussion

Dr. Alleyne assured the members of the Subcommittee that the Organization is committed to continuing its support for the employment and promotion of qualified women, and that it is not necessary to wait for the study to be completed before taking action.

The discussion of this subject by the delegates is reflected in the Subcommittee's recommendations outlined below.

Recommendations

The Subcommittee took note of the progress made in incorporating women in professional positions in PAHO and recommended:

- the aforementioned study be completed and presented to the 15th Meeting of the Subcommittee in 1995;
- information be obtained regarding the employment of spouses in the Member States, with a view to taking measures in coordination with other agencies of the United Nations and the diplomatic community affected by this problem;
- a review be undertaken of the qualifications required for holding professional positions in PAHO, in particular the requirement that all candidates must be physicians and hold a master's degree in public health. This is particularly important in view of the efforts being made to incorporate intersectoral criteria into the health services;
- PAHO expand the pool from which it recruits its staff to include, for example, universities and NGOs;
- the Organization, having reached its quota of 30% professional staff positions held by women, concentrate new efforts on recruiting and promoting women to positions in categories P5 and above.

Item 10: Other Matters

Violence and Health

The presentation was given by Dr. Helena Restrepo, Director of the Division of Health Promotion and Protection, PAHO, and Dr. Elías Anzola of the Health Protection Program, PAHO.

They reminded the Subcommittee that in its April 1993 meeting a discussion was held on violence against women, including that which occurs in the home, in the workplace, and in the street. This served as additional basis for inclusion of the subject "Violence and Health" on the agenda of the XXXVII Meeting of the Directing Council in October 1993. That Meeting adopted Resolution XIX, which has been distributed to the Subcommittee. One of the recommendations set forth in this Resolution is that the PAHO Secretariat formulate and implement a regional plan of action on violence and health that contains a special component on violence against women and considers all risk groups.

The plan will be presented to a panel of experts from the Region on 14-15 April 1994 in order to hear expert opinions, leading to modification of the plan if necessary. Subsequently, and timed to coincide with the planned Summit of Presidents, the plan will be launched with the participation of highly qualified persons in the political, socioeconomic, cultural, and scientific fields, and, naturally, in health. This launching will be carried out with the cosponsorship of other international and regional agencies that are expected to be involved in various aspects of the plan's implementation.

Summary of the Discussion

Dr. Hartigan reiterated the support of the WHD Program regarding formulation of the plan of action and preparations for the meetings mentioned above.

The delegates expressed the interest of their Governments in the subject and made the following recommendations.

Recommendations

The Subcommittee endorsed the objectives contained in Resolution XIX, adopted by the XXXVII Meeting of the Directing Council.

The Subcommittee requested that PAHO collect information from its Member Governments on all entities dealing with the problem of violence at the country level,

with a view to compiling data from these sources to promote intercountry and regional collaboration and approaches.

The Subcommittee expressed its support for the key role that the Regional Program on Women, Health, and Development will play in the planning and execution of the regional plan of action against violence as a public health problem.

Focal Points for the WHD Program in the Ministries of Health

The Chair asked the members of the Subcommittee to consider the status of the focal points for the WHD Program in the ministries of health.

Summary of the Discussion

The Subcommittee examined the situation of the focal points for activities related to women, health, and development that are assigned to the ministries of health. It observed that often these persons are selected on the basis of the high-level positions they occupy and, as a result, they already have full-time responsibilities. Although it is important to enhance the visibility of the role of focal point for the WHD Program, it is essential that persons selected for the position actually be able to carry out the functions related to the Program.

Recommendations

The Subcommittee recommended that the Executive Committee encourage the Member Governments to strengthen the role of the focal points for the Program on Women, Health, and Development in the ministries of health. These professionals should be provided with the necessary time and human resources to enable them to fulfill the additional responsibilities that this function implies.

Proposed Agenda for the 15th Meeting of the Subcommittee

The Subcommittee approved the following topics for inclusion on the agenda of its next meeting:

- Report from the Regional Program on WHD on activities in 1994-1995 and proposals for 1995-1996;
- Report on the Regional Conference in Argentina and on preparations for the World Conference on Women in Beijing in 1995;
- Report on progress toward development of a regional system to monitor and evaluate women's health and health disparities by sex;
- Final report on the study of factors that limit the access of women to professional and decision-making positions within PAHO;
- Incorporation of a gender-based approach in the local health systems: case studies (Honduras and others);
- Incorporation of a gender-based approach in programs under way in PAHO to promote the health of indigenous peoples;
- Report on efforts to raise awareness of the gender-based approach among technical staff of PAHO, both at Headquarters and in the field. Case study of a technical unit;
- Analysis of the Regional Plan for Investment in the Environment and Health: How does women's health act as a catalyst for development?

PRESENTATION OF THE RECOMMENDATIONS

The recommendations were presented to Dr. Carlyle Guerra de Macedo, Director of PAHO, in the closing session. Dr. Macedo congratulated the members of the Subcommittee for the quality and productivity of the meeting.

Annex: List of Participants



PAN AMERICAN HEALTH ORGANIZATION
EXECUTIVE COMMITTEE OF THE DIRECTING COUNCIL
SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH, AND DEVELOPMENT



14th Meeting
Washington, D.C., 4-6 April 1994

MSD14/FR (Eng.)
ANNEX

MSD14/2, Rev. 1
5 April 1994

LIST OF PARTICIPANTS
LISTA DE PARTICIPANTES

**MEMBERS OF THE SUBCOMMITTEE
MIEMBROS DEL SUBCOMITE**

CANADA

**Ms. Abby Hoffman
Director General
Women's Bureau
International Affairs Directorate
Ottawa, Ontario**

**Ms. H el ene Laverdiere
Alternate Representative
Canadian Mission to the
Organization of American States
Washington, D.C.**

HONDURAS

**Dra. Virginia de Espinoza
Viceministro de Riesgos Poblacionales
Secretar a de Salud P blica
Tegucigalpa**

PERU

**Dr. Guillermo Fr as Martinelli
Director Ejecutivo
Oficina de Financiamiento, Inversiones
y Cooperaci n Externa
Ministerio de Salud
Lima**

**SAINT VINCENT AND THE GRENADINES
SAN VICENTE Y LAS GRANADINAS**

**Mrs. Elma Dougan
Principal Nursing Officer
Ministry of Health and the Environment
Kingstown**

MEMBERS OF THE SUBCOMMITTEE (cont.)
MIEMBROS DEL SUBCOMITE (cont.)

URUGUAY

Dra. Ana María Balparda
Directora General
Ministerio de Salud Pública
Montevideo

OBSERVERS
OBSERVADORES

MEMBER COUNTRIES
PAISES MIEMBROS

ARGENTINA

Dra. Dora Vilar de Saráchaga
Subsecretaria de Salud Comunitaria
Punto Focal Nacional Mujer, Salud
y Desarrollo
Ministerio de Salud y Acción Social
Buenos Aires

Lic. Cristina Guevara de Mazza
Integrante del Comité Asesor
del Programa Mujer, Salud y Desarrollo
Ministerio de Salud y Acción Social
Buenos Aires

MEXICO

Lic. Yolanda Sentíes
Directora General de Salud Maternoinfantil
y Punto Focal Nacional del Programa Mujer,
Salud y Desarrollo
Secretaría de Salud
México, D.F.

OBSERVERS (cont.)
OBSERVADORES (cont.)

MEMBER COUNTRIES (cont.)
PAISES MIEMBROS (cont.)

MEXICO (cont.)

Prof. Irma Zárate Pineda
Directora de Participación Social
Maternoinfantil
Secretaría de Salud
México, D.F.

ASSOCIATE MEMBERS
MIEMBROS ASOCIADOS

PUERTO RICO

Srta. Sonia Moreno
Secretaría Auxiliar para Educación
a Profesionales de la Salud
Departamento de Salud
San Juan

INTERGOVERNMENTAL ORGANIZATIONS
ORGANIZACIONES INTERGUBERNAMENTALES

ORGANIZATION OF AMERICAN STATES
ORGANIZACION DE LOS ESTADOS AMERICANOS

Dr. Mercedes Kremenetzky
Inter-American Commission on Women
Washington, D.C.

**NONGOVERNMENTAL ORGANIZATIONS
ORGANIZACIONES NO GUBERNAMENTALES**

Sra. Ximena Díaz Berr
Coordinadora de Programa
Centro de Estudios de la Mujer
Santiago, Chile

**PAN AMERICAN SANITARY BUREAU
OFICINA SANITARIA PANAMERICANA**

*Secretary ex officio
Secretario ex officio*

Dr. Carlyle Guerra de Macedo
Director

*Advisers to the Director of the Pan American Sanitary Bureau
Asesores del Director de la Oficina Sanitaria Panamericana*

Dr. Robert F. Knouss
Deputy Director

Sir George Alleyne
Assistant Director

Mr. Thomas Tracy
Chief of Administration

Dr. David Brandling-Bennett
Director, Division of Communicable Diseases
Prevention and Control

Mr. Horst Otterstetter
Director, Division of Health and Environment

Dr. José María Paganini
Director, Division of Health Systems and Services

PAN AMERICAN SANITARY BUREAU (cont.)
OFICINA SANITARIA PANAMERICANA (cont.)

Dr. Helena Restrepo
Director, Division of Health Promotion and Protection

Dr. José R. Teruel
Director, Division of Health and Development

Dr. Pedro Luis Castellanos
Coordinator, Health Situation Analysis Program

Ms. Lea Guido
Subregional Coordinator for Program on Women,
Health and Development in Central America
PAHO/WHO Representation in Costa Rica

Dr. Pamela Hartigan
Regional Coordinator, Women, Health
and Development Program

Dr. Irene Klinger
Chief, Office of External Relations

Dr. Diana Serrano LaVertu
Chief of Personnel

Dr. Gabriel Schmunis
Coordinator, Communicable Diseases Program

Chief, Department of Conference and General Services
Jefe, Departamento de Servicios Generales y de Conferencia

Mr. César A. Portocarrero

Chief, Conference Services
Jefe, Servicio de Conferencias

Ms. Janice Barahona