

Final Report

# Columbia: Country Gender Profile

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The information presented here was gathered from sources within the country and therefore JICA is not responsible for its accuracy.

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## **List of Abbreviations Columbia**

ACCI	Columbia Agency for International Cooperation (Agencia Columbia de Cooperacion International) now called Presidential Agency for Social Action and International Cooperation (Agencia Presidencial para la Accion Social y Cooperacion International (Accion social)
ACDI	Canadian Agency for International Development
AECI	Spanish Cooperation Agency
BPIN	Investment Project Bank (Banco de Proyectos de Inversión)
CCM	Women's Community Council (Concejos Comunitarios de Mujeres)
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CF	Forensic Science (Ciencias Forenses)
CIM-OAS	Inter-American Commission on Women (CIM-Spanish acronym)- Organization of American States
CIRC	International Red Cross (Spanish acronym)
CPEM	Presidential Office for Equity for Women (Consejería Presidencial para la Equidad de la Mujer)
COLCULTURA	Columbian Institute of Culture (Instituto de Cultura Colombiana)
CONPES	National Council of Economic and Social Policy (Spanish acronym for Consejo Nacional de Politica Economica y Social)
DABS	Administrative Department of Family Welfare (Departamento Administrativo de Bienestar Familiar)
DANE	National Administrative Department of Statistics (Departamento Administrativo Nacional de Estadística)
DDS	Social Development Office (Dirección de Desarrollo Social)

DIOGS	Indicators and Guidance for Social Expenditure Division (División de Indicadores y Orientación del Gasto Social)
DNP	National Planning Department (Departamento Nacional de Planeación)
EAP	Economically Active Population
EAPI	Economically Active Population Index
ECLAC	Economic Commission for Latin America and the Caribbean
ESAP	School of Public Administration (Escuela Superior de Administración Pública)
FAO	Food and Agriculture Organization of the United Nations
FESCOL	Friedrich Ebert Foundation of Colombia (Spanish acronym) (German NGO)
FMI	Spanish acronym – see IMF
FOMIPYME	Fund for Cofinancing Medium and Small Businesses in the Handicraft Sector (Fondo para Cofinanciar Medianas y Pequeñas Empresas en el Sector Artesanal)
GAD	Gender and Development
GCV	Genetic Coefficient of Variation
GDP	Gross Domestic Product
GNI	Gross National Income
GTZ	German Agency for Technical Cooperation
HDI	Human Development Index
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome
HPI	Human Poverty Index
IAF	Inter-American Foundation
ICETEX	Columbian Institute for Studies Abroad (Instituto Colombiano de Estudios en el Exterior)
ICFES	Columbian Institute to Foster High Education (Instituto Colombiano para el Fomento de la Educación Superior)
ICW	Inter-American Commission on Women

IDB	Inter-America Development Bank
IDEAM	Institute of Hydrology, Meteorology, and Environmental Studies (Instituto de Hidrologia, Metereologia, Estudios Ambientales)
IDG	Gender Development Index (Indice de Desarrollo Relativo al Genero)
IDH	See HDI
IFAD	International Fund for Agricultural Development
IICA	Inter-American Institute for Agricultural Cooperation (Instituto Interamericano de Cooperación Agropecuaria)
ILO	International Labor Organization
IMF	International Monetary Fund
INFOPYME	Information Service for the Small and Medium-sized Business (Servicio de Información para la Pequeña y Mediana Empresa)
INML	National Institute of Forensic Medicine (Instituto Nacional de Medicina Legal)
MAVDT	Ministry of the Environment, Housing and Territorial Development (Ministerio del Medio Ambiente, Vivienda, y Desarrollo Territorial)
MDGs	Millennium Development Goals (ODM-Spanish acronym)
MINED	Ministry of Education (Ministerio de Educación)
MINGOB	Ministry of Government Management (Ministerio de Gobierno)
MPS	Ministry of Social Protection
NGO	Non-Governmental Organizations
OAG	Gender Affairs Monitor (Observatorio de Asuntos de Género)
OAS	Organization of American States
OCDE	Economic Development and Cooperation Organization. (Organización para la Cooperación y el Desarrollo Económico)
OEI	Occupational Equity Index

OEIG	Occupational Equity Index by Gender
OIM	International Immigration Organization
OIT	Spanish acronym –see ILO
OPP	Overall Percentage of Participation (Spanish see TGP)
PAI	Extended Immunization Program (Programa Amplia de Imunizacion)
PAHO	Pan-America Health Organization
PCWE	Presidential Council for Women’s Equality
PEA	Spanish acronym –see EAP
PDH	Promoting Human Rights, Democracy and Social and Economic Justice in Latin America
PGR	Attorney General of the Republic (Procuraduría General de la Republica)
PIB	Spanish acronym – see GDP
PND	National Development Plan (Plan Nacional de Desarrollo)
PNDH	National Plan for Human Development (Plan Nacional de Desarrollo Humano)
PNUD	Spanish acronym – see UNDP
STDs	Sexually Transmitted Diseases
TGP	Overall Percentage of Participation (Tasa Global de Participacion)
UDS	Social Development Unit (Unidad de Desarrollo Social)
UICN	World Conservation Union
UN	United Nations
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children’s Fund
UNIFEM	United Nations Development Fund for Women
WHO	World Health Organization
WID	Women in Development

## 1. Basic Profiles

### 1-1 Social-Economic Profile

#### Economic Indicators

Year	GNI/Capita (US\$) <sup>1</sup>	Growth rate of real GDP <sup>2</sup>	GDP Implicit deflator <sup>3</sup>	Gini Index <sup>4</sup>	Aid/GNI <sup>5</sup>
2004	\$86.00 (2002)	3.4%	130.9 pesos	0.510	NA
2000	\$81.00	.2%	100.0 pesos	0.511	NA

#### Demographic Indicators<sup>6</sup>

Year	Total (millions)	% of Female Population	% of Urban Population	Population Growth Rate	Total Fertility Rate	Life Expectancy	
						Male	Female
2004	44.1	49.8%	71.2%	17.00	2.62	69.2	75.32
2000	42.3	50.5%	71.1%	18.14	2.66	67.25	74.25

#### Public Expenditure by Sectors<sup>7</sup>

Year	Health and Social Welfare	Education	Defense
2004	\$13,203,648,565 (US)	\$5,357,202,522 (US)	\$7,399,309,695 (US)
2000	\$4,553,395,019 (US)	NA	\$4,088,942,050 (US)

#### Industry/GDP<sup>8</sup>

Year	Agriculture, Hunting and Fishing	Manufacturing Industry and Mines	Services
2004	10,396,728	11,236,682	1,173,325
2000	8,835,860	10,261,823	1,060,477

<sup>1</sup> DANE National accounts, 2004

<sup>2</sup> *ibid.*

<sup>3</sup> *ibid.*

<sup>4</sup> National Office of Economic and Social Policy, National Department of Planning, Bogota, D.C.

<sup>5</sup> Not available.

<sup>6</sup> Economic Situation Indicator, 2004, DANE

<sup>7</sup> Ministry of the Treasury, 2004. The amounts in dollars were calculated based on the figures from the Ministry of the Treasury.

<sup>8</sup> Economic Situation Indicator, 2004, DANE

## Labor Indicators<sup>9</sup>

### Total

Year	Total number	Unemployment Rate	Minimum Urban Wage
2004	20.4 million	13.6%	\$156 (US)
2000	NA	15.7%	\$124 (US)

### Female Worker

Year	% of total	Unemployment Rate	Minimum Urban Wage
2004	NA <sup>10</sup>	19.7	\$156 (US) <sup>11</sup>
2000	42%	19%	\$124 (US)

## Proportion of Workers<sup>12</sup>

### Male

Year	Agriculture Hunting, Fishing	Manufacturing Industry and Mines	Services
2004	80%	47.5%	20%
2001	80%	49.3%	26.4%

### Female

Year	Agriculture Hunting, Fishing	Manufacturing Industry and Mines	Services
2004	20%	52.5%	80%
2001	20%	50.7%	73.6%

## Women in Decision-making<sup>13</sup>

	Member of Congress	Ministry	Deputy	Manager	Technician
2004	11.76% - Senate 11.98% - House	38%	NA	NA	NA
2000	12.75% - Senate 11.32% - House	NA	NA	NA	NA

<sup>9</sup> DANE National Accounts, 2004

<sup>10</sup> In this as in many cases, we were unable to get the needed information from DANE without 'pulling strings'. Those inside sources gave us some data but not everything.

<sup>11</sup> Minimum wage history by year, [www.minproteccionsocial.gov.co](http://www.minproteccionsocial.gov.co)

<sup>12</sup> The percentages that are in these graphs were calculated based on the figures taken from the On-going Home Survey, Dane, 2004 Note: These figures are based on demographic projections with respect to the working-age population for the study. CIU Rev. 3 adapted for Columbia.

<sup>13</sup> Gender Affairs Monitor. "Ten Years After Beijing: advances and challenges for the Colombian State." Bulletin 3, Presidential Office for Equality for Women. Bogota, Jan. - March 2005

### **Laws Related to Women**

National Development Plan (Code 812, 2003) " <i>Towards a Community State 2002-2006</i> " approved	2003
Code 100 modified and resolutions on special pension plans and exemptions were adopted. The retirement age and the number of weeks worked was raised. The pension was divided between the "permanent companion" and the ex-wife in proportion to the amount of time each lived with the retiree.	2003
Code 731, 2002—the objective was to improve the living standard of rural women giving priority to those with limited resources and taking measures to improve equity between men and women.	2002

### **Ratification and Signing of International Laws for Women**

Inter-American Convention on the Concession of Political Rights to Women adopted by the 9 <sup>th</sup> International American Conference (OEA), Bogota, Columbia	1959
American Convention on Human Rights (San Jose Pact)	1972
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	1979
Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights, San Salvador Protocol	1988
World Conference on Human Rights. The "Declaration of Vienna" and the "Program of Action" are enacted. Recognition of the rights of women and girls are emphasized.	1992
Inter-American Convention to Prevent, Punish and Eradicate Violence Against Women, adopted by the General Assembly of the Organization of American States in Belem do Para, Brazil,	1994
Beijing. Platform for World Action. Action for Equality, Development and Peace. As a result of this conference, the "Platform for World Action" was approved.	1995
Statute of Rome of the International Court, 1998 includes crimes related with violence based on gender and sex. Rome, July 17, 1998, adopted by the General Assembly of the UN	2000

## 1-2 Health Profile

### Expansion of health service<sup>14</sup>

	No. of physicians (per 1000 people)	No. Hospital beds (per 1000 people)
2004	1,102	NA
2000	NA	NA

### Public Expenditure on health (% of GDP)<sup>15</sup>

2004	NA
2001	NA

### Child Health<sup>16</sup>

#### Mortality Rate

	Infant (per 1000)	Under 5 (per 1000)
2004	18	21
2000	24.7	NA

### % of the vaccinated (1-year olds)<sup>17</sup>

Year	BCG	DPT	Polio	German Measles (Rubella)
2003	93%	91%	91%	92%
2000	87%	80%	82%	92%

### Family Planning<sup>18</sup>

Contraceptive prevalence rate	Birth attendance rate	Maternal mortality rate (per 100,000)	Age at first marriage (years old)	Total fertility rate
77% (2003)	86% (95-03)	78 (2003)	14-24	2.6% (2003)
NA	NA	130 (2000)	NA	NA

<sup>14</sup> [www.dane.gov.co](http://www.dane.gov.co)

<sup>15</sup> This was not available either at the ministry nor DANE nor on web pages. [www.dane.gov.co](http://www.dane.gov.co), [www.minproteccion-social.gov.co](http://www.minproteccion-social.gov.co)

<sup>16</sup> Colombian Panorama, POPUP—UNICEF

<sup>17</sup> Colombian Panorama, UNICEF. [www.unicef.org](http://www.unicef.org)

<sup>18</sup> The information that was available did not provide a range.

**HIV/AIDS<sup>19</sup>**

Year	% age 15-49	Women (No. of age 15-49)
2003	.7%	62 per 1000
2000	NA	NA

**Nutrition<sup>20</sup>**

Year	% of infants with low birth weight	Oral re-hydration therapy use rate
1998-2003	9%	NA

**Community Health Service<sup>21</sup>**

	Access to safe water		Access to adequate sanitation/sewer systems	
	urban	rural	urban	rural
2002	99%	71%	96%	54%
2000	98%	70%	90%	52%

**1-3 Education Profile****Commitment to Education<sup>22</sup>**

Education system (years)	
Compulsory	Elementary
14 years	4.916

Public expenditure on education <sup>23</sup> as % of	
GNP	government expenditure
NA	1.3% (2004)
NA	NA

**Adult Literacy Rate<sup>24</sup>**

	Total	Male	Female
2004	92.5%	NA	NA
2000	91.3%	NA	NA

<sup>19</sup> Colombian Panorama, POPUP—UNICEF, 2003

<sup>20</sup> Guidelines for the implementation of ECHO nutritional programs for people displaced by the violence in Colombia (Lineamientos para la ejecución de los programas nutricionales de ECHO para poblaciones desplazadas por la violencia en Colombia), <http://www.disaster-info.net/desplazados/documentos/echo/nutricion/>

<sup>21</sup> Colombian Panorama, POPUP—UNICEF, 2003

<sup>22</sup> [www.mineduccion.gov.co](http://www.mineduccion.gov.co)

<sup>23</sup> The percentages were calculated based on the figures from the Ministry of the Treasury.

<sup>24</sup> On-going Home Surveys [www.dane.gov.co](http://www.dane.gov.co), Almanac.mundial@editorial.televesa.com.mx

### Students Enrolled at all levels<sup>25</sup>

Total students-all levels	Men-all levels	%	Female-all levels	%
5,026,241	2,409,602	47.9%	2,616,639	52.1%

### Enrollment Ratio<sup>26</sup>

Primary Education (net enrollment ratio)		
Total	Male	Female
2004 748.963	NA	NA
2000	NA	NA

### Enrollment Ratio

High School (gross enrollment ratio)		
Total	Male	Female
2004 1,372,753	NA	NA
2000	NA	NA

### Enrollment Ratio

Higher Education		
	Male	Female
2004 Total 739,519	NA	NA
2000	NA	NA

### Female Ratio of Higher Education<sup>27</sup>

	Education	Agriculture	Engineering and Technology	Medicine and Natural Sciences
2004	57,271	NA	NA	NA
2001	69,327	455	6.971	7.136 (Health)

<sup>25</sup> On-going Home Surveys, DANE, 2004

<sup>26</sup> Calculations de CID, Sena

<sup>27</sup> Report on women registered in higher education in the area of education from Ministry of Education 2001, and 2004, [mineducacion.gov.co/boletinestadisticodelaeducacionsuperior](http://mineducacion.gov.co/boletinestadisticodelaeducacionsuperior), 2001

## **2. General Situation of Women and Government Policy on WID/Gender**

### **2-1 General Situation of Women in Colombia**

#### General situation of Women in Colombia

- 1) Women have been disproportionately affected by the economic problems that Columbia has been struggling with due to discrimination against them in regards to recognition, pay, jobs, etc.
- 2) The level of sexual and intra-family violence is a source of concern since the legal mechanisms are inadequate to deal with it.
- 3) The state of armed conflict in Columbia makes the conditions worse for women by forcing families off their land and opening the doors to human trafficking.
- 4) Women's representation in decision-making positions is limited to the private sector, but the information available for the public sector is contradictory and probably depends on how "decision-making position" is defined.

#### **General Situation**

The national government and Colombian society face many challenges in building a country that offers opportunities for everybody. It requires policies and development strategies that take into account specific needs of different groups while maintaining social equality.

Overall, Colombian development is characterized by the presence of huge economic and social differences between departments, income groups and urban and rural areas. In the last few years, the Gini Index of the country as a whole increased, going up from .544 in 1996 to .563 in 2003<sup>28</sup>. When the correction by income distribution is made, the HDI drops almost 13 points, a retreat of 15 years<sup>29</sup>. In 2001, the rural HDI was .096 points below that of the urban zone. Although this gap is smaller than before, it is still significant. In the urban areas, income per person is about two and a half times that in rural areas<sup>30</sup>.

One of the groups that is the most affected by the above due to the inequity in Columbia is women. In spite of the advances made towards equity between men and women, which were perceptible during the last decade as expressed in the

<sup>28</sup> Home Survey, calculations done by National Plan for Human Development (PNDH - Spanish acronym)

<sup>29</sup> To do the correction for inequality, the methodology introduced by PNDH in its report for 1993 is applied. The GDP Index adjusted by (1- the Gini coefficient)

<sup>30</sup> Summarized from the "Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015." pg. 2 and 3, National Office of Economic and Social Policy, National Department of Planning, Bogota, D.C., March 14, 2005.

Index of Development in Relation to Gender 1999-2001, the numbers also record phenomena such as the feminization of poverty. This term refers to the fact that, in general, the poorest of all sectors is that of women—especially women who are the heads of their families.

The increase in the feminization of poverty is related to the lack of opportunities, women's limited participation in decision-making, the pattern of occupational fragmenting in the labor market and the lack of access to economic resources and ownership of land. So far, the women's sector has not been fully recognized as a productive sector. Nor has domestic (maid) work, which redounds to the improvement in the living standards of many families, been included in the national figures.

In the rural sector, some of the most common problems that women live with and that cause them to declare that they find themselves excluded and at a disadvantage when facing the possibility of development has to do with the lack of recognition of their work as a contribution to development and to society, the lack of autonomy, the double and even triple work shifts that are poorly paid or even not paid at all, the difficulty of getting access to public utilities and the still weak but growing process of organization. Rural women have less access to property, credit and technical help. They also have to concentrate their participation on subsistence activities and reproduction.

During the later part of the 90s (1998-1999) the country suffered a severe recession which more than doubled the rate of unemployment. Although there was a recovery in 2000-2001, it was not strong enough to improve the level of employment<sup>31</sup>. The economic recovery was better in 2002 and 2003 and there was a small improvement in the unemployment statistics which had dropped from 15.7% to 13.6% by 2004 and in a reduction of the level of poverty which went from 55.8% to 51.8%<sup>32</sup>.

Since women could have had more access to the labor market, they have entered it in search of jobs in huge numbers during the last ten years. Thus these economic numbers positively influenced on women who face greater difficulties than men in finding jobs. In fact, the highest rate of unemployment tends to be among women. Also it often happens that when a woman does the same work that a man does and has the same degree of training and responsibility, she receives a lower salary. The percentage of women is significantly lower than that of men in management jobs that imply making decisions as well as in political positions where they are chosen by popular election.

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<sup>31</sup> Summarized from information given in the report issued by DANE :“Outcome in the Evolution of the Colombian Labor Market in the 4<sup>th</sup> Quarter of 2003.” pg. 5, Technical Documents on the Labor Market, Office of Statistics Methodology and Production, National Administrative Department of Statistics (Departamento Administrativo Nacional de Estadística), Bogota, D.C., 2003

<sup>32</sup> This information was summarized from the “Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015.” pg. 4, National Office of Economic and Social Policy, National Department of Planning, Bogota, D.C., March 14, 2005.

According to figures from the Gender Development Index –IDG– (Spanish acronym) for 2001, the expected life-span in the country was 75.1 years for women and 68.8 for men. In the case of Columbia, these numbers not only reflect health conditions but also the level of violence in the country.

One of the most critical problems for women is the high percentage of maternal deaths, the increase in the incidence of AIDS among women, the high levels of domestic and sexual violence and the fact that the health services are inadequate to deal with them and with the increase in teenage pregnancies. These problems, in addition to the high percentage of unwanted pregnancies, which generate risky pregnancies, and cancer of the cervix, which constitutes the number one cause of death for women between the ages of 30 and 59, all negatively affect health conditions. They also impede the full exercise of other fundamental human rights.

In the case of teenage pregnancies, the Ministry of Social Protection (MPS- Spanish acronym) has implemented a massive, interpersonal Information, Education and Communication program for the promotion of sexual and reproductive health and prevention of teenage pregnancy. It has also set up publicity campaigns for the same purpose as well as to reduce maternal mortality<sup>33</sup>.

In spite of the fact that women currently have greater access to education, illiteracy still persists among women in the countryside and teenagers still drop out of school due to pregnancy.

An effort is being made to open up space for more students in public schools -- especially in preschool and basic (elementary and high school) education. Most of this is being done through reorganization to make better use of human, technical, and financial resources. Also, support is being given to territorial entities to provide infrastructure and school supplies for the students who are the most vulnerable--Amerindians, displaced, etc.<sup>34</sup>

Another factor to consider in this area is the sexist content that is still seen in school textbooks and that predispose women to take on traditional roles such as choosing professions that are not only considered feminine but also have a lower social value and thus lower salaries.

Finally, it is necessary to mention the obstacles that women face with in getting justice and the discrimination against them in applying the regulations.

In spite of the advances and the efforts that have been made, there is a long road ahead. Discrimination against women still persists mainly in the field of employment, participation in positions filled by election and violence. These represent serious limitations for improvement in their living conditions and for

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<sup>33</sup> *ibid.*

<sup>34</sup> *ibid.*

better and more effective social and political participation which would allow them a more sustained influence on the creation of a more equal and just society<sup>35</sup>.

The above justifies policies, programs, and projects that incorporate gender and advance the conditions for equal opportunity for women. This manifests itself through the design and development of public policy in favor of Columbian women led by the national government.

### **Sexual Harassment and Violence Against Women**

Women are the people who are the most affected by violence. It is a barrier for their human, economic, political, and social development since it is any act that may cause physical, psychological, or sexual harm including threats and arbitrary loss of liberty. The most frequent acts of violence against women are within the family and sexual assaults. During 2002 INML and CF rendered 64,979 decisions on personal injuries as a result of reports of violence within the family. This indicates there were an average of 178 judgements daily. Of these, 62% dealt with spouse abuse, 23% with violence between family members and 16% with child abuse. However, this was a reduction of 7% in relation to the number of cases in 2001 which came to 69,681. Judgements in spouse abuse cases were 70% of the total number of family violence cases and in the majority of them (91%) women were the most affected.

Cases of sex crimes increased by 8% (13,352 in 2001 and 14,421 in 2002)<sup>36</sup>. The victims were mainly children and adolescents between 5 and 14 years of age and 88% of these were female. Another form of this type of violence against women is the sexual harassment that affects women in school and work places. There are no recent statistics on this problem.

From all of the above it can be seen that women are the main victims of violence both within the family and in general. Thus, they also suffer a strong negative impact from the forced displacement caused by the illegal armed groups.

To make matters worse, there are no effective mechanisms for confronting this problem that will compel the enforcement of judicial verdicts or conciliations. The ability of the judicial functionaries and police to handle the regulations and procedures related to family conflicts is limited. Nor have the regulations been widely published so that women can resort to them and demand that they be applied.

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<sup>35</sup> "Ten Years After Beijing" Bulletin 3. Gender Affairs Monitor, Presidential Office for Equality for Women. Bogota, D.C., Jan-March 2005

<sup>36</sup> Presidential Council for Equality for Women, "National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women." Management Report-2004, Bogota, D.C., Jan, 2005

## **State of Armed Conflict**

This situation, which has caused many people to be forced out of their homes, has also increased the vulnerability of many women. The lack of information due to the fear that many women feel about reporting rapes or other attacks for fear of the reprisals that they could be subject to and the lack of legal instruments that would guarantee the confidentiality of the women affected and punishment of the responsible party make the problem more difficult.

Among the groups that have been displaced or forced from their homes are women who for one reason or another are the heads of their families. In addition to all the other problems this engenders, the responsibility for providing for their families emotionally and economically falls exclusively on them.

This forced displacement affects their physical and mental integrity, family relationships and destroys social networks. According to figures from the World Bank<sup>37</sup> some 53% of the total displaced population is made up of girls and women 32% of whom are heads of their families. In areas where there is armed confrontation, women are the object of specific types of violence due to the fact that they are women.

The Policy of Democratic Safety is being developed within the purpose of the national government to defend and preserve democratic governability and reestablish the rule of law throughout Colombian territory. The number of homicides, kidnappings, and the number of displaced people has been reduced. During the period of this administration, 4,820 people have been demobilized from the armed groups that act outside the law and care has been given to 1,626 minors who have been removed from these illegal groups. Of these, 449 were women who are in the program for attention to victims of violence.

After drug and arms trafficking, “human trafficking” for the purpose of prostitution, pornography, slavery, etc. has lately become the third most lucrative criminal activity on the world level.

The existing information reveals that the main countries of destiny for the victims of this trade are: Japan, Spain, Holland, Greece, Germany, Singapore, Hong Kong, Mexico, Belgium, the United States, England, Italy, Ecuador, and Panama. Some of these countries are final destinations while others are transit points.

In Columbia the segment of the population that is the most vulnerable is women who are at the age of productivity. Every year some 50,000 Colombian girls—an average of 10 a day—are taken out of the country to work as prostitutes abroad<sup>38</sup>.

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<sup>37</sup> World Bank, 2001

<sup>38</sup> Francisco Santos Calderon, Vice President of Columbia, Speech given in Washington, D.C., Feb., 2003

The statistics that are available show that the main areas are Valle del Cauca, Antioquia, the coffee region (Risaralda, Caldas and Quindio), North Santander, Tolima, Huila, Bolivar, Atlantic, and Cundinamarca. There are indications that some of these areas have a high incidence of internal human trafficking, such as the Caribbean coast, for the purpose of sexually exploiting children, sometimes called 'sex tourism'. The latest statistics show that there are between 20,000 and 35,000 children involved in prostitution in the country and around 14,000 children soldiers in the subversive groups.

Efforts that have been made since 1998, have made it possible to rescue 265 women who were victims of this white slave trade.

### **Representation in key decision making positions in the government.**

As of the adoption of the Constitution of 1991, women have gradually increased their candidacies in elections. However, as can be seen from the figures below, participation remains at a low level.

National level	1998-2002	2002-2006
Senate	12.75%	11.76%
House	11.32%	11.98%

Source: National Registry of the State 2002

Regional/local level	1998-2000	2001-2003
Governor	3.2%	6.25%*
Assembly	5.26%	13.84%
Mayor	5.2%	7.3%
City Council	10.32%	12.89%

\*Governor of San Andres was elected after the removal of the previous one.

Source: National Registry of the State 2003 (Registraduria Nacional del Estado civil [www.registraduria.gov.co](http://www.registraduria.gov.co))

As far as management positions in the public sector are concerned, the numbers show a bias. Although 42% of the total number of employees are women, this is not reflected in management positions of which only 15% are held by women. The follow up on the adherence to the Quota Code (Code 581 of 2000) shows that, in many cases, it is not being applied due to officials' lack of knowledge about it and its importance. This shows the need to inform people about, promote, and follow up on this law to be sure it is being applied.

Bulletin 3 published by the Gender Affairs Monitor paints a different picture. According to it, the Administrative Department for Oversight of Public Entities, in regards to compliance with the Quota Law, emphasized that in 2004 the

percentage of feminine participation in high level decision-making in national entities was more than the 30% established by the law. At the territorial level, the government has also complied with the Quota law. More than 30% of the positions at the management level of public administration are held by women.

In the capital district, of 395 positions available in 2003 48.35% were held by women and in 2004 of 434 positions, 44.01% were filled by women. At the departmental government level, the numbers were similar with women holding 40.85% of the decision making positions in 2003 and 37.63% in 2004. This contrasts with the participation in positions that are chosen by popular election where, both at the national, departmental and local level, women's participation is very low compared to men's which averages around 90%.

Participation is also low in the judicial branch where women hold about 16% of the posts<sup>39</sup>.

In the exercise of political rights, in spite of their high participation as voters and in the grassroots of the political parties, their running for office, election to public positions and presence in party leadership is minimal. It is necessary to promote women's access to decision making positions in the State and encourage a reform of the party by-laws that will guarantee women more participation.

Although women's participation in politics has been limited, it has been growing in non-conventional areas. The Women's Social Movement, which includes various women's movements such feminist movements, has played an important part in this by widening their political horizon through campaigns such as "the personal is political", the current thinking on "democracy begins at home", etc.

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<sup>39</sup> "Ten Years After Beijing." Bulletin 3, Gender Affairs Monitor. Presidential Office for Equality for Women, Bogota, D.C., Jan-March, 2005

## 2-2 Government Policy on WID/Gender

Government Policy on WID/Gender
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- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"><li>1) The government is committed to a policy intended to correct inequality of opportunity and bring about a cultural-institutional transformation that will create the necessary conditions and is working to set up the needed mechanisms.</li><li>2) Objectives have been established and the plans for reaching them are listed along with some of the actions that have already been undertaken.</li><li>3) Some of the more recent laws that have been enacted related to Advancement of Women and Gender Equity.</li></ol> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### Government Policy on Women

The policy *Women-Builders of Peace and Development* ratifies the national government's commitment to the women in Columbia. This policy has been designed to correct the disequilibrium in the relationships and opportunities for development that exist between people due to the fact that they belong to a particular sex or age or ethnic or cultural group. This may happen within the family, in the rural and urban communities, in educational establishments, in the labor market or in the organizations in the economic and political spheres.

In the current administration the above policy is focused on women who have limited resources. It has the legal support of P.N.D. and includes six areas. Four of these have priority. These include employment and entrepreneurial development, political participation, violence against women and institutional reinforcement. Programs and strategies are being developed in each one in the different departments and counties<sup>40</sup> coordinated by the Presidential Office for Equity for Women along with entities on the national level and the support of the governors and mayors in an alliance with private sector companies and academia. Their purpose is to strive to generate income and employment for women, promote political participation by women and the prevention and reduction of rates of violence against women<sup>41</sup>.

In this sense the *Women-Builders of Peace and Development* policy contributes to gradually achieving equity between men and women as far as their participation in the social, economic, political and cultural life is concerned. At the same time, it validates women's contribution to the development of the country and strengthens the action undertaken by public administration to achieve the principle of social equity expressed in the *National Development Plan 2003-2006, Towards a Community State*.

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<sup>40</sup> The term 'municipalidad' in Spanish and 'municipality' in English are false cognates. The first refers to an area that includes both urban and rural zones while 'municipality' in English is strictly urban. Therefore, the term 'county' which is similar to the Spanish 'municipalidad' is used as a closer translation.

<sup>41</sup> *ibid.*

Inasmuch as gender equity is the responsibility of the public administration as a whole, the implementation of the policy *Women–Builders of Peace and Development* is the responsibility of the various entities of the State just as it is stipulated in the National Development Plan:

“Under the coordination of the Presidential Office for Equity for Women and through a process of coordination with the governing entities of the sectoral policies, the specific actions, responsibilities, and budget of the policy *Women–Builders of Peace and Development* will be designed and defined within the framework of the strategies and programs envisaged in the “National Development Plan”.

The National Agreement for Equity between Men and Women constitutes the commitment of the National Government and that of the Legislative and Judicial branches which is necessary to make progress on a cultural and institutional transformation that will bring about the conditions that are required for development in equality without discrimination and with opportunities.

As a mechanism to do follow up on the commitments established in the agreement, a Inter-institutional Linking Committee for Gender was set up. Planning, follow up, and evaluation of the commitments established in this agreement will be the responsibilities of this authority. It is also responsible for setting up the work committees that will make it possible to integrate the proposal for a national budget that is sensitive to gender and do follow up on the adaptation of national legislation to the agreements and international commitments ratified by Columbia on the subject of women’s rights.

It should be mentioned that the departmental governments, public universities, centers for investigation, and others in organized civil society could join this national agreement.

The State’s policy on Gender Equity and the Advancement of Woman has been ratified in the following policies, mechanisms and decisions:

- Policy for the Rural Woman, CONPES 2109, Ministry of Agriculture 1984
- Comprehensive Policy for Women, CONPES 2626, Presidential Office for Young people, Women and the Family 1992
- Health Policy for Women, Women for Health, Resolution 1531, 1992, Ministry of Health.
- Policy for the Development of Rural Women, CONPES, Presidential Office for Young people, Women and the Family 1994
- EPAM Policy. Policy of Women’s Equity and Participation, CONPES 2941, DNP 1994
- Advancements and Adjustments to the Policy for Women’s Equity and Participation, CONPES 2941, DNP 1997

- National Policy for Sexual and Reproductive Health, Ministry of Social Protection, 2003
- National Agreement for Equity Between Men and Women. This was signed on Oct 14, 2003 by all of the highest authorities of all of the branches of public power (executive, legislative, judicial), the oversight agencies, private sector, and academia in the presence of the President of the Republic<sup>42</sup>.
- Laws passed by Congress. The following are the most outstanding among the recent ones: Quota Bill, Rural Woman's Bill, Equal Opportunity Bill, and the bill to approve the National Development Plan<sup>43</sup>.
- Political policies that integrate the gender perspective. The Policy of Social Reactivation is build around seven Equity Tools that are contributing significantly to real equality between men and women as the results that have been achieved to date show when separated by sex. At the same time, the NDP includes the power to go ahead with policies in favor of women and a process to integrate the gender dimension<sup>44</sup>.

### **Development Plans for Women**

The following is a brief sketch of some of the plans that the Presidential Office for Equity for Women will be carrying out over the next few years to improve the situation

- Train women and public functionaries in key political topics
- Prepare a bulletin on Gender Pedagogy.
- Set up agreements with universities in areas that are of interest to the Presidential Office.
- Have meetings with women writers and artists to recognize their contribution to Columbian fine arts.
- Arrange for the publication of textbooks free of sexist content with publishing houses.
- Plan to improve the Program for Comprehensive Help for Urban and Rural Business Women who are the Heads of their Families.
- Designing and carrying out the 2<sup>nd</sup> Fair for the Entrepreneurial Woman
- National Plan for Entrepreneurial Training for Women
- Contest "Best Productive Projects"
- Creation of the Women's Community Councils at the departmental and county level.
- Foster meetings for women who participate in politics.
- Promote training and organizing women for participation in politics and decision-making positions.
- Promote affirmative measures within the political parties and movements to increase women's participation at their decision making levels.

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<sup>42</sup> *ibid.*

<sup>43</sup> *ibid.*

<sup>44</sup> *ibid.*

## WID/Gender Related Laws and Regulations<sup>45</sup>

Laws and Regulations	Date	Content
Article 43, Constitution	1991	Men and women have equal rights and opportunities. Women may not be discriminated against. During pregnancy and after the birth, she will receive help and protection from the State if she is abandoned or unemployed. The woman who is the head of her family will receive special support from the State.
Code 82, 1993	1993	Gives the woman who is the head of her family better access to credit, education, housing, establishing small businesses, etc.
Code 360, 1997	1997	Related to crimes against sexual freedom and human dignity.
Code 581, 2000	2000	Regulates the participation of women in the decision making levels of the different branches of political power.
Code 731, 2002	2002	Objective -to improve the living standard of rural women giving priority to those with limited resources and taking measures to improve equity between men and women.
Code 750, 2002	2002	Gives special support to the woman who is the head of her family in providing for house arrest and community work. Day care centers are set up for mothers under arrest.
Code 790, 2002	2002	Renovation program for public Administration. Gives the President of the Republic extraordinary powers and creates the Social Patrol which seeks to guarantee employment stability for women who are the heads of their families and the handicapped.
Code 797	2003	Modifies Code 100 and adopts regulations for the special pension regime and exemptions. It raises the retirement age and the number of weeks of contribution. It distributes the pension between the permanent companion and ex-wife in proportion to the length of time they lived with him.

<sup>45</sup> [www.presidencia.gov.co/equidad/normatividad/normatividad.htm](http://www.presidencia.gov.co/equidad/normatividad/normatividad.htm), [www.imprenta.gov.co](http://www.imprenta.gov.co)

## 2-3 National Machinery

### National Machinery

- 1) The steps leading to the creation of the Presidential Office for Equity for Women, its objectives and functions.
- 2) The Presidential Office's role to coordinate and cooperate with other entities to help apply the policy of Gender Equity.
- 3) The main activities of the Presidential Office, the Gender Affairs Monitor, the Women's Community Councils and International cooperation.

### Background

In 1990 the Presidential Office for Young people, Women and the Family was created in order to comply with the Convention for the Elimination of All Forms of Discrimination Against Women as well as other international commitments. It was also a response to the concerns of the Social Movement of Columbian Women.

Then, in July, 1995 the National Office for Equality for Women was created by Code 188. In different Ministries and decentralized entities, authorities were created which were in charge of promoting the application of policies directed towards women. Many of these are no longer functioning.

Finally, in June, 1999, the Office was transformed into the Presidential Office for Equity for Women through Decree 1182.

### National Machinery

Presidential Office for Equity for Women, which was created to promote Women's Progress and Gender Equity in Columbia, has received new functions as a result of Decree 519/03. It is carrying out the project of institutional reinforcement which consolidates various tools and areas: Gender Affairs Monitor, Data Bank, Technical Consulting Office, Documentation and Consulting Center, follow up on international commitments, etc.<sup>46</sup>

The Presidential Office's mission is to design, promote, coordinate and implement a policy for women and girls that contributes to attaining equality of opportunity between men and women, elevates the standard of living for women, respect for human rights, citizen's participation and impels the reinforcement of organizational processes and women's organizations.

Based on this mission, the specific objectives that have been set are the following:

- Design, promote and get started on the policy for women that will be predisposed to their development, gender equity and a cultural change that will value their contribution to development.

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<sup>46</sup> "Ten Years After Beijing." Bulletin 3, Gender Affairs Monitor. Presidential Office for Equality for Women, Bogota, D.C., Jan-March, 2005

- Generate a favorable public opinion of the need to have a policy governing entity for women as a state policy.
- Call for respect, development and dissemination of women's rights.
- Arrange for and manage resources for the design and implementation of the different programs and projects with the sector entities and multilateral organizations.
- Stimulate democratic processes of organization, participation and mobilization of women in their exercise of power and decision making in political, economic, cultural and social processes.
- Press for and reinforce the processes of empowerment of women and support strategies for local, regional and national impact.
- Measure the expected impacts and results of the policy of equity for women and of the regulations, commitments and international agreements on the topic.
- Promote and guarantee places that reinforce the introduction of the policy of women's equity and the responsibility that the territorial entities have in this undertaking.

The functions the Presidential Office was given as part of carrying out its mission and reaching its objectives were:

- Assist the President and national government to design the governmental policies intended to promote equity between men and women based on the general directions of the President of the Republic.
- Give impetus to the incorporation of the perspective of gender in the formulation, management and follow up on the policies, plans and programs in the national and territorial public entities.
- Establish mechanisms for following up on compliance with domestic legislation and the treaties and international conferences that are related to women's equity and gender perspective.
- Establish strategic alliances with the private sector, international organizations, NGOs, universities, and research centers to stimulate and reinforce research and analysis of existing knowledge of women's condition and situation.
- Give support to community and social women's organizations on the national level and ensure their active participation in state actions and programs.
- Support the formulation and design of specific programs and projects aimed at improving women's living standards, especially the poorest and least protected.
- Press for the establishment of regulations for the laws that are designed to achieve equity for women.
- Channel resources and actions from international cooperation for carrying out projects intended to guarantee the inclusion of the dimension of gender and the participation of women in the social, political and economic spheres.
- All others assigned by the President of the Republic.

The budget for the Presidential Office comes from the part of the general national budget that is assigned to the Administrative Department of the Presidency and is destined for programs of mini-credit, technical help and consulting for entities and regions. It is also used to do follow up on the programs that Women's Progress and Gender Equity promote as well as the entity's functioning<sup>47</sup>.

Within the overall Plan for Equal Opportunity, programs are included that contribute to achieving equity between men and women. The entity that is responsible for this on the national level is the Presidential Office for Equity for Women<sup>48</sup>.

The Presidential Office works through a process that allows it to introduce the dimension of gender as a link in the plans, programs, projects, budgets, and work mechanisms of public administration. To achieve this transversalization of policy, it carries out activities in coordination and cooperation with the different branches and agencies of public authority so that they make the commitment to institutionalize the perspective of gender as well as guidelines oriented towards gender equity with specific and short, medium and long range quantifiable goals.

Some of the entities with which it is working to make progress on the agreements are:

Department of National Planning, Ministry of Foreign Relations, Ministry of the Interior and Justice, Ministry of Social Protection, Ministry of Defense, Ministry of Education, Ministry of Communication, Ministry of Culture, Ministry of the Treasury, Ministry of Commerce, Industry, and Tourism, Vice Presidency of the Republic, High Commissioner for Peace and Coexistence, Network of Social Solidarity, Administrative Department of Family Welfare, National Learning Service–SENA–, National Administrative Department of Social Economy (Cooperatives), – Dansocial–, School of Public Administration–ESAP–, Presidential Program Colombian Youth, Presidential Office for Special Programs, Banco Agrario, public universities, International Labor Organization and the International Cooperation Agencies.

### **Main Activities carried out by the Presidential Office for Equity for Women**

The National Development Plan gave the Presidential Office the following responsibilities<sup>49</sup>:

- Promote equity between men and women.

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<sup>47</sup> *ibid.*

<sup>48</sup> Presidential Office for Equality for Women, "National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women." Management Report-2004, Bogota, D.C., Jan, 2005

<sup>49</sup> Code 812, 2003, art. 9

- Coordinate with public entities in the process of incorporating the perspective of gender in the policies, plans, programs, and projects (gender mainstreaming).
- Move policies in favor of women ahead.

The law also defined the areas of employment and entrepreneurial development, education and culture, health, political participation, rural women, etc. as the ones in which the Presidential Office would participate. In each, the Presidential Office works with a variety of entities to carry out a series of program, projects, or strategies that promote women's advancement and contribute to correcting the lack of equilibrium between men and women in opportunities for development<sup>50</sup>.

In order to reach its objectives and carry out its functions, the Presidential Office requires the following:

- an adequate infrastructure
- a technical team
- systems for information and analysis (Gender Affairs Monitor)
- mechanisms for circulating information
- mechanisms for decentralization (Women's Community Councils)
- support from international cooperation.

The actions that have been taken or are being taken to reach the goals are as follows:

- The creation and operation of the Gender Affairs Monitor
- Creation of a data bank of women's organizations and those that work for the benefit of women.
- Creation of a bank of projects for women.
- The development of a Technical Consulting Office on gender issues.
- Publication of an informative report from the Presidential Office that comes out every six months and relates the policy and progress in its application.
- Give impetus to the development of a decentralized effort to move ahead on the *Women-Builders of Peace and Development* policy by preparing teams that have the training to transverse the gender focus in its implementation and institutionalization in departments and counties. Make progress also on this type of work in sectoral entities.
- Promote the signing of a national agreement for equality of men and women that establishes a framework for the three branches of the government and others in society to work together to consolidate equity of gender as state policy.

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<sup>50</sup> Presidential Office for Equality for Women, "National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women." Management Report-2004, Bogota, D.C., Jan, 2005

- Support events that reinforce the institutionalizing of the policy on the national and international level.

### **Gender Affairs Monitor**

The Gender Affairs Monitor was set up as a mechanism for following up on social indicators, compliance with rules, evaluating the participation and impact of the programs that are designed to reduce the gap caused by gender inequity in the standard of living for women. The Monitor has the following goals:

- Generate up to date and quality information on the situation for women and the activities of governmental institutions in relation to gender equity.
- Foster knowledge of the existing regulations that favor women and encourage legislative progress in the aspects that are so necessary to apply these regulations
- Press for the development of illustrative experiences on the territorial level that demonstrate the application of the policy of gender equity.
- Measure the results and the impact that institutional projects have with respect to gender equity.
- Make knowledge about the progress and results of the activities of the Monitor available to people.

### **Women's Community Councils**

The organization of these councils will be encouraged in counties and departments for the purpose of facilitating women's participation in the variety of decisions that affect them. Likewise, it will reinforce the implementation of the *Women–Builders of Peace and Development* policy and empowerment of women.

To carry out this strategy, the following actions will be taken:

- Propose actions and strategies that reinforce the implementation of the policy in regions and towns.
- Do follow up on the actions that are done in coordination with the Presidential Office.
- Practice vigilance and control over the policies for women.
- Convene and inform sectors and women's organizations.
- Promote the Community Councils at the departmental, regional and local level as well as the development of equity activities within the territories.
- Call for a national agreement for equity between men and women.

### 3. Current Situation of Women by Sector

#### 3-1 Education

Education
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| <ol style="list-style-type: none"><li>1) The policy includes eliminating inequalities, improving evaluation tools and fostering diversity, tolerance and respect.</li><li>2) Progress is being made in the areas of illiteracy and lack of openings for students, but dropping out is still a problem.</li><li>3) Gender Education is the training being given to officials in the application of a “gender perspective” to plans, decisions, etc.</li></ol> |
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#### Government Policy

The policy of this administration is to eliminate any inequalities in elementary or high school education by 2005 and at all levels by the year 2015. While in Columbia there are no significant differences in school attendance by gender, the instruments that the country has to monitor and evaluate the situation in regards to gender equity in different spheres are deficient. Thus the goal is to improve the evaluation so that policies and programs can be well directed<sup>51</sup>.

The objective of the Presidential Office for Equity for Women is to foster an education that promotes appreciation of diversity, tolerance, and respect for people's gender differences in all parts of society as well as to guarantee that attention will be given equally and fairly to women and girls in order to broaden their functions and participation in all fields without prejudice and discrimination.

#### Literacy Education

Based on the records of the National Planning Department (DNP- Spanish acronym)<sup>52</sup> the differences between men and women in regards to education have diminished considerably in the latest decades. Women have achieved better results since their rate of illiteracy has diminished and although, traditionally, it used to be higher for women, the difference has been practically nonexistent since the beginning of the 90s. In 2001 7.5% of the men and of the women in Columbia were illiterate.

To date almost 160,000 people have benefited from efforts to eliminate illiteracy in 2003 and 2004. This represented an advance of 32% towards the 4-year goal. According to the Survey on Living Standards, the rate of illiteracy showed a drop of 1.7 percentage points on the national level between 1997 and 2003. This result

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<sup>51</sup> National Office of Economic and Social Policy, National Department of Planning, “Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015.” Bogota, D.C., March 14, 2005.

<sup>52</sup> DNP-UDS-DIOGS Calculations, based on the census done by Dane and EH. 1951 2001

can be explained by the notable reduction of illiteracy in rural zones which went from 22.2% to 17.9%<sup>53</sup>.

## **Primary and Secondary Education**

The goal in education for elementary education for 2005 is close to being met. The differences in access to education between men and women have practically disappeared and the rate of illiteracy for women has dropped. During the last decade it could be seen that there has been greater benefit in elementary and high school education in the case of women. Of the total number – 10,368,229 - who entered primary and high school in 2004, 5,169,561 were female.

The educational policies implemented in the previous decade were designed to broaden access to the educational system. This is reflected in the reduction in illiteracy and in the increase in the rates of school attendance for both sexes. An effort is being made to provide space for 1.5 million more students in preschool, elementary, and high school in the 4-year period of this administration. As of 2004, the public schools had created openings for over 730,000 which represents almost half of the goal. Part of this was accomplished by increasing the pupil to teacher ratio. In 2002 it was 26.7 while in 2004 it was 29.3 students per teacher<sup>54</sup>.

At present a true educational revolution from the gender perspective is taking shape considering that 49.72% of the new classroom openings for basic and high school education were taken by girls<sup>55</sup>.

With respect to the average years of education, the differences in the last few years have not been very significant since 14 years of education is compulsory. Up to 1985, men studied more years on the average than women did. However, since that date there were no differences until 2001 in which women surpassed men slightly (7.5 for women and 7.4 for men).

In regards to dropping out of school, DNP data<sup>56</sup> indicate that, at all levels, men drop out of the educational system more than women do. In both cases the main reason for dropping out is the lack of economic resources. The number two cause in the case of women is pregnancy and in that of men is the need to work. The group of men between 12 and 17 years of age is the one that shows the greatest reduction in attendance.

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<sup>53</sup> National Office of Economic and Social Policy, National Department of Planning, "Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015." Bogota, D.C., March 14, 2005.

<sup>54</sup> National Office of Economic and Social Policy, National Department of Planning, "Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015." Bogota, D.C., March 14, 2005.

<sup>55</sup> Presidential Office for Equality for Women, "National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women." Management Report-2004, Bogota, D.C., Jan, 2005

<sup>56</sup> GCV-DDS-DNP Calculations based on the census of 73, 85, and 93, 2001

During the last decade, women have achieved higher levels of passing to the next grade than men and lower rates of repeating grades or dropping out<sup>57</sup>. Between 1985 and 1997, the rate of passing to the next grade in elementary school improved 6.5 points for women and went from 78.8% to 85.3% while for men it improved 5.8 points, going from 76.8% to 82.6%. The rate of repeating grades diminished by 4.5 points for women during the period and only 3.4 points for men although improvements have been greater for the latter. It can be seen that the benefits have been greater in the case of women not only in elementary but also in secondary. The one exception is in 2001 in elementary although the difference is not significant<sup>58</sup>.

This behavioral difference based on the sex of the person as regards elementary and high school education is mainly explained by changes in social-cultural conditions such as women's greater participation in the labor market and in society. This is what Blau and Ferbner<sup>59</sup> are saying—that the evolution of the roles that men and women play is determined to a large extent by the changing demands of the economy. Therefore, the improvements in women's access to and performance in the educational sector would be associated with the requirements of a dynamic economy.

In contrast, Gomez<sup>60</sup> thinks that the greater achievements found on the part of women in high school are a reflection of the greater difficulty they have in finding jobs. He adds that better credentials are demanded of women to get any position. Therefore, they make a stronger effort to educate themselves. Another influencing factor is the process of urbanization which has had a greater effect on women<sup>61</sup> and has forced them to improve their education in order to look for more competitive jobs in urban areas.

In spite of the advances in regards to education, problems related to the quality of education given still persist. An important factor to take into consideration in this situation is the sexist content that the textbooks still present and that predispose women to take on traditional roles such as the choice of professions that are considered "feminine" and which generally have a lower social and economic value. At the same time, there is a lack of educators who are qualified in the gender and equity focus which is so necessary to achieve the required changes in this field.

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<sup>57</sup> DNP, 1998

<sup>58</sup> DNP-UDS-DIOGS Calculations, based on the census done by Dane and EH.

<sup>59</sup> Francini Blau and Marianne Ferbner, The Economics of Women, Men and Work, Prentice Hall, New Jersey, 1986.

<sup>60</sup> Hernando Gomez Buendia, et.al., Educación la agenda del siglo XXI ( Education, the Agenda for the XXI Century) , Bogota, PNUD (Spanish acronym), and Tercer Mundo Editors, 1998

<sup>61</sup> The National Demographic and Health Survey shows that between 1995 and 2000, the number of women in the urban areas increased. This is reflected in the index of masculinity which in 2000 was 87 men for every 100 women in the urban area and 101 in the rural while in 1995, it was 86 and 107 respectively.

### **Vocational and Technical education, higher education**

Of those high school graduates who choose to seek higher education, only 20-22% choose to go into technical careers. The majority prefer to attend a university<sup>62</sup>.

At the university level, of the 69,046 new openings available to students in 2004, 35,490 went to women.

Among the actions taken to meet the goals stated in “Columbian Goals and Strategies to Achieve the MDG - 2015 is that of encouraging students to consider technical and technological education in order to meet the demands of the country to improve its competitiveness on the world market<sup>63</sup>.

### **Gender Consideration Development Plan and Education**

The strategy of gender transversality starts with recognizing that public policy is not neutral and that it can contribute to achieving gender equity or reinforce inequality and existing discrimination based on sex, ethnicity, age, religion or social class. It requires political commitment and an increase in the number of institutions that are acting and resources that they contribute to incorporate the gender dimension in policies, plans, programs, projects and budgets. Its implementation will contribute to changing the relationships between the public world and private one.

The transversality of gender calls for two types of involvement:

- Active: making adjustments in public policies that are now in force through analysis and the incorporation of gender and,
- Reactive Intervention: to make progress on specific actions that contribute to improving the situation for a group that is in a disadvantaged or unfavorable position.

The strategy requires compliance with some basic premises:

Political will power, ‘institutionality’, coordination, information, sensitivity training, training and development of competence, planning, budget, direct or affirmative actions, coordination, implementation, accountability, monitoring, evaluation, communication strategy.

Compliance with these assumptions will make it possible to gradually make the process permanent and avoid the marginalization and isolation of the authorities that are predisposed towards gender equity. The consolidation of the strategy of gender transversality transcends the governmental sphere and implies a process

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<sup>62</sup> Ministry of Education web page. [www.mineducacion.gov.co](http://www.mineducacion.gov.co)

<sup>63</sup> “Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015.” National Office of Economic and Social Policy, National Department of Planning, Bogota, D.C., March 14, 2005.

of cultural transformation that is capable of generating a change in people, ideas, values and ways of acting within society<sup>64</sup>.

So far seven departments have incorporated gender perspective by joining the national agreement and even more have participated in programs, projects or strategies that the Presidential Office for Equity for Women is promoting. They have also been training officials in the topic. The same thing is happening on the county level<sup>65</sup>.

In regards to information, the DNP, DANE, and the Presidential Office for Equity for Women are working together to define gender indicators based on the indicators defined by international conferences including Beijing, CEDAW, DAW, etc.

Also DANE is classifying statistics by sex, ethnicity, age and region. As a result of the National Agreement for Equality Between Men and Women, it applied the gender perspective in collecting and analyzing five basic variables: 1) the salary gaps in the On-Going Home Survey 2002-2003; 2) head of the home in the Standard of Living Survey 2003; 3) home structures, migration and displacement in the Experimental Census of Population and Housing in Soacha 2003; 4) in the Census of Street People in Bogota 2001 and 5) in Medellin 2002 with the results of the comparative analysis of the two cities divided by age, place or origin and sex<sup>66</sup>.

A Manual for Gender Transversality Training has been designed in order to consolidate the work of sensitizing and training. Once it has been fully approved, it will be sent to the regions. A number of functionaries on the national, departmental, and county level have been trained<sup>67</sup>.

In order to review and modify planning instruments, the following things have been done: an agreement with PNUD, GTZ-Mexico, UNIFEM, CPEM, DNP; seminars to define indicators CPEM/UNIFEM; a diagnosis on women. The budget for all of this comes partly from the general budget of the nation, sector budgets, and international cooperation. The Presidential Office for Equity for Women sets aside part of the resources that it receives from the general budget through DAPR and international cooperation for coordinating the process of gender transversality and technical help for entities on the national, departmental and county levels<sup>68</sup>.

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<sup>64</sup> Presidential Office for Equality for Women, "National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women." Management Report-2004, Bogota, D.C., Jan, 2005

<sup>65</sup> Summary of information in the management report turned in by the Presidential Office for Equality for Women, "National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women." Management Report-2004, Bogota, D.C., Jan, 2005

<sup>66</sup> Presidential Office for Equality for Women, "National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women." Management Report-2004, Bogota, D.C., Jan, 2005

<sup>67</sup> *ibid.*

<sup>68</sup> *ibid.*

Monitoring is being done by work committees that are following up on agendas and the Gender Affairs Monitor. As of December 2004, eight entities had presented reports on compliance with the commitments they had made<sup>69</sup>.

The Presidential Office for Equity for Women has carried out the following workshops in this area.

- Validation or application of the pedagogical model for Gender and Diversity Education
- Gender Workshop
- Implementation of the Education Program on Gender and Diversity in Casanare.
- Gender workshop at the Gimnasio Vermont High School<sup>70</sup>.

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<sup>69</sup> *ibid.*

<sup>70</sup> *ibid.*

### 3-2 Health

Health
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- |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"><li>1) There are not only biological but also cultural aspects to the differences in men's and women's health problems.</li><li>2) Some of the more serious health problems women face such as maternal and infant mortality, cancer of the cervix, nutrition, etc. could be reduced if information and medical care was more readily available.</li><li>3) The incidence of AIDS continues to spread.</li></ol> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

#### **Government Policy<sup>71</sup>**

The objective in this area is to eliminate the inequalities that prevent women from achieving full health. In order to do so, the following plans have been made:

- Make the policy and health programs that the national government implements known.
- Start a pilot program for preventing cancer of the cervix and breast cancer for displaced women.
- Support orientation and education processes in sexual and reproductive health for teenagers.
- Establish alliances with governmental and non-governmental entities and stress specific actions for women's health.
- Do an analysis of violence to measure the impact on women
- Train public officials and community leaders on the topic of violence and how to defend children.

The concept of health equality makes it possible to look at this problem from a different perspective since it refers to different and, on occasion, preferential treatment that people or groups may require to guarantee their equality in enjoying their rights and resources because of their different or disadvantageous situations.

The National Policy on Sexual and Reproductive Health points out that myths and beliefs about fertility and reproduction that lack a scientific basis still persist and that they could cause health risks or lead one to make decisions on the basis of erroneous premises. Therefore, it is necessary for mechanisms to be designed to distribute trustworthy information about the characteristics, advantages and disadvantages of the different planning methods and make decisions about reproduction a part of those plans people have for their lives. At the same time, it is important to stimulate responsibility and the participation of men in fertility control, to favor conditions for making free and informed decisions –individually and as a couple– in regards to reproduction, to design mechanisms to overcome cultural prejudices against the prescription of contraceptives and to promote orientation and information about double protection.

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<sup>71</sup> In Feb, 2003 the Ministry of Social Protection drafted the National Policy for Sexual and Reproductive Health which makes up the framework for the development of efforts in this field.

## Medical Health

One of the most critical problems in the area of health is the high percentage of maternal deaths, the increase in the incidence of AIDS among women and the high levels of domestic and sexual violence. There are also other problems including the lack of services and comprehensive pregnancy centers for teenagers, the increase in rates of pregnancy at continuously earlier ages, the high percentage of unwanted pregnancies, which generate risky pregnancies, and cancer of the cervix. Besides affecting the conditions of health negatively, these problems impede the full exercise of other fundamental human rights.

At the same time, it is indispensable to improve information systems and the registration of maternal deaths and to develop processes for analyzing these cases. This would make it possible to identify the determining factors for this type of mortality, especially in regions with higher rates. Also, in order to balance the burden that reproduction represents, not only due to biological factors but also to cultural and social ones, it is important to stimulate the participation of men in the maternity process and raising of the children.

In the case of young women, in 2000, 19.1% of those between the ages of 15 and 19 were either mothers already or pregnant. Among the displaced population, one out of three teenage girls is a mother<sup>72</sup>.

As far as maternal mortality is concerned, it should be pointed out<sup>73</sup> that for each 100,000 live births in Columbia, 67.7 women die of causes that are associated with maternity<sup>74</sup>. In some regions above average rates appear, for example, Orinoquia and the Amazon where the rate is 141 per 100,000 live births. These figures are worrying if one keeps in mind the fact that not all of the maternal deaths are registered as such. This makes it urgent to adopt a Sex and Reproductive Health policy (SSR- Spanish acronym), that is oriented towards reducing factors that contribute to vulnerability and to introduce drastic improvements in the coverage and quality of health care.

Keeping in mind the fact that the percentage of births that occur under institutional supervision is high (94% of the women in urban zones and 69.8% in rural zones<sup>75</sup>), it is necessary to substantially improve the quality of care for the birth on the part of the institutions and of the prenatal controls in order to reduce the rate of maternal deaths. It is also necessary for mechanisms that allow early training for pregnant women to be implemented, biological and psychological risks to be identified and treated and for mechanisms to facilitate the access to health

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<sup>72</sup> Pan-American Health Organization/World Health Organization. Definition of the Cooperation Strategy with the country (ECP) 2006-2010

<sup>73</sup> Republic of Columbia. Ministry of Social Protection, "National Policy for Sexual and Reproductive Health.", 2003

<sup>74</sup> Republic of Columbia. Ministry of Social Protection, Health Situation in Columbia, Basic Indicators 2002

<sup>75</sup> Pro-family, ENDS, 2000

services for pregnant women in rural areas and areas in armed conflict to be implemented.

The commitment the country has made for 2015 is to reduce number of deaths of children under 5 years to age to 17 per 1000 and in the case of infants (under 1 year of age) to 14 per 1000 born. In regards to sexual and reproductive health, the goal is to reduce maternal mortality to 45 per 100,000 by 2015 by improving early prenatal attention coverage and qualified care during birth, increased use of contraceptives and the reduction of teenage pregnancy<sup>76</sup>.

Cancer of the cervix is the number one cause of death by cancer in the population of women between 30 and 59 years of age and the number two cause of general mortality is neoplasia. Nevertheless, due to the tendency to start sexual relationships at very early ages, cancer of the cervix is affecting younger and younger women. It is associated with risky sexual behavior, low educational and income levels, with the failure on the part of users and providers of health services to recognize the importance of CCV and make use of it as an efficient means of detecting cancer of the cervix and the lack of continuity in the diagnostic and treatment process.

### **Nutrition**

Columbia is one of the countries that has the least problem with malnutrition—in particular, acute malnutrition. The malnutrition problem it does have is limited physical size. This is due to the grave lack of micro-nutrients such as vitamins (A, B, etc.) minerals (calcium and phosphorous) and trace elements (iron, zinc, etc.) Most programs are geared towards acute malnutrition and do not take micro-nutrients into consideration<sup>77</sup>.

Malnutrition is a factor in the rate of mortality for children under 5 years of age. This was reduced from 8.4% in 1995 to 6.7% in 2000. The goal for 2015 is to cut it down to 3%. To do so a number of programs have been set up. One is the infant breakfast program aimed at children between the ages of 6 months and 5 years of age in families at the lowest income level. The objective of this program is to improve their nutrition and promote eating habits that favor good health. The program is supported by communities and territorial entities in coordination with NGOs and private businesses. Another program that is contributing provides for children in homes run by the Administrative Department of Family Welfare (Bienestar Familiar). Another is the School Restaurant Program which provides for approximately two and a half million children from families that are socially and

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<sup>76</sup> Pan-American Health Organization/World Health Organization. Definition of the Cooperation Strategy with the country (ECP) 2006-2010

<sup>77</sup> Guidelines for the implementation of ECHO nutritional programs for people displaced by the violence in Colombia, Bogota, Columbia, Nov. 2003  
<http://www.disaster-info.net/desplazados/documentos/echo/nutricion/>

economically vulnerable. Finally, the Families in Action program also augments these efforts<sup>78</sup>.

### **Family Planning**

According to Pro-family, unplanned pregnancies are not the exclusive problem of teenagers (more than half of pregnant women, 52%, state that they had not wanted to get pregnant at the time.)<sup>79</sup>. The most significant differences between the rate of observed fertility and that of desired fertility are seen in rural areas, particularly in the Pacific and Oriental zones, in groups of women with low educational indexes as well as among women affected by internal displacement. These figures, as the Ministry of Social Protection points out<sup>80</sup>, suggest problems in access to, use of, appropriation of and continuity in methods of family planning and mean an elevated cost in terms of health and living standards in as far as unplanned pregnancies may become risky ones or encourage risky practices such as dangerous abortions.

### **HIV/AIDS**

The incidence of AIDS has increased in population groups different from those that are traditionally considered to be in risk or vulnerable. Young people and women in particular are experiencing this as well as homosexuals. Between 1986 and 2000, the proportion of those who were infected was more than 47 men to 7 women. Also, between 1983 and 2005 almost 44,000 cases of HIV were reported, which included 13,000 deaths attributed to AIDS<sup>81</sup>.

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<sup>78</sup> Summary of information on health and nutrition in the report from the National Office of Economic and Social Policy, National Department of Planning, "Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015." Bogota, D.C., March 14, 2005.

<sup>79</sup> Pro-family, ENDS, 2000

<sup>80</sup> Republic of Columbia. Ministry of Social Protection, op. cit., 2003

<sup>81</sup> Pan-American Health Organization/World Health Organization. Definition of the Cooperation Strategy with the country (ECP) 2006-2010

### 3-3 Agriculture, Forestry and Fisheries

#### Agriculture, Forestry and Fisheries

- 1) Rural women are receiving support to improve their education, start businesses and become landowners.
- 2) The problems women in the country face are aggravated by the illegal armed groups, displacement and limited employment.
- 3) Rural families who were willing to stop raising cocaine, etc. have found an alternative in overseeing and protecting the forests.

#### Agricultural Policy and Gender

In 2000 the Ministry of Agriculture, IICA, the sectoral entities and the Organizations of Rural Women agreed on a Plan for the Equality of Opportunity for Rural Women in Columbia. The objective of this is to “contribute to the reduction of political, social-economic and cultural obstacles that hinder rural women from having equal opportunities to participate fully in the processes of economic growth, social development and the full exercise of their civil rights.” Bill 731, 2002, through which regulations that favor rural women were established, was also approved. They included the creation of the Promotion Fund for Rural Women (Fondo de Fomento para las Mujeres Rurales-FOMMUR); Decree 2998, 2003 that regulates the deeds for a piece of land in the case of abandonment by the domestic partner/spouse and women’s equitable participation in the procedures of awarding and use of the land; and Decree 1042, 2003 over rural housing and the Support for Rural Micro-business project (PADEMUR)<sup>82</sup>.

The objective of the Presidential Office for Equity for Women in this area is to promote social management of the country in which adult and young women and children have greater access to education, resources, property, and power which will make it possible to progress in autonomy and improve their living standard.

In order to improve their living standard, the participation of rural women in establishing businesses and in diversifying agrarian activities will be encouraged. Also nuclei of productive rural women will be created who will be able to increase their production, sell their products, improve their economic conditions and fight the unequal conditions that affect them.

Currently, in order to set up regulations based on Code 731, 2002 –Code for the Rural Woman– the Presidential Office for Equity for Women and the Ministry of Agriculture have been coordinating some processes such as the Program for Micro-business Support for Low Income Women Who are the Heads of Families and opening up special lines of credit for the country.

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<sup>82</sup> Presidential Office for Equality for Women, “National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women.” Management Report-2004, Bogota, D.C., Jan, 2005

## **Ownership of Farming Land and Agrarian Reform**

With respect to access to property, the agrarian reform traditionally favored men who were the heads of their families. The official figures show that only 11% of those who received land deeds as a result of this were women.

This situation has improved thanks to advances in regulations that have established deed holding by couple (community property). Other regulations also benefit women who are the heads of their families by giving them priority access to land, cooperatives, and companies that are the result of the agrarian reform. Since 1994, Incora has included the sector of 'women who are refugees due to violence' as beneficiaries of these policies and Agrarian Code No. 160, 1994 has reaffirmed community property to be obligatory in agrarian reform programs.

## **Rural Life and Gender**

Rural women endure the consequences of the armed conflict, intra-family violence, displacement and the increase in poverty to a greater degree than men. The rates of illiteracy are double in the country and this translates into lack of opportunities and deep inequalities for this population group.

According to the National Planning Department<sup>83</sup>, the rural woman's participation in the labor market dropped at the beginning of the 90s coinciding with the crisis in the agricultural sector. Nevertheless, beginning in 1994 there was a recovery. Just as in the urban area, the ones who participated in the labor market were the women who had more education and were between 20 and 44 years of age. From this it can be deduced that the reproductive age does not constitute a disincentive to participating in work. This can be explained by the existence of extended families<sup>84</sup>.

In Columbia, the Overall Percentage of Participation (TGP-Spanish acronym) of women reveals significant differences from region to region. The highest participation is seen in the Pacific and Oriental regions and the lowest rate, in the Caribbean. Going by work position, the employment of women in the rural area is concentrated especially in the self-employed which is 39.5% of rural feminine employment. This makes it possible to deduce that the women are the ones who are responsible for the small farm while the men are employed with salaries in the agricultural sector<sup>85</sup>.

By areas of activity, rural employment for women is concentrated in the tertiary sector (commerce and services). Like the urban area, the index of unemployment among women is higher than that of the men. The most affected are young women and those who have high school education.

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<sup>83</sup> National Planning Department. BMZ, GTZ, Macroeconomy, Gender and State, Tercer Mundo Editores, Bogota, 1999.

<sup>84</sup> Campillo, Fabiola. cited by Dora Isabel Diaz, Gender and Rural Development: an Unequal Relationship. Rural Development in America., Bogota, 1995

<sup>85</sup> *ibid.*

### **Extension Activities and Training for Women**

As mentioned above, recent laws have established the legal basis for providing support for rural women. They include Support for Low Income Women Who are the Heads of Families and Rural Micro-businesses. Also the Presidential Office for Equity for Women has made the provision of business training for rural women one of the steps they will take to achieve the goals set for this sector.

The training that was offered in preparation for and during the 1<sup>st</sup> National Fair for Entrepreneurial Women was part of the support that is made available.

### **Forestry**

The Forest Patrol Families program has made it possible for small farmers or Amerindians to quit raising illicit crops and become overseers and protectors of our biodiversity. This program has favored giving women a more active part in the work of protecting and preserving the environment. Of the families that are involved 29.68% are headed by women and 70.31%, by men<sup>86</sup>.

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<sup>86</sup> National University of Colombia (National University of Columbia), CID, UNICEF, "Gender Equality? Social Equality? A Look from the Point of View of Education and Work" in the Socioeconomic Situation Monitor, Bogota, no. 14, Dec., 2002

### 3-4 Economic Activities

#### Economic Activities

- 1) Women's participation in the labor market or lack of it are influenced by a number of factors including age, educational level and legal status.
- 2) Support systems for working women are needed since many end up working in the 'black market' which contributes to the 'feminization' of poverty.
- 3) Programs are set up to train and support business women since self-employment tends to be a weak area and their businesses are usually small and limited.

#### Employment Opportunities

It is worthwhile noting that the figures show that working women have a higher level of education than working men. This means that a comparatively higher level of education is demanded of women in order to get a job<sup>87</sup>.

#### Percentages

Between 1992 and 2001 women's overall percentage of participation (TGP-Spanish acronym) increased from 40% to 50%. From being 37% of the economically active population (PEA-Spanish acronym), women became 42% of this population. In the large cities women's TGP reached 53% in 2001 mainly due to people who have been driven out of rural areas<sup>88</sup>.

Although all of the women of working age participate more in the labor market, there are differences related to age, educational level, and their legal status. For example, women between 24 and 45 years of age participated the most.

In relation to the educational level, professional women who had completed their university studies had the highest percentage of participation: 90% in 2001. However, women whose university studies were incomplete or had only completed high school had a participation of 63% while the lowest level corresponded to women who had not completed primary or high school education.<sup>89</sup>

As far as legal status is concerned, women who are separated participate in the labor market the most followed by those who are married or cohabiting and single women. In the large cities those who are cohabiting have the highest participation rate which is probably due to a situation of greater poverty<sup>90</sup>.

#### Unemployment

At the national level, the unemployment rate for women increased from 12% in 1992 to 19% in 2001. During the same period, in the main cities, the increase was

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<sup>87</sup> *ibid.*

<sup>88</sup> *ibid.*

<sup>89</sup> *ibid.*

<sup>90</sup> *ibid.*

from 12% to 20%<sup>91</sup>. For 2003, the total national rate of unemployment dropped to 15.2% –11.9% for men and 19.7% for women (main cities 20.6)<sup>92</sup>.

According to a report prepared by the Ministry of Agriculture in 1999, 68% of the rural people who were unemployed were women<sup>93</sup>. The rate of unemployed rural women was 19.3% while that of men was 7.3%<sup>94</sup>.

The increase in feminine unemployment may be considered a symptom of gender inequality in the sphere of labor. However, the fact that their participation in the work force in the most depressed sectors is growing is due to the need to deal with the economic demands of impoverished homes. In other sectors, unemployment is attributable to women's search for autonomy, professional development and economic advancement<sup>95</sup>.

### **Women Workers in the Public and Private Sectors**

According to the figures in the table below, the percentages of men and women working for the government are almost equal. The percentages for Unpaid family worker is also similar while those for the private sector show a slight difference. However, the figures for self employment show a significant difference. In the case of the private sector, the difference that does exist may be attributable to the fact which was mentioned earlier that women have to be more highly qualified to get jobs than men do.

The lower number of women who are self employed is probably due to a number of factors. As was mentioned in a previous section, women have more difficulty getting the credit necessary to invest in a business, which by itself is a serious obstacle. In addition, they often do not have prior training or knowledge, etc. These are factors that the Presidential Office for Equity for Women has taken into consideration in setting up the seminars, consulting sessions, the Fair and other programs. However, another factor –lack of confidence– may be just as important since their early education does not predispose them to see themselves as entrepreneurs. This kind of built in discrimination is reinforced by the lack of encouragement that men are more likely to receive.

Sector	Male %	Female %	Total %
Government	3.2%	3.1%	6.1
Private	26.%	20.2%	33.0%

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<sup>91</sup> *ibid.*

<sup>92</sup> DANE. Direccion de Metodologia y Produccion Estadistica (Methodology and Statistics Production Management), Technical Documents about the Labor Market, Bogota 2003.

<sup>93</sup> Ministry of Agriculture, 1999

<sup>94</sup> DNP/sisd: 2000

<sup>95</sup> National University of Columbia (Universidad de Columbia), CID, UNICEF, op. cit. pgs. 6-8.

Self Employed	22.3%	6.9%	40.9%
Unpaid Family Worker	.8%	2.0%	5.6%
Others	.3%	15.2%	14.4%
Total	52.6%	47.4%	100 %

(2004)<sup>96</sup>

### **Support System for Women Workers**

The System of Social Protection under the direction of the Ministry of Social Protection directs labor and employability formation and provides social help for the family. Besides that the Presidency of the Republic manages a program of social assistance through the Network of Social Support.<sup>97</sup>

The Project – “Improving Labor Relations and Promotion of Columbian Women’s Economic Equity” which is under the Presidential Office for Equity for Women and supported by the International Labor Organization’s (OIT) Special Program for Technical Cooperation is working in this area<sup>98</sup>.

### **Informal Sector**

Many of the people who work in this sector are considered ‘sub-employed. As of 2004 there were 3,432,000 people supporting themselves this way of which 2,666,354 were women. The percentage of women who were the heads of their families working in the ‘informal sector’ increased, rising from 56% in 1992 to 60% in 2001 while the figures for men who are the heads of their families were 50% and 57% respectively. These numbers indicate that the greater increase in the feminine leadership of the home is associated with work on the black market and poverty<sup>99</sup>. Code 82, 1993, which issued regulations to favor women who were the heads of their families, was enacted to deal with this problem.

### **Support for Micro-business Ventures**

With respect to the creation of businesses, it can be affirmed that although the number of businesswomen has been increasing, their participation in this field is still restricted and faces a variety of obstacles. In the case of small productive units managed by women, their situation is similar to that demonstrated for Latin American countries based on studies carried out by Valenzuela and Venegas

<sup>96</sup> On-going Home Surveys (Inuestas continuas de hogares), DANE, 2004

<sup>97</sup> Summary of information on health and nutrition in the report from the National Office of Economic and Social Policy, National Department of Planning, “Columbian Goals and Strategies to Achieve the Millennium Development Goals - 2015.” Bogota,

<sup>98</sup> Presidential Office for Equality for Women, “National Government Strategies to Promote the Advancement of Women and Equality Between Men and Women.” Management Report-2004, Bogota, D.C., Jan, 2005

<sup>99</sup> National University of Columbia (Universidad de Columbia), CID, UNICEF, op. cit. pgs. 6-8.

(2001), “their businesses are small in size (in terms of the number of workers and in sales volume), have fewer assets, earnings per hour are lower and the territorial radius of action for their activities is more limited.”<sup>100</sup>

The national plan for business training includes topics such as: the work situation for women in Columbia and their contribution to the economic development of the country, micro-business, productive sectors, lines of credit, the payment mentality, marketing, costs and technical training. This is being carried out in alliance with other entities. For example, SENA is giving technical training on business management. DANSOCIAL is providing training on cooperatives and gender. Some of the universities will have business consulting available. The International Labor Organization (OIT-Spanish acronym) offers workshops on the Transfer of Methodology of Business Management with the Gender Perspective. More than 1,000 women had received training by the end of 2003 and over 4,000 in 2004 alone. For 2005 a goal of 3,400 was set and early in the year 35% of that goal had already been reached<sup>101</sup>.

The first Fair for Business Women was held in June, 2004. It was organized by CONFECAMARAS with the technical and financial help of the Administrative Department of the Presidency of the Republic (DAPR). It was financed by FOMIPYME–Minicommerce and a group of public entities and private companies. Businesswomen were offered the opportunity to consult experts and to participate in workshops during the fair. Some of these were also available to the public. The sales that were generated during the fair came to over \$178.000 (US dollars)<sup>102</sup>. The fair was successful enough that another was planned for 2005<sup>103</sup>.

In the Program for Business Women Who Are the Head of Their Families, the Presidential Office for Equity for Women continued to offer credit, training, and follow up from June through December 2004. Committees on the departmental and local level were installed reaching a total of 158 by December 2004. As part of the kick off of the program 15 conferences were held<sup>104</sup>.

It also received a total of 5,896 projects for micro-businesses prior to December 2004 for evaluation by NGOs and UMATAS including agricultural ones. Credit was granted for 265 by the Agrario Bank (Banco Agrario). This brings the total for the four-year period to 2,071 which is 21.8% of the goal for this period. The Presidential Office followed up by contacting those who had received credit to encourage them to pay off their loans. As of this report about 40 had completely canceled their loans and the majority had made payments towards them.

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<sup>100</sup> Abramo, L. Notes on the Incorporation of the Gender Dimension to the Policies of Employment and Erradication of Poverty in Latin America, (Notas sobre la incorporación de la dimensión de género a las políticas de empleo y erradicación de la pobreza en América Latina), ILO, 2003

<sup>101</sup> Gender Affairs Monitor. “Ten Years After Beijing: Advances and Challenges for the Colombian State.” Bulletin 3, Presidential Office for Equality for Women. Bogota, Jan. - March 2005

<sup>102</sup> *ibid.*

<sup>103</sup> *ibid.*

<sup>104</sup> *ibid.*

### **Income Level and Feminization of Poverty**

According to the PNUD Human Development Report 2004 the country has made advances almost continuously during the past 14 years and in spite of the economic crisis, it is in better condition now than it was during the last decade. However, the disparity in the distribution of income (the Gini coefficient rose from .544 in 1996 to .563 in 2003) has become accentuated. At the moment, the country is facing a challenge with 59.8% of the people living below the poverty line (2000) and 14% unemployment (2005) along with other problems<sup>105</sup>.

One of the main sources of gender inequality in this country is related to income. As a matter of fact, between 1992 and 2001, in the most important areas in the departments, the percentage of working men with incomes below the legal minimum salary increased from 40% to 54% while that of working women with incomes below the minimum salary stayed at 61%. In the rest of the country during the same period, the variation was from 80% to 85% for men and from 92% to 90% for the women. "It could be said that the distance between the sexes was reduced downward when the situation for men deteriorated and that for women was at a relative standstill (...) the gap between the sexes continues to be very high within the growing social inequality"<sup>106</sup>. As the Human Development Report 2003 points out that in Columbia "women began the new century with incomes 20% lower than those for men, a percentage equal to the one in 1995."

During the period between 1992 and 2001 the number of homes headed by women increased from 23% to 31% of the total number of household leaders in the main cities and from 13% to 18% in the rest of the country. The unemployment rate for women who were the heads of their families also rose from 5% to 12% during this period of time in the main departments and from 3% to 8% in the rest of the country. The women who were heads of low income families increased from 44% in 1992 to 51% in 2001 while the percentage of men who were heads of low income families went from 52% to 54% during the same period. This indicates a greater impoverishment of female heads of families.

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<sup>105</sup> Pan-American Health Organization/World Health Organization. Definition of the Cooperation Strategy with the Country (ECP) 2006-2010

<sup>106</sup> National University of Columbia (Universidad de Columbia), CID, UNICEF, op. cit. pgs. 6-8.

## 4. Gender Projects

### 4. On-going WID/Gender Projects

Project / program	Implementing organization	Donor organization	Duration Budget	Relation to Women
Women - General				
Institutional Reinforcement Project COL 03/018	Presidential Office for Equity for Women	PNUD - United Nations Development Program	\$250.000	means by which the Presidential Office for Equity for Women consolidates its tools for promoting equality for women.
Gender Affairs Monitor	Presidential Office for Equity for Women	UNIFEM, Canadian Agency for International Development (ACDI-Spanish acronym), Spanish Cooperation Agency (AECI - Spanish acronym)	ACDI - \$57,000, AECI – \$1,739 /month UNIFEM part of \$41.000	Its work is to compile, analyze, and evaluate the information on the situation for women in Columbia, the specific impact of the laws, policies, budgets, etc.
Women Against Violence Network	Presidential Office for Equity for Women	UNIFEM	\$41.000	Promote political participation and means to discuss their particular problems with governmental authorities.
Methods for Non-Violence	Women Against Violence			Strategies for reducing violence against women
Family Democracy	entities responsible for preventing, dealing with, and punishing intra-family violence held symposiums			Encourage shared power, co-responsibility within the home so people learn to live together peacefully and be good citizens.
Ursula Iguarán-Back to the Land	Presidential Office for Equity for Women			Encourage helping women and girls who have been forced from their homes and enabling them to return and resettle.

Woman, Peace and Safety Committee	Presidential Office for Equity for Women			Make women's efforts in building the social fabric visible. Train women to deal with conflict. Disseminate legal instruments.
Women's Community Councils	Presidential Office for Equity for Women			provide a space for dialogue or negotiation between women and governmental authorities.
Workshop on - Women in Building and Maintaining Peace	Presidential Office for Equity for Women			part of the gender transversality process
Documentation and Consulting Center	Presidential Office for Equity for Women			organize and categorize documents for the Gender Affairs Monitor and other projects.
Data Bank	Presidential Office for Equity for Women			communication network to provide information for Women's Community Councils, etc.
<b>Education</b>				
Educational Program on Gender and Diversity	Presidential Office for Equity for Women, Repem, National University		Several 1-day workshops. Aug.-Nov 2004 in Casanare	train government officials in gender issues, the gender perspective and applying related laws
Meeting of Columbian Writers (women)	Presidential Office for Equity for Women, Ministry of Culture	Ministry of Culture	March 4 and 5, 2004 --2 days	give recognition to and support Columbian women writers.
Legal Literacy				Inform public officials, women and qualified organizations about the national and international laws

				and regulations related to women
<b>Health / Medicine</b>				
National System for Comprehensive Care for the Displaced People (Sistema nacional de atencion integral a la poblacion desplazada – SNAIPO)	Ministry of Social Protection			provides medical care for displaced people within Columbia including women and children.
Comprehensive Care Center for Victims of Sec Crimes	Presidential Office for Equity for Women			Provide medical, legal, psychological, etc. care for women who have been sexually attacked in some way.
Interpersonal Information, Education and Communication program for the promotion of sexual and reproductive health and prevention of teenage pregnancy	Ministry of Social Protection			campaign to inform women on health in sexually related areas and promote reduction of teen pregnancy
<b>Economic Activities</b>				
National Plan for Entrepreneurial Training for Women	Presidential Office for Equity for Women			enable women to successfully set up their own business
Symposiums to Encourage an Entrepreneurial Spirit	Presidential Office for Equity for Women		April 2004	support businesswomen
Plan to Improve Comprehensive Support for Business Women Who Are the Heads of Their Families	Presidential Office for Equity for Women			help women in these circumstances be successful in business
1 <sup>st</sup> National Fair	CONFECAMAR	FOMIPYME,	June 24-	Promote

for Entrepreneurial Women	AS	Presidential Office for Equity for Women, group of public and private entities	27 2004 - 4 days	entrepreneurial spirit, train and enable advertising, contacts for women
Contest-the Best Productive Project				help women create business projects and get a line of credit to carry them out.
Symposium and Launching of the Program for Business Women Who are the Heads of their Families	Presidential Office for Equity for Women, SENA, banks and universities		6 months June to Dec. 2004	Provide credit, training and follow up for women who are the heads of their families and starting their own business.
Promotion Fund for Rural Women	Presidential Office for Equity for Women			
Support for Rural Micro-business project	Presidential Office for Equity for Women			Help rural women establish businesses
ILO/USDOL Improving Labor Relations and Promoting Economic Equality for Women in Columbia	Presidential Office for Equity for Women	OIT Special Program for Technical Cooperation donated computers and printers (value appx. \$3,120)		support for working women and promote better pay

## 5. WID/Gender Information Sources

### 5-1 List of international organizations and NGOs related to WID/Gender

List of international organizations and NGOs related to WID/Gender
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Name of organization	Contact person (area of specialization)	Reports Writer	Contact Address Telephone	E-mail
<b>Government Organizations</b>				
Presidential Office for Equity for Women	Marta Lucia Vasquez Zawadzky Presidential Councilor	Gender Report -10 Years After Beijing -Report to the Inter-American Commission on Women -Report for the IX Regional Conference on the Latin American and Caribbean Woman -Report to the General Secretary of the UN etc.	Address: Calle 10 No. 1-15	oag@presidencia.gov.co
Ministry of Health	Ana Cristina González Public Health Manager	The Reform of Social Security in Health, vol. 1 background and results	Address: Carrera 13 No. 32-76 Piso 14 (14 <sup>th</sup> floor) Tel: 3365066 Ext. 1400 Fax: 3365066 Ext. 1075	agonzalez@minsalud.gov.co
Departmental Government of Antioquia	Argelia Londoño Secretary Gender Equality		Calle 42 No. 52-186 Of. 601 Cra.86 No. 49E-55 apt.412 Bl. 5 Tel:094-3858000 Fax: 094-2328010 Cel: 315-5644615	alondon1@gobant.gov
Local D.C. City Hall -Planning Office	Carmenza Saldías, Director of the Dpt. of Local		Carrera 30 No. 24-90 Piso 8 (8 <sup>th</sup> Floor) Tel:	direccion@dapd.gov.co

	Planning		3680779-25 Fax: 2696690	
Presidency Office of the First Lady	Clara Chica Consultant		Calle 7 No. 6- 54 Tel: 562 9300 Ext. 3532 /33 /34 Fax: 5658566	cmoya@presidenc ia.gov.co
Presidential Office for Social Policy	Esmeralda Ruíz FNUAP		Carrera 10 No. 26-71 Piso 12 Interior 106 Edificio Bachue Tel: 5960400 - 6004 518 Fax: 2960401-59604 01	esmeralda@super cabletv.net.co
Productive Alliances, Ministry of Agriculture	Maria Clara Rodríguez Head of Productive Alliances Project		Avenida Jimenez No. 7-65 Piso 5 Fax: 2834314	mcrdríguez@min agricultura.gov.co
Administrative Dpt. of City Hall Social Welfare	Maria Cristina Hurtado Saenz Sub-director of Social Intervention		Calle 11 No. 8-49 Oficina 501 Tel: 3446413 Fax: 2823171	macrisur@hotmail. com
Financier of the Urban Services Project	Maria Teresa Argaez			
Population Fund	Patricia Prieto Consultant		Carrera 7 No. 79A-95 Apartment 101 Tel: 2111553	gata@colomsat.ne t.co
National Planning Department (DNP)	Pilar Montagut Castaño Advisor for the Social Development Manager		Calle 26 No. 13-19 Piso 5 (5 <sup>th</sup> floor) Tel: 2663666 Ext. 2049 Fax:5999539 cel:315-344533 4	pmontagut@dnf.g ov.co
National Ministry of Education	Carmen Emilia Pérez Castaño (Tita) Director of Quality Pre- school, basic		Avenida el Dorado CAN Tel: 3157777 ext.2109 Dir. 2222319 Fax: 2224715	cpérez@mineduca ción.gov.co

	and middle school Education			
Low-Income Housing Fund (Caja de Vivienda Popular)	Luz Stella Moreno Planning Consultant		Calle 54 No. 13-30 Tel: 3145577 Fax: 3105684	planeación@cajaviendapopular.gov.co
Young Columbia (Colombia Joven) Youth Development	Iván Mustafa Nal. Coordinator Integrated Service Project for Young People		Calle 10 No. 1-15 Colombia Joven Tel: 3520220 Fax: 3520220 Ext. 106	imustafa@psij.gov.co
Youth in Action Colombian Youth	Nicólas Uribe Director of Youth in Action Program (Programa Jóvenes en Acción)			nuribe@presidencia.gov.co
<b>Universities</b>				
Javeriana University	Adriana Delgado Academic Dean of Political Science		Carrera 7 No. 40-62 Edif. 9 Tel: 3208320 Fax: 3208320 Ext. 2484 /66	adelgado@javeriana.edu.co
National University	Blanca Cardona		Tel: 3165000	
Central University	Carlos Iván García Academic Coordinator Dpt. of Investigation DIUC		Calle 75 No. 15-91 Piso 6 (6 <sup>th</sup> floor) Calle 144 No. 18-71 Apt. 502 Tel: 3211804-05 Fax: 3211804	carlosiván@tutopia.com.co
National University School of Gender	Dony Meertens Professor and Researcher		Calle 39 Bis No. 28-29 Apartment 201 Tel: 2680351 House and Fax. Cel: 310-7734991	sanmeer@colnodo.apc.org
University del Valle	Gabriela Castellanos		Calle 13 No. 100-00 Cali 092-3212100 Tel: 092-3327516	gcastellanos@emcali.net.co

			House Tel: 092-3312175-3 331399	
Externado University of Colombia	Lucy Watermberg Advisor for Dpt. Admvo. of Communal Action Btá		Carrera 30 No. 24-90 Piso 14 Cra. 1 #83-02 Torre A Apt.602 Tel: 2417900 Ext. 2515 Fax: 2697295	lucycol@cable.net. co
National University	Magdalena León Retired Professor of the National University		Calle 117 No. 6-55 Interior 9 Tel: 2132001	magleón@cable.n et.co
National University	Vera Grave			
ATI Central University	Maria Cristina Laverde Director of the Department of Investigation DIUC		Calle 75 No. 15-91 Piso 6 DIUC Tel: 3211804 - 3211 805 Fax: 3211804	mlaverdet@ucentr al.edu.co
IICA National University	Myriam Gutierrez Coordinator of the IICA Pademer Agreement		Calle 45 Carrera 30 Tel: 2207000 Ext. 7052 Fax: 2207001	mgutierrez@iica.or g.co
<b>International Organizations</b>				
Inter-American Development Bank	Ana Lucía Muñoz, Sectoral Specialist		Carrera 7 No. 71-21 Torre B Piso 19 Tel: 3257000 ext. 230 Fax: 3257050	analm@iadb.org
World Food/Nutrition Program (PMA)	Els Kocken Representative in Columbia		Carrera 7 No. 74-21 7 <sup>th</sup> Floor Tel: 3460611	els.kocken@wfp.or g
ACNUR UN	Isabel Selles Community Affairs Official		Calle 114 No. 9-01 Torre A Off. 601 Edificio Teleport Tel: 6291620 Fax: 6292790	selles@unhcr.ch
UNICEF	Jorge Iván Bula Monitoring and Evaluation		Calle 72 No. 10-71 11 <sup>th</sup> Floor Tel: 3120090	

	Official		Fax: 3210620	
International Immigration Organization	Linda Eriksson		Carrera 14 No. 93B-46 Piso 4 Tel: 622 7774 ext 129 Fax: 6223479	leriksson@oim.org.co
International Red Cross	Luz Marina Tamayo Distribution Advisor		Calle 76 No. 10-02 Tel: 3138630 Fax: 3128282	bogotá.bog@icrc.org
UN - Respect for Human Rights	Manuel Restrepo (Consultant on Human Rights in the UN)		Calle 114 No. 9-45 Torre B Off. 1101 Tel: 2450514/62936 36 ext. 201 Fax: 2455386 Cel:310-8067409	
World Health Organization		WHO Strategies for Country Cooperation: an Orienting Framework		
OPS (WHO)	Magda Palacio National Health Professional		Carrera 7 No. 74-21 Piso 9 Tel: 3478373 Fax: 2547070	mpalacio@col.ops-oms.org
NGOs				
OXFAM	Pilar Rueda Albocasi		Avenida 42 No. 22-38 Tel: 2457801 Fax: 3270180	prueda@oxfam.org.co
Woman and Future Foundation Bucaramanga	Isabel Ortiz Pérez		Calle 33 No. 28-07 Fundación Cll.54.Cra.47 apto.402 Terrazas Tel: 097-6473065 Fax: 097-6454376	funmujer@col1telecom.com.co
Reinsert. ILSA	Maria Eugenia Vásquez		Calle 38 No. 16-45 Tel: 2455955 Fax: 2884854	generoilsa@epm.net.co
The Woman's House	Olga Amparo Sánchez		Carrera 28 No. 51-22 Tel:	casmujer@colnodo.apc.org

(Casa de la Mujer) Bogotá	General Coordinator of the Corporation.		3103759 - 3120 090 Fax: 3103261	
Magdalena Medio Development and Peace Corporation (Corporación Desarrollo y paz del Magdalena Medio)	Nadia Zabala Castaño		Carrera 9 No. 6B-93 Edificio la Tora Apto. 702	zanadja@hotmail.com mmsuarez@presidencia.gov.co
Humbolt Institute	Pilar Pardo Coordinator of the GEF Andes Project		Carrera 7 No. 35-20 Calle 37 No. 8-40 Tel: 3406925 - 6086 900 Fax: 6086900 Ext. 242	mppardo@humboldt.org.co
Fundación Diálogo Mujer (Women in Dialogue Foundation)	Sara Gómez Acevedo Director		Carrera 32 No. 16-45 Piso 3 (3 <sup>rd</sup> floor) Oficina 301-302 Tel: 2472273 Fax: 3712960	dialogo@global.net.co
Others				
Reservas Campesinas (Country people reserve)	Adriana Castro		Tel: 2207646 - 2207 046	
Paz Bien Cali aguablanca Cali - Valle	Alba Stella Barreto		Dgnal 26 l2 No. 80A-25 Marroquin 2 Distrito Aguablanca Tel: 092-4025503 Fax: 092-4221352 Cali	pazybien@norma.net
Coralina	Elizabeth Taylor		San Andres Islas Vía San Luis Kilomentro 26 Tel: 098-5128273 Fax: 098-5120081	elizabeth@coralina.org
Consejería-Equidad Red	Esperanza González		Calle 10 No. 1-15 Tel:	egonzale@presidencia.gov.co

Nacional (Equity National Network Office)	Coordinator of Mothers Who are the Head of the Family Program		25625506 Fax: 5623571	
Viva la Ciudadanía (Long Live Citizenship)	Eucaris Olaya Tutor at the Democratic Leadership School		Carrera 2A No. 18-35 Sur Interior 15 Apto. 502 Tel: 3668912 Casa Tel: 2179015-34731 47 Ofic.	eucarisol@hotmail .com
Gr. Homb.	Fredy Hernán Gómez A.		Carrera 4 No. 13-21 Apto. 202	freddymez@hotmail.com
Listen Woman Ibague	Luz Marina Lurduy		Tel: 098-676857 Tel: 098-3138630	
RAS	Sandra Suárez			
Mujeres por la Constituyente (Women for the Constituent) Atlantic Coast	Yusmidia Solano Coordinator		Carrera 31B No. 2A-84 Apt. 302 en Bogotá. Tel: 095-4227949 Sta. Marta Tel: 4081003	yusmisol@celcarib e.net.co
Sindicato Union	Patricia Buriticá Director of the Project - Women for Peace Initiative (Iniciativa Mujeres por la paz)		Carrera 13 No. 32-51 Torre 3 Oficina 501 Tel: 3205125 – 3381324 Fax: 3205124 Cel: 2682792	patribu@tutopia.com info@mujeresporla paz.org

## 5-2 List of Reports and References related to WID/Gender

List of Reports and References related to WID/Gender			
Title	Publishing House	Year	Where to get it
<b>Education</b>			
Gender Equality? Social Equality? A Look from the Point of View of Education and Work	Observatorio de Coyuntura Socioeconomica (Socioeconomic Situation Monitor), Bogota, no. 14,	2022	National University of Columbia, CID, UNICEF
Education, the Agenda for the XXI Century Author - Gomez Buendia	PNUD and Tercer Mundo Editores, Bogota	1998	Tercer Mundo Editores
Women—Builders of Peace and Development and 2 <sup>nd</sup> Edition			
Memories of the 1 <sup>st</sup> National Fair for the Entrepreneurial Woman		2004	
<b>Health / Medicine</b>			
National Policy on Sexual and Reproductive Health	Ministry of Social Protection, Republic of Columbia	2003	Ministry of Social Protection, Republic of Columbia
Health Situation in Columbia, basic indicators	Ministry of Health, Republic of Columbia	2002	Ministry of Health, Republic of Columbia
Forensics, Data for Life	National Institute of Forensic Medicine and Science, Traffic Accident Prevention Fund (Fondo de Prevencion Vial)	2002	National Institute of Forensic Medicine and Science
Right of Rights: Comprehensive Treatment for Survivors of Sex Crimes	Presidential Council for Equity for Women, UN Population Fund	2001	Presidential Council for Equity for Women, UN Population Fund
National Demographic and Health Survey ENDS	Profamilia, Bogota	2000	Profamilia
ENDS 2000	Profamilia, Bogota	2000	Profamilia
Local Health Plans along	Proequidad	2000	Proequidad Project,

with Gender Equity	Project, Bogota		DINEM, GTZ
The Incidence of Abortion y Miscarriage in Columbia Author - Zamudio, Lucero et. al.	Externado University of Columbia, Bogota	1994	Externado University of Columbia
Social Gender Analysis			
National Government Strategies to Promote Women's Progress and Equality Between Men and Women Administration / Management Report	Presidential Council for Equity for Women	2004	Presidential Council for Equity for Women equidadmujer@presidencia.gov.co
10 Years After Beijing	Gender Affairs Monitor	2004	Presidential Council for Equity for Women  equidadmujer@presidencia.gov.co
Ten Years of Human Development in Columbia	PNUD, DNP, PDH, Bogota	2003	PNUD, DNP, PDH,
Report on Women's Rights in Columbia	National Network of Women, Intersection of Women's Networks	2003	
International Conference on Population and Development		1994	
4 <sup>th</sup> World Conference on Women		1995	
International Commitments Signed by the Colombian Government: Cairo, Belem do Para, CEDAW, Nairobi, Beijing			
Protocol for Preventing, Suppressing and Punishing Treatment of People, Especially Women and Children that complements the UN Convention Against Organized	United Nations	2000	United Nations
Political Declaration of Columbia Women to the Beijing Conference + 5			

V CEDAW Report	Presidential Office for Equity for Women		Presidential Office for Equity for Women
Report to the Inter-American Commission on Women	Presidential Office for Equity for Women		Presidential Office for Equity for Women
Report for the IX Regional Conference on the Latin American and Caribbean Woman	Presidential Office for Equity for Women		Presidential Office for Equity for Women
Report to the General Secretary of the UN	Presidential Office for Equity for Women		Presidential Office for Equity for Women
Report for the Directing Committee of the Inter-American Commission on Women	Presidential Office for Equity for Women		Presidential Office for Equity for Women
Report on Resolution 1325	Presidential Office for Equity for Women		Presidential Office for Equity for Women
New Leon Summit Report	Presidential Office for Equity for Women	2004	Presidential Office for Equity for Women
Report for the 32 <sup>nd</sup> Delegate Assembly of the Inter-American Commission on Women	Presidential Office for Equity for Women		Presidential Office for Equity for Women
Report to the High Commissioner of the UN	Presidential Office for Equity for Women		Presidential Office for Equity for Women
Report for the meeting of CEPAL Directing Committee: on the compliance with the Millennium development Goals and the Mexican Consensus	Presidential Office for Equity for Women		Presidential Office for Equity for Women

### Web pages

National Administrative Department of Statistics	<a href="http://www.dane.gov.co">www.dane.gov.co</a>
Presidency of the Republic	<a href="http://www.presidencia.gov.co">www.presidencia.gov.co</a>
	<a href="http://www.accionsocial.gov.co">www.accionsocial.gov.co</a>
National Planning Department	<a href="http://www.dnp.gov.co">www.dnp.gov.co</a>
	<a href="http://www.sisd-dnp">www.sisd-dnp</a>
	<a href="http://www.icbf.gov.co">www.icbf.gov.co</a>
	<a href="http://www.red.gov.co">www.red.gov.co</a>
ICFES	<a href="http://www.icfes.gov.co">www.icfes.gov.co</a>
Ministry of Education	<a href="http://www.mineducacion.gov.co">www.mineducacion.gov.co</a>
Ministry of Agriculture	<a href="http://www.minagricultura.gov.co">www.minagricultura.gov.co</a>
Ministry of Social Protection	<a href="http://www.minproteccionsocial.gov.co">www.minproteccionsocial.gov.co</a>
Ministry of the Treasury and Public Credit	<a href="http://www.minhacienda.gov.co">www.minhacienda.gov.co</a>
Ministry of Commerce, Industry and Tourism	<a href="http://www.mincit.gov.co">www.mincit.gov.co</a>
Ministry of the Interior and Justice	<a href="http://www.minjusticia.gov.co">www.minjusticia.gov.co</a>
Ministry of the Environment, Housing and Territorial Development	<a href="http://www.minambiente.gov.co">www.minambiente.gov.co</a>
Ministry of National Defense	<a href="http://www.mindefensa.gov.co">www.mindefensa.gov.co</a>
Ministry of Mines and Energy	<a href="http://www.minminas.gov.co">www.minminas.gov.co</a>
	<a href="http://www.ideam.gov.co">www.ideam.gov.co</a>
Social Security Institute	<a href="http://www.institutocolsegurosociales">www.institutocolsegurosociales</a>
Bank of the Republic (Banco de la Republica)	<a href="http://www.banrep.gov.co">www.banrep.gov.co</a>
Consortio Prosperar Hoy	<a href="http://www.prosperarhoy.com">www.prosperarhoy.com</a>
Pan American Health Organization information site	<a href="http://www.disaster-info.net/desplazados/documentos/echo/nutricion/">www.disaster-info.net/desplazados/documentos/echo/nutricion/</a>
	<a href="http://www.cepal.org">www.cepal.org</a>
UNICEF	<a href="http://www.unicef.org/spanish/infobycountry/colombia.html">www.unicef.org/spanish/infobycountry/colombia.html</a>
World Bank	<a href="http://www.worldbank.org">www.worldbank.org</a>
	<a href="http://www.bancoldex.com">www.bancoldex.com</a>
International Labor Organization	<a href="http://www.oit">www.oit</a>
	<a href="http://www.eclac.cl">www.eclac.cl</a>

## **Definitions**

<b>Access:</b>	The possibility that a person (woman) has to make use of or benefit from a service or good.
<b>Autonomy:</b>	The ability that each person has acquired to make decisions freely about their possibilities in relation to society on the personal, social, economic, cultural and political level. Autonomy is strengthened by the processes of individual, collective, and community empowerment
<b>Equality:</b>	Both men and women, taking into account their differences, have equal opportunities for full development as people and human groups. An inescapable dimension in human development and a strategic objective for sustainable development centered around people.
<b>Equity:</b>	Refers to different and on occasion preferential treatment that a particular group may need because of its disadvantages.
<b>Family democracy:</b>	Encouragement of applying democracy to the private sphere such as within the family to exchange authoritarian relationships for relationships of shared power and fostering the building of citizenship attitudes, co-responsibility and harmonious living within the home.
<b>Feminization of poverty:</b>	Economic situation in which a significant number of women are unable to get better than minimum pay or have to work in the informal sector in order to survive. In many countries this is typical of women who are the heads of their families and do not have more than a high school education.
<b>Gender:</b>	Identifies differences and relationships that are culturally determined and therefore, changeable rather than biological and thus determined by sex.
<b>Gender equity:</b>	Refers as much to building equitable relationships between men and women as it does to equality of rights, recognition of their dignity as human beings, and fair assessment of their contributions to society.
<b>Gender sensitive:</b>	Including men and women in the process of making decisions.
<b>Human rights:</b>	The faculties or attributes that make it possible for people to demand what they need to live with dignity and to develop within the community.
<b>Informal Sector:</b>	The “black market” or that sector of the market in which is operated on a strictly cash basis and people offer their goods or services with no record for taxes at the

	price others are willing to pay. There are no pension plans, medical benefits, etc.
<b>Legal Literacy:</b>	Understanding what the law is, what protection is available, and how to get access to it.
<b>Participation:</b>	Taking part in the decisions and evolution of their communities, regions and country in the social, political, economic, cultural and environmental spheres.
<b>Respect for Diversity:</b>	Recognition of the differences that exist between different groups of people and respect for their particularities and the special nature of their demands, needs and interests. In terms of social policy, this makes it possible to design and promote specific strategies intended to foster the abilities of specific groups of the population and improve their condition and position.
<b>Rural women:</b>	Women who live in rural areas, including small towns, that do not have access to services such as basic public utilities, medical attention, education, etc.
<b>Sexual harassment:</b>	Behavior that is sexual in nature or has sexual connotations that the recipient does not desire but is not in a position to reject due to the relative positions of the two, for example, employer-employee. It negatively affects the dignity of both men and women.
<b>Unemployment:</b>	Situation in which people who are willing and able to work and are seeking employment cannot find jobs.
<b>Women in Development:</b>	Training and developing women through various program to participate in the economic and political spheres.

