

# *Panama: Country WID Profile*

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# Country WID Profile (Panama)

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## Abbreviation (Panama)

AECI	Spanish Agency for International Cooperation
BCG	Bacille Bille de Calmette-Guerin
CEASPA	Panamanian Center for Studies and Social Action
CEDEM	Center for Women's Development
CEFA	Center for Studies and Family Training
CFR/DEC	Office of the Comptroller General of the Republic/Directorate of Statistics and Census
CIM	Inter-American Commission of Women
CODIM	Coordinator of Organizations for Women's Integral Development
DINAMU	Women's National Directorate
DPT	Diftheria, Pertussis, and Tetanus
FAO	Food and Agriculture Organization of the UN
FLACSO	Latin-American Faculty of Social Sciences
GDP	Gross Domestic Product
GTZ	German Agency for Technical Cooperation
GNP	Gross National Product
HIV/AIDS	Human Immunodeficiency Virus /Acquired Immuno-Deficiency Syndrome
ILO	International Labor Organization
INAFORP	National Institute of Vocational Training
ME	Ministry of Education
MINSA	Ministry of Health
MIPPE	Ministry of Planning and Economic Policy
MITRABS	Ministry of Labor and Social Welfare
NGO	Non-Governmental Organization
NORAD	Norwegian Agency for Development Cooperation
OLDEPESCA	Latin-American Organization for Fishery Development
PRADepESCA	Regional Program for the Support of Fishery Development in the Central American Isthmus
STD	Sexually Transmitted Diseases
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women Development
UNFPA	United Nations Population Fund
WID	Women in Development

## 1. Basic Profile

### 1-1 Socio-Economic Profile

Socio-Economic Profile							Ref.	
Economic indicators (1995)	GNP per capita	Growth rate of real GDP		Inflation rate*	Gini coefficient*			
	US\$2750	-0.4%		1.7%	0.5666		1)	
Public sector ('91-'95)	Health	Education	Social Welfare	Defense	Others			
Expenditure to each sector	6.5%	17.5%	14.1%	5.5%	56.4%		1)	
Population (Mid of 1996)	Total	% of urban population		Population growth rate('90-'95 average)				
Total	2.67 million	56%		1.9%			1)2)	
Women	1.37million	51%					2)	
Industry/GDP	Agriculture	Industry	Service	Manufacture/Industries				
(1995)	11%	15%	29%	19%			1)	
Proportion of workers(1990)	Agriculture	Industry	Service	Aid/GNP('94)				
Total	26%	16%	58%	0.6%			1)	
Women	NA	NA	NA					
Labor Indicators	Total No.	Unemployment Rate	Minimum wage	Women's income/Total income*				
Total	1.05 million	11.3%	NA	25%			3)	
Women's workers/women	26.5%	16.6%	NA				3)	
Participation in decision-making	Women/Total			Women/Total(1991)				
Member of parliament	9.7%			Managers	28.0%		3)	
Ministries (1995)	11.0%			Technical experts	49.0%		3)	
Deputy ministries (1995)	11.0%						3)	
Law for women			Details					
Family code (Law No. 3)		1994	NA				2)	
Provisions on sexual harassment (Law No. 44)		1995	The regulation and penalty on sexual harassment				2)	
Penal code on domestic violence (No. 27)		1995	The establishment of specialized offices against violence				2)	
Maternal breast-feeding (Law No. 50)		1995	The protection of maternal breast-feeding				2)	
Ratification and signature of international law for women				Ratification	Year			
Convention on the Elimination of All Forms of Discrimination against Women				Yes	1985		4)	
Policy of WID								
Women in Development National Plan 1994-2000								2)
Governmental organization of WID								
National machinery		Ministry of the Youth, Women, Children, and Family					3)	
		Within government					3)	

#### References

- 1) World Bank, World Development Report 1997, 1997
- 2) Soluciones Integrales, S.A. Profile Study on Women in Development, 1998
- 3) UNDP, Human Development Report 1998, 1998
- 4) UN, The United Nations and the Advancement of Women 1945-1996, 1995

\*Refer to 7. Definitions (P. 33)

## 1-2 Health Profile

Health Profile					Ref
Life expectancy (1996)	Total 74.1 Male 71.9 Female 76.4	Population growth rate ('90-'95) 1.9%			1)2)
Expansion of health services	Population per Doctor (1996)	793	Population per Nurse and Midwife	887	2)
Government expenditure to health (% of GDP '91-'93)	6.5%				1)
Infant mortality rate* (per 1,000)		% of infants with low birth weight*	% of the vaccinated	('90-'95) 1-year-old children	
Total	21.3 persons (1998)	9% ('90-'94)	BCG	100%	2)
Female	NA		DPT	93%	3)
Under-5 mortality rate* (per 1,000)			Polio	93%	3)
Total	6.8 persons (1998)		Measles	92%	2)3)
Family planning	Contraceptive prevalence rate ('90-'97) 60%	Total fertility rate* (1996)		3	3)
% of births attended by trained health personnel*	90% ('90-'97)		Age at first marriage	27.2	2)4)
Maternal anemia rate*	NA				2)
Maternal mortality rate	70 persons per 100,000				2)
Nutrition		Oral rehydration therapy use rate*		94%	3)
Iodine deficiency	% of households consuming iodized salt 92%	Malnutrition	Under-five 7%		1)4)
Community health service (1990-'96)					
Access to safe water	93%	Access to adequate sanitation		83%	4)
HIV/AIDS	HIV infected	AIDS cases	Cause	NA	
Statistics (1996)	0.6 per 100,000	NA			1)

## 1-3 Education Profile

Education Profile					Ref
Education system	Compulsory education 9 years.	Primary education 6 years			5)
Public expenditure on education		20.9% (1995)			3)
/GDP (1995)	NA				
Adult literacy rate (1990)	Total 88.7%	Female 88.3%, Male 89.1%			2)
by region	NA				
Primary education (1996)	Net enrolment ratio*	% of completion	% of drop out (Day time class)	(Evening class)	
Male	95.9%	NA	2.2%	NA	2)
Female	93.6%	NA	1.6%	NA	2)
Secondary education (1993)	Net enrolment ratio*	% of completion	% of drop out (Day time class)	(Evening class)	
Male	62.7%	NA	NA	NA	2)
Female	67.3%	NA	NA	NA	2)
Higher education (1993)	Enrolment ratio	Technical and professional higher education			
Total	NA	% of female			
Female	NA	13%			5)

### References

- 1) UNDP, Human Development Report 1998, 1998
- 2) Soluciones Integrales, S.A. Profile Study on Women in Development, 1998
- 3) World Bank, World Development Report 1997, 1997
- 4) UNDP, Human Development Report 1998, 1998
- 5) UNESCO, World Education Report 1998, 1998

\*Refer to 7. Definitions (P. 33)

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

### 2-1 General Situation of Women in Panama

#### General Situation of Women in Panama

- The income of the top 20% group of population is 45 times as much as that of the bottom 20%. Gini coefficient in 1995 is 0.566, and it has the second-largest income disparity in Latin America after Brazil.
- Since 1990, the Panamanian government, in cooperation with NGOs and women's organizations, has made and been implemented policies related to WID/Gender.
- One of the most significant results from educational reform is the spread of primary education. The net enrollment rate in 1996 is 94.8% as a whole, that of women is 93.6% and of men is 95.9%.
- Through programs to improve basic sanitary facilities and to spread PHC (Primary Health Care), nutrition and health have improved. However, there is a remarkable regional gap between urban and rural areas.

Panama is located at the isthmus connecting North and South America, and is bordered by Columbia on the east and Costa Rica on the west. The population is 2.67 million and about a half is concentrated in Panama province, where the capital is located. It has strong relationships with the United States. The Endara government was established after the military invasion by the United States in 1989. Though the Panamanian economy recovered after the invasion, there are still many socio-economic problems including high unemployment rate (13%) and a large gap between the rich and the poor. The Perez Balladares' government, which opposed the previous Endara's growth model, was founded in 1994. Although the government has been implementing structural adjustment program since 1994, economic growth from 1995 to 1997 has slowed, influenced by the regional and the world economy (EIU, 1998).

GDP is derived from profits from the Panama Canal, the Colon Free Zone and the international financial service center. GNP per capita is US\$ 2,750, while the growth rate of the real GDP from 1990 to 1995 was -0.4%. Panama is one of the countries which have the highest income per capita in Latin America. The income, however, of the about top 20% group of population is 45 times as much as that of the bottom 20% people, and it has the second largest income disparity in Latin America after Brazil, as its Gini coefficient is 0.566 (1995) (EIU, 1998). Similarly, 75% of its economic activities are concentrated in the Panama-Colon metropolitan area and there is wide economic gap between urban and rural areas. According to the ILO survey in 1995, less than 40 % of the population lived under the poverty line. The people classified as the poor were 29% in urban areas and 64% in rural areas (EIU, 1998).

The economy is currently stagnating owing to external factors, however, the economic recovery in manufacture and service sectors since 1991 has had positive influences over the society. According to the

ILO survey, during 1990-1995, the Panamanians living below the poverty line decreased from 49% to 40%, and the population with unfulfilled basic needs decreased from 55% to 47% (EIU, 1998). This is particularly apparent in urban areas. Although the employed population during 1990-1995 increased in real terms, the unemployment rate was still as high as 11.8% (World Bank, 1997). Due to the economy dependence on the service sector, more people are moving to cities. Population growth decreased from 3% annually in the 1960s to 1.7% during 1990-1995, caused by the urbanization and decrease of the birth rate (EIU, 1998).

Since 1990, the Panamanian government, in cooperation with NGOs and women's organizations, has established and implemented policies related to WID/Gender. The present government (1994-1999) has taken responsibility for gender-sensitive institution-building; it established WID/Gender units in each Ministry; most noticeably the Women's Unit in the Ministry of Labor, and has been making efforts to improve the social status of women. Moreover, the position of Coordinator for Organizations for Women's Integral Development was founded in 1991, Women in Development Forum in 1992, and the Political Parties Women Forum in 1993, and they started the activities for political empowerment of women.

The Panamanian government allocates a larger portion of its budget to education, compared to other Latin American countries. The expenditure for education is 4.9% of GDP, and is equivalent to 17.5% of the national budget (World Bank 1997). The illiteracy rate decreased from 25.2% in 1960 to 10.7% in 1990 (Soluciones, 1998). Many illiterate are indigenous women living in rural areas, aged around 60 (Soluciones, 1998). One of the most significant results from the education reform is the spread of primary education. There is slightly gender gap, but the net enrollment rate in 1996 is 94.8% as a whole, that of women is 93.6% and of men is 95.9% (Soluciones, 1998).

Through the programs to better basic sanitary facilities and to spread PHC (Primary Health Care), people's nutrition and health have improved. However, the regional gap between urban and rural areas is still remarkable. The Ministry of Agriculture does not have special national plans or strategies for women to participate in rural development programs. Most women are engaged in the service sector. The number of women engaged in the informal sector is smaller than that of men, but it has been increasing (Soluciones, 1998). The racial composition is: Indian-White : 70%, American-West Indians : 14%, Whites: 10%, Indians: 6%. 85% of the people are Catholic, and Protestants comprise the other 15 % (Ministry of Foreign Affairs, 1995).

## 2-1 Government Policy on WID/Gender

### Government Policy on WID/Gender

- Policies related to WID/Gender were initiated by NGOs and women's organizations in the early 1990s.
- The position of Coordinator of Organizations for Women's Integral Development was founded in 1991, the Women in Development Forum in 1992, and the Women's Forum of the Political Party in 1993, and they started the activities for women's political empowerment.

#### [National Policy]

In Panama, the enactment of WID/Gender policies has been initiated by NGOs and women's organizations since the beginning of the 1990s. In "Women in Development National Plan 1994-2000", the vision is manifested as "Let's Build the Future with Equity". The most important agendas in the National Plan are: 1) legal and social equity, 2) political participation, 3) participation in economic development, 4) health and medical care, 5) education and culture, 6) family and habitation, 7) social communication, 8) violence, 9) poverty, 10) rural women, indigenous women, and 11) capacity building of institutions.

The specific activities related to WID/Gender by the present government (1994-1999) are: 1) adoption of a cooperation agreement with the EU for promotion of equal opportunity for men and women, 2) establishment of gender units within the governmental institutions such as National Council of Women, National Directorate of Women, the Ministry of the Youth, Women, Children, and Family, 3) enactment of laws that profit women, 4) abolishment of laws that discriminate against women. While the establishment of WID/Gender policies was in progress, Coordinator of Organizations for Women's Integral Development was founded in 1991 Women in Development Forum in 1992, and the Women's Forum of the Political Party in 1993, and they started the activities for women's political empowerment.

In 1992, three thousand women from all over the country participated in the Women in the Development Forum. After investigating the rights granted to Panamanian women, they advocated agendas on Women in Development in the National Plan. During the Presidential election campaign in 1993, demanded by the Forum to implement the WID/Gender plans, the candidates included them in their political agendas. In 1994, Ernesto Perez Balladares was elected as a the presidency and made a pledge to improve women's rights. In 1995, the National Council of Women, the National Directorate of Women, and the Institute of Studies on Women were founded by the presidential order.

"Promotion of Equal Opportunity in Panama", which was agreed by EU in the same year, was aimed at promoting gender-sensitive policies and practices in the National Plan, so that the policy formation and enforcement to promote equal opportunity are supported. The program implementation period is 5



years, from October, 1997, and the aid from EU is 9.8 million euros (1US\$ = 1.09 euro) while the Panamanian government pays 7 million euro.

## 2-3 National Machinery

### Women Department, Ministry of the Youth, Women, Children and Family

- In 1998, Women Department, the Ministry of Labor and Regional Development Department, Regional Development Department, the Ministry of Interior and Justice were consolidated to establish the Women Department, Ministry of the Youth, Women, Children, and Family.
- Besides the Ministry of Labor, each governmental institution (The President Ministry and the General Office, the intergovernment Commission, Ministry of Health, Ministry of Agriculture Development) has been implemented activities related to women.

The purpose of the Women Department, Ministry of the Youth, Women, Children and Family are to; 1) promote women's participation in economic and social development process, 2) improve women's capability in terms of economic, social and cultural aspects through programs which are legally and socially supporting women, 3) provide legal advice, and social and legal support for women, 4) coordinate investigation and research on women issues, 5) establish a National Institute of Studies on Women by 1995. In addition, the basic policy of the Department maintains that all the ministries and governmental institutions must carry out programs which benefit women, and each institution has been working as follows (JICA, 1997):

Institution	Activities
The President Ministry and the General Office	Developing communities for empowerment of housewives to establish small business at the community level.
The intergovernment Commission	Coordinating activities to eradicate abuse against women.
Ministry of Health	Implementing programs for women's health, pregnant women and children.
The Ministry of Agriculture Development	Promoting programs to support the youth and housewives in rural areas.

### 3. Current Situation of Women by Sector

#### 3-1 Education

##### Education

- The Ministry of Education makes efforts to eradicate stereotyped images of women by improving curricula and subjects through educational reform, and including a gender approach as an important agenda.
- Illiteracy rate decreased from 25.2% in 1960 to 10.7% in 1990.
- One of the most significant results of education reform is the spread of primary education. The net enrollment rate in 1996 was 94.8% as a whole; 93.6% for women, and 95.9% for men.

#### {Education Policies and Women}

The Panamanian government distributes a large portion of its budget to education compared with other Latin American countries. The expenditure for education is 4.9% of GDP, or 17.5% of the national budget (World Bank 1997, EIU, 1998). Since Law 35 was enacted in July 1995, new efforts to improve the education system have been made. Free education was promoted, and compulsory education was extended from 6 years to 9 years which include 3 years of higher education. In 1997, The Ministry of Education published a report, "Ten-Year Strategy for the Modernization of Panamanian Education, 1997-2006". This expresses education policies, objectives, and strategies for implementation. The purpose of modernization of education is to change education so that it becomes more relevant for both men and women learning in a more competitive education system.

Although a Women Department exists in The Ministry of Education, there are no guidelines for planning and implementing WID/Gender policies. The stated purpose of the Department is to improve curricula and subjects along with the changes in women's educational needs. The activities of the Women Department include; 1) planning education policies which promote women's participation in development process, 2) integrating a gender perspective in all the activities related to development of educational curricula, and 3) implementing activity plans and national development plans which are advantageous for women.

The Ministry of Education makes efforts to eradicate stereotyped images of women by improving curricula and subjects through education reform, and integrating a gender perspective as an important agenda. The activities include elimination of descriptions which are considered to be discrimination against women, from textbooks and educational materials. Students and teachers at primary and secondary education are learning under this new approach. This educational activity has been supported by the World Bank since

1996.

### **{Literacy Education}**

Illiteracy rate decreased from 25.2% in 1960 to 10.7% in 1990. In 1990, the literate population in the country was 1,569,258 (women-774,109, men-795,419). Many illiterate are indigenous women living in rural areas, aged 60 (Soluciones, 1998). The illiteracy rate in indigenous areas was 44.5% in total (women-53.2%, men-35.9%). The areas with relatively large indigenous populations are Bocas del Darien and Veraguas. The Directorate of Literacy and Adult Education was established in The Ministry of Education for promotion of adult literacy. In 1995, 12,383 adults were enrolled in literacy courses. 80% of participants in adult literacy courses are women (Soluciones, 1998).

### **{Situation of Women's Education}**

One of the most significant outcomes from education reform has been the rapid spread of primary education. Despite the slight gender gap, the net enrollment rate in 1996 was 94.8% as a whole, that of women was 93.6% and that of men is 95.9% (Soluciones, 1998). According to a 1990 survey, 94% of 6-9 year-old girls, 79% of 10-14 year-old girls, and 37% of 15-19 year-old girls attended school. 8.6% of 15-19 year-old women in urban areas are enrolled in school, while the percentage is 7.3% in rural areas (Soluciones, 1998).

The problems of the educational system are, 1) low quality of education, 2) lack of appropriate teaching methods, particularly in rural areas, and 3) high dropout rates at all levels. The following points are considered to be the causes of low quality education: 1) curricula and subjects do provide technical skills which are useful in the market. 2) lack of appropriate textbooks and learning materials, and competent personnel (teachers), 3) less trained teachers, and 4) the secondary level curriculum does not meet the needs of labor market, 4) educational facilities are not well maintained (Soluciones, 1998).

### **{University Education}**

The net enrollment rate at the university level was 27.2% as a whole in 1995, that of men was 21.9% and of women was 32.6% (UNESCO, 1998). Student's majors differ according to their gender. While women are likely to specialize in education, liberal arts, law/social science, and medicine, men tend to major in natural science, engineering, and agriculture (UNESCO, 1998).

**Majors of the University Students and the Rate of Female Students (%)**

Major	Total Students	Female Students
Education	12	77
Liberal Arts	11	65
Law/Social Science	46	66
Natural Science / Engineering /Agriculture	26	36
Medicine	4	75

(Source: UNESCO, World Education Report, 1998)

**[Religious and Cultural Influence on Education]**

The Panamanian Constitution states that church and state are separate, but the Roman Catholic Church is recognized as an official religion, and religious institution is included in the primary level curriculum. The religious influence on education is clearly expressed in sex education. At first, the Catholic church refused to include sex education in the public educational curriculum. The Ministry of Education called for agreement and cooperation from parents, church, teachers, and other education-related people, and have been promoting implementation of sex education at all educational levels. The Population Office in the Ministry is responsible for sex education, and carries out the trial educational plan for teachers.

### 3-2 Health

#### Health

- The spread of Primary Health Care and the programs to better basic sanitary facilities have brought certain progress, and indexes of people's nutrition and health condition have improved.
- Prevention of sexually transmitted diseases has been treated as the most important agenda by Department of Prevention and Control of Sexually Transmitted Diseases and AIDS, and specific plans have been implemented.
- Policy guidelines for reproductive health rights are shown in the report of Fertility Regulation 1985, published by The Ministry of Health.

#### [Maternal and Child Health]

The spread of primary health care and programs to improve basic sanitation has improved people's nutrition and health condition. However, the urban-rural disparities are significant, and it is necessary to strengthen the activities in rural and indigenous areas. The achievements in health sector are: 1) infant mortality rate per 1,000 decreased from 69 in 1960 to 21.3 in 1997, 2) maternal mortality rate is 70 per 100,000, which is relatively low compared to other neighboring countries, 3) ratio of women with access to pre-natal care increased from 52.7% in 1960 to 89.9% in 1996, 4) total fertility rate decreased by 50% from 6 in 1965 to 3 in 1995, 5) life expectancy got longer from 70.4 years old in 1980 to 74.1 in 1996, and for women, from 72.6 to 76.4 (Soluciones, 1988).

#### [Main Causes of Death]

Women's main causes of death are malignant tumor, cerebrovascular diseases, acute infection of the myocardium, heart attack, and infectious diseases. Men's diseases are similar, but also include circulatory and heart diseases. Regarding malignant tumors, the rate of uterine cervical cancer is 75 per 10,000 women 15 years-old up and rate of breast cancer is 20 per 10,000, which are principal causes of women's death in Panama (UNICEF, 1997, Soluciones, 1998).

#### [HIV/AIDS/STD]

Prevention of venereal diseases is the highest priority of the Department of Prevention and Control of Sexually Transmitted Diseases and AIDS. In December, 1992, Law 26 was enacted for prevention of AIDS. However, the number of people infected with AIDS has increased since then. According to the first report of AIDS cases in 1984, the ratio of men to women was 1:1, but for new patients in 1997, more men are infected than women, by 254 men and 89 women. The total infection rate for AIDS up present is 187.3

per 1 million men, and 127.7 per 1 million women (El Panama America Newspaper, Sunday, May, 24, 1998; Soluciones, 1998). With reference to statistics of Epidemiological Division, The Ministry of Health, the number of people of HIV-positive was 1807 during 1987-1988, and 4.8% was perinatal , and 61% was reported from San Miguelito District, in Panama city.

### **[Family Planning]**

The report of "Fertility Regulation 1985", published by the Ministry of Health states the policy guidelines for reproductive health rights. The activities of The Ministry of Health are to: 1) give advice regarding the number of children, 2) promote spaced childbirths, and 3) support infertile couples to conceive. In addition, the Ministry of Health delivers family planning information throughout the country. Moreover, the staff of local health centers provides advice to women of childbearing age (Soluciones, 1998).

According to a survey on contraceptive methods conducted in 1992, 49.3% of women used oral contraception, 37.2% was intrauterine devices, and 12.3% used other methods. In 1996, the number of women using pills decreased, but it is still the most popular method 46.8%. Intrauterine device is 33.0% and other methods are 20.2% (Ministry of Health, 1995; Soluciones, 1998). There is no regulation regarding the use of the contraceptives, and they are widely available.

In 1993, the Family Planning Clinic of the Research Center on Human Reproduction (CIRH) was formed in order to promote use of contraceptive techniques after delivery or miscarriage targeting teenagers and young people. In Panama City, 21 rooms of St. Thomas Hospital are used for this. As for the National Plan for family planning, consultants are working for its promotion.

### 3-3 Agriculture, Forestry, Fisheries

#### Agriculture, Forestry, Fisheries

- The Women's Committees of the Rural Development Committee, Rural Family Bureau, and Rural Women Department under The Ministry of Agriculture promote women's participation in agriculture.
- Land ownership by women is limited. According to the Ministry of Agriculture, during 1988-1993, 7556 documents regarding land ownership were submitted; 72.2% by men, and only 27.8% by women.
- In 1996, the number of women engaged in fisheries is 261, which is 0.09% of the total employed population in this industry.
- Women's participation in unions is limited. In general, women jointly form community organizations, in order to improve social conditions such as health, education, transportation and electricity.

#### [Agricultural Policy and Budget]

The Women's Committees of the Rural Development Committee, Rural Family Bureau, and Rural Women Department under the Ministry of Agriculture promotes women's participation in agriculture. The Committees support agriculture producers, families, and organizations for production, creation, and distribution inputs for agricultural products. The Ministry of Agriculture does not have specific national policies or strategies to promote women's participation in rural development. It makes efforts to introduce elements of gender approach to rural participatory program, but since the Women's Committee does not have its own budget, dependency on the Rural Development Committee results in the limitation of the activities. Technical cooperation programs supported by other donors, such as "Equal Opportunity Program" by EU, have been implemented (Soluciones, 1998).

The National Environmental Authority (NEA), which has been recently founded to replace the National Institute of Renewable Natural Resources, has established public environmental policies. The NEA promotes women's participation in environmental programs through environmental education. At present, the Authority implements gender training programs supported by foreign aid, and carries out country surveys on gender.

#### [Extension Activities and Training for Women]

The Ministry of Agriculture has a network of agricultural extension agencies operating nationwide, which depends on the Regional Executive Offices. Each office consists of one manager and engineers or promoters who give technical advice to producers. In 1997, Technique Committee developed Extension and Technical Assistant System in order to increase beneficiaries, however most beneficiaries were men. Generally, women are instructed by the Life Improvement Committees. Activities include kitchen gardens,

textiles, sewing, and training to improve nutrition and health. At present, The Ministry of Agriculture tries to implement policies to promote women's roles as producers as well as beneficiaries of government services.

#### **{Land Ownership}**

Women's access to land is limited and discriminated. According to the investigation by The Ministry of Agriculture, during 1988-1993, 7,556 documents regarding land titling were submitted, and 72.2% of these titles were men's names, while only 27.8% were in women's names. In order to improve this situation, The Ministry of Agriculture carries out activities to increase women's access to resources through Project of Incorporation of the Gender Perspective in MIDA (Soluciones, 1998).

#### **{Women's Right for Fisheries}**

The number of women engaged in fisheries is very small, 261 in 1996, which is only 0.09% of the total employed population (Survey by the Comptroller General, Soluciones, 1998). Among these women, 35.6% belong to private companies, 38.6% are self-employed, and 25.7% are engaged in domestic labor. There is little information on the women engaged in this sector. In Victoriano Lorenzon community near the Alajuela Lake almost all the women (93%) are engaged in fisheries, but it is mainly for self-sufficiency. There are no fishery unions in villages and caught fish is sold to brokers. There is limitation in women's access to appropriate fishing implements, training, and credit.

#### **{Activities of Women's Organizations in Rural Community}**

There is a little official information about organizations of rural women. Women's participation in unions is limited. In general, women jointly form community organizations to improve health, education, transportation and electricity. Women also participate in religious activities. The best-known organizations are Health Committees, which have been established for a long time, and many women take part in their activities. According to the survey conducted in cities and rural areas, most governmental institutions and programs are directly aimed at social welfare support (medical care, education, childbirth/child care) and only 25% of them are aimed at increasing women's participation in agricultural production (Soluciones, 1998).

Rural women's groups organized by The Ministry of Agriculture implement small-scale projects for self-sufficiency, such as kitchen garden, small-scale stock raising, traditional crafts, and sewing. Life improvement officers give advice on these activities, and The Ministry of Agriculture supports these groups so that they can gain legal status. Women's organizations are generally limited; women do not have their own land for their work, so it is difficult for them to receive loans and technical assistance. Only, micro-credit schemes implemented by the Ministry of Agriculture for projects of mechanized rice, and vegetable



production cultivation are equally applied for women. In addition, The Ministry of Agriculture implements projects in cooperation with NGOs. (Soluciones, 1998).

There is no national-level organization which unites rural women, but as a result of the First Meeting of Indigenous Women in 1993, indigenous women established the National Coordinator Panama's Indigenous Women. It consists of representatives from every minority group, and is aimed at promotion of indigenous women's participation in social and political activities (Soluciones, 1998).

#### **[Support for Micro Enterprises]**

The Director General of Small Enterprise in the Ministry of Commerce mainly supports projects in industry, commerce, services and manual industry. Through the Conference of Wives of America's Heads of State and Government, which was held in Panama last year, the programs to raise fishery productivity and strengthen linkages among enterprises of rural women have been further activated. This is supported by Secretariat of Wives of the America's Heads of State and Government and Inter-American Institute for Agricultural Cooperation. These forums highlight problems for women, and work to increase women's engagement in production and enterprise activities.

The Secretariat of Wives of America's Heads of State and Government also promotes the Veranera Project. The purpose is to develop human groups, and at the same time, to achieve their economic independence. It is supported by the Spanish Agency for International Cooperation. This is a pilot project promoting rural women's leadership development and implementation of self-sufficient production projects. It supports 126 small-scale female entrepreneurs belonging to 10 organizations in Capira and Chame. At the moment, the women participants are in training, and they will receive financial and technical support after their training is completed. This activity aims to improve women's legal status and self-esteem, basic operation skills, commercialization, project analysis and evaluations for handicrafts and fruit and vegetable processing projects (Soluciones, 1998).

#### **[Situation of Rural Women's Re-Productive Activities]**

It is difficult to distinguish productive activities from rural women's reproductive activities such as homemaking, bearing and rearing children. In many cases women recognize themselves as homemakers rather than as principal actors in economic activities. Therefore, women are less likely to be conscious of their roles and contributions to community and national economic development. In other words, women's contribution is not clearly expressed. In rural communities, women are engaged in house chores, animal husbandary, kitchen gardens, while men are engaged in agriculture. Owing to social morality, women tend to think that they are responsible for reproductive activities, and are not strongly aware of their role in economic activities, even though they contribute to those activities a great deal.

### 3-4 Economic Activities

#### Economic Activities

- Most women are engaged in the service sector, and a few are engaged in mining. The number of women engaged in mining is 189, which is only 0.07% of the total economically active women's population.
- Development in the manufacturing sector is not advanced, and it has the smallest population, compared to other sectors. Women are employed by private companies in this sector, and 18,635 or 61.5% are engaged in the sector.
- The Ministry of Commerce and Industries supports women's micro enterprises within the limited budget of the Directorate General of Small Enterprise. The Ministry also gives credit to NGOs.
- According to the statistics in the past 10 years, women's participation in vocational training increased, and now women constitute 40% of participants. Women participants want to take courses, which are traditionally recognized as women's work such as sewing, cooking and hairdressing.
- Political, Labor, and Family laws are advantageous for women workers.

#### [Percentage of Women Workers in Public and Private Sector]

National development is dependent on the service sector; in 1997, it accounted for 73.5% of GDP (World Bank, 1997). Mining is not considered so important in the national economic policy, but the government has recently started to develop it, hoping for future possibility. The change to the environment could be serious, but there is no particular regulation in order to preserve non-renewable natural resources. Many women are engaged in the service sector, while the number of women engaged in mining is only 189, which is only 0.07% of the total economically active women's population. 30,288 women are employed in the manufacturing sector (10.8% of the economically active women's population) (Soluciones, 1998). Women work in shoe or clothes factories as manual laborers. Women are employed by private companies in this sector, and the number is 18,635 or 61.5%. 32.4% (10,366) are self-employed, 1.5% (450) are civil servants, 1.2% (378) are employed, and 1.5% are domestic labor. In the mining sector, women earn US\$ 28 per week, while men earn US\$ 53.8. There is smaller gender gap in industrial sector where women earn US\$ 54 per week, while men earn US\$ 61 (Soluciones, 1998).

#### [Informal Sector]

There is no recent data in this sector. A survey was conducted by the Regional Employment Program for Latin America and the Caribbean: PREALC- ILO program. At present, this program is included in the database of labor market, but there is no report on women's working condition. In the 1980s, the informal sector in Panama developed as a result of economic sanctions by the U.S. and economic and political crisis caused by structural adjustment policy. Currently, Panamanian labor market well absorbs

labor supply because of the low production level, and cannot lead to growth of economic activities in the informal sector. There are more male workers than female workers in the informal sector, but the number of female workers is increasing. In the informal sector, women are engaged in selling food on the street, cleaning houses and offices, and doing household chores (Soluciones, 1998).

#### **{Situation of Vocational Training}**

The National Institute of Vocational Training was officially founded on September 26, 1983, by Law 18. According to the statistics in the past 10 years, women's participation increased and now women constitute 40% of participants. Most women participants choose to take courses in housework, such as sewing, cooking and hairdressing.

In 1995, through agreement between CoSPAIE (Private Sector Council for Educational Assistance) and GTZ-INAFORP (Institute for the Development and Utilization of Human Resources), women's participation in vocational training for non-traditional vocation, which is supported by 6 NGOs making up the Women and Labor Network, was promoted. In the same year, women who participated in vocational training in the automobile industry, machinery, electric management, and repairs made up 31.20% of the total participants. However, in labor market, male laborers have an easier time getting hired than women.

#### **{Support for Micro Credit Enterprises}**

The Ministry of Commerce and Industries supports women's micro enterprises within the limited budget of the Micro Enterprise Committee. The Ministry also gives credit to NGOs. In 1995, Women in the Small Enterprise Development Project was carried out in San Miguelito area, next to Panama city, in relation to Cooperation of Micro and Small Enterprise in the Informal Sector. Up to now, US\$ 118,000 has been provided and 35 women have been trained. 18 loans have been extended. 15 participants who operate technical assistance enterprises engaged in: sewing, textiles, furniture, pottery, groceries, butchery, and hairdressing (Soluciones, 1998).

The Federation of Business and Professional Women of Panama gives technical support and credit loan to women in Panama City and Colon State. Micro enterprise committee loans US\$ 150,000 to 98 people, in cooperation with The Ministry of Commerce and Industries. Micro entrepreneurs earn an average of US\$ 250. In rural areas, there are few such services (Soluciones, 1998).

#### **{Support System for Women Workers}**

Political, Labor, and Family Laws are advantageous for female workers. The main four points are as follows (Soluciones, 1998);

1. Right of rearing bring up children: "Every mother is given time for nursing during their working hours. It would be 15 minutes for every 3 hours, or 30 minutes twice a day. This break is included in working hours." "Employers must prepare proper place for nursing".
2. Protection of pregnant women: the Panamanian Constitution 68 states that, "it is prohibited to dismiss women for the reason of pregnancy, during compulsory leave of absence (6 weeks before delivery and 8 weeks after delivery), or for 1 year after coming back from childbirth leave". Labor Law 105 regulates protection of pregnant women and the Law 106 prohibits layoff of pregnant women. Moreover, Law 116 states that, "pregnant women are not allowed to be engaged in the overtime work and night work".
3. Child nursing service: the law states that it is necessary to have a day nursery at each office or factory, but in reality, most offices do not have these facilities. According to the survey of The Ministry of the Youth, Women, Children, Family, there are 104 day nurseries in the country, and the Ministry provides financial support.
4. Training: Activities related to female workers' training and promotion are carried out, but there are limited human and financial resources. They were implemented by the Ministry of Labor in the past, but they are currently directed by Ministry of the Youth, Women Children, and Family. The activities include security at work, working environment, consideration for female workers, and legal advice for female workers.

#### 4. WID/Gender Projects by Other Donors

Title	Implementing Agency	Donor	Duration	Content
<b>&lt;General&gt;</b>				
Public Policies and Gender	DINAMU/MI/INAFOP/ CONAMU/Instituto de la Mujer-UP	EU	1998-2002	To strengthen public Gender policies.
Empowerment and Citizen participation	Foro Mujer y Desarrollo/ CODIM/Foro Nacional de Mujeres de Partidos Políticos	EU	1998-2002	To promote participation of women in mixed or women popular organizations and their leadership skills.
Action against violence and other priorities	CEASPA/CAL de FUNDAMUJER/CEPAM/ CEALP/PROMUCOOP/CEDEM/Red Mujer y Trabajo/Instituto Panameno de Desarrollo Municipal	EU	1998-2002	To sensitize the difference of the population about the effects of violence against women on human development and growth and establish the bases for a transformation strategy in order to take actions against it.
Sensitization and communication	Sindicato Nacional de Periodistas/ CEFA/CEMP/ CEPAS/C-mara de Comercio-APEDE-COSPAE	EU	1998-2002	To contribute to the incorporation of Gender in social communications.
Public Policies and Coordination of the Women's National Plan	DINAMU	EU	1998-2002	To integrate Gender perspective in Public Policies
Definition and publicity of equality policies	CONAMU	EU	1998-2002	To promote the joint formulation and enforcement of public policies with Gender perspective among the government and civil society.
Training of public officials	MJMNF	EU	1998-2002	To strengthen Gender perspective at government and semi-state levels.
Incorporation of Gender perspective in MIDA	Oficina de Asuntos de la Mujer del MIDA	EU	1998-2002	To promote women's access to rural productive resources.
Strengthening of the Gender perspective in the environmental programs	ANAM	EU	1998-2002	Incorporation of Gender perspective in environmental programs of ANAM.

Strengthening of women's movement and support from civil society to the fulfillment of the Woman and Development Action Plan	CODIM/Foro Mujer y Desarrollo	EU	1998-2002	Strengthening of women's movement participation in the process of development with equality in the implementation in the context of the National Woman and Development Plan
Strengthening of rural women's organization	APEMEP	EU	1998-2002	To integrate and promote the participation of the indigenous and rural organizations at local, regional and national levels.
Training and strengthening of the indigenous women's organization	Coordinadora Nacional de Mujeres Indígenas	EU	1998-2000	Strengthening of the Coordinadora Nacional de Mujeres Indígenas.
Youth leadership with Gender perspective	Iglesia Episcopal de Panamá	EU	1998-1999	Strengthening of youth organizations, promoting equal opportunities for men and women leadership.
Ngobe Women's Organization	Asociación de Mujeres Ngobe	EU	1998-2000	Strengthening of Ngobe indigenous women through their empowerment.
Institutional Strengthening	CEASPA	EU	1998-2000	To increase the efficiency, efficacy, impact and sustainability of CEASPA. Institutional duties.
Prevention and assistance in domestic violence	CEPAM	EU	1998-2000	To strengthen specialized attention to domestic violence cases, as well as the promotion of self-support groups.
Promotion of the protection of women's rights	CEALP	EU	1998-2000	To deepen in the knowledge of women's rights as established in international and national regulations through training and sensitization
Training of municipal officials	Instituto Panameño de Desarrollo Humano y Municipal	EU	1998-1999	officials with aim of introducing gender perspective in municipal policy.
Journalism and promotion of democratic values	Sindicato de Periodistas	EU	1998	To incorporate the Gender perspective in the training of journalists.
Sensitization through Multimedia campaign	CEFA	EU	1998-2000	To promote cultural change in attitudes and public opinion toward Gender.
Youth communication with Gender perspective	To identify youth organization	EU		To contribute to a non-sexist consciousness in youth.
Women's voice in San Miguelito	CEMP	EU	1998-2000	To create a radio program for urban women.
Rural women's voice in Veraguas	CEPAS	EU	1998-1999	To promote political and social participation of women as well as to promote rural intercommunication.
Modalities of cooperation with the Panamanian Chamber of Commerce, APEDE y COSPAE.	COSPAE	EU	1998-2000	To introduce Gender perspective in COSPAE's divulgation spaces (publications and research).

<Education>				
Non Sexist Education	ME/INAFORP/CONAMU/ Instituto de la Mujer-UP	EU	1998-2002	To promote a non sexist education in the formal and informal education system.
Gender training	MIMNF/MINSA/MID A/ANAM	EU	1998-2002	To improve policies, plans and programs of Panama's governmental institutions and civilian organizations focused on the promotion of Gender equality.
Public Policies and Gender education	Oficina de la Mujer del ME	EU	1998-2002	To incorporate Gender perspective in the national educational policy.
Public policies and Gender in vocational training	Oficina de la Mujer del INAFORP	EU	1998-2002	To incorporate Gender perspective in the policy and institutional duties of INAFORP.
Public policies and Gender in higher education	Instituto de la Mujer de la UP	EU	1998-2002	To incorporate Gender perspective in university policies on teaching, research and extension.
Women and Education	Oficina de la Mujer del ME	EU	1998-2002	To promote Gender perspective in the educational system for teachers, curricula and textbooks.
Gender promotion in and from the University	Instituto de la Mujer de la UP	EU	1998-2002	To incorporate Gender perspective in university education.
Training of Teachers and students of Escuela Normal Superior de Santiago	Escuela Normal Superior de Santiago de Veraguas	EU	1998-2002	To strengthen Escuela Normal Superior de Santiago Normal School in promoting equal opportunities in education.
Vocational training of women	INAFORP	EU	1998-2002	To incorporate Gender perspective in women's vocational training.
Integral training of women politicians in Panama	Foro Nacional de Mujeres de Partidos Políticos	EU	1998	Promote the participation of women politicians in popular election posts, as empowerment mechanism
Integral education for rural women leadership and sustainable development	CEASPA	EU	1998-2000	To contribute to the transformation of the inter-generic relationships, through citizen empowerment of rural women leaders, and the collection of productive experiences in the context of sustainable development.
Literacy and post literacy education to rural women	Programa de Desarrollo Social	EU	1998-1999	To develop a post-literacy program and continue literacy training through the use of pamphlets

<Health>				
Violence and health	Departamento Mujer, Salud y Desarrollo del MINSA	EU	1998-2002	To improve attention of people affected by domestic violence in the health sector.
<Agriculture, Forestry, Fisheries, Mining, Manufacturing>				
Incorporation of Gender perspective in MIDA	Oficina de Asuntos de la Mujer del MIDA	EU	1998-2002	To promote women's access to rural productive resources.
Gender and development	Organizaciones Campesinas e Indígenas de Veraguas	EU	1998-1999	To incorporate Gender perspective in the activities of rural community organizations.
Multiple Services for Rural Women	Movimiento de Mujeres	EU	1998-1999	Improvement of living conditions of women in the Atlantic coast of Colon through training participatory process.
Rural Woman Agro-Productive Chains.	First Lady's Office	IICA		To promote direct access of rural women in agricultural production.
Rural Development with Gender Equality.	MIDA/ANAM/MICI/IMA	FAO	1997-1998	To incorporate Gender equality and community participation, as a strategic base for sustainable development through a combined model of community action and institutional strengthening in the district of Atalaya, province of Veraguas.
Strengthening of Rural Women's Leadership.	MIDA/First Lady's Office	AECI	1997-1999	To strengthen rural women leadership, empowering eighteen (18) rural women's organizations of the districts of Capira and Chame, to benefit women producers. Promote participatory leadership and consolidation of women's self-initiatives in different levels of rural organizations.
Sustainable Rural Development in Darien.	MIDA		1997-2002	To raise income and improve life living conditions of indigenous and African descent population in the rivers areas of Darien, and to train them on the management
Sustainable Rural Development in the Provinces of Colon, Cocle and Panama.	MIDA/IES/MIP/PF/MOP/ANAM		1998-2002	To contribute to the reduction of rural poverty in the country through the raise of income of the rural poor population and the increase of job opportunities in the areas



Rural Poverty and Natural Resources.	MIDA/MOP/ANAM/IPAT/DIA/P/MA		1998-2002	To apply, on experimental scale, methods capable of channeling financial resources to rural communities, in order to assist them in the promotion of sustainable productive systems, thus reducing rural poverty, the degradation of natural resources and migration. Also, promote the use and sustainable conservation of the selected biodiversity areas, as a priority.
Improvement of School and Family Nutrition through Agricultural-Forestry Systems.	MIDA/MIPPE/MINSA /Governor's Offices of 10 Provinces	FAO	1997-1998	To improve nutrition and welfare of rural families through the production of food in Sustainable Systems.
<b>&lt;Economic Activities&gt;</b>				
Union training with Gender perspective	CNTP	EU	1998-1999	To incorporate Gender perspective in the union policies of the CNTP, and in federations and unions that integrate workers' confederations.
Women and union action	Confederacion de Trabajadores de la Rep'blica de Panam-	EU	1998-1999	To promote participation of women in the union and labor area
CAL	FUNDAMUJER	EU	1998-2000	To extend the services of the Peggy Zubieta de Alem'n Centre to new areas, according to the requirements of the labor market.
Training and productive support to women in cooperatives	Fundacion para la Integracion de la Mujer Cooperativista	EU	1998-1999	To improve women's entrepreneurial skills and to incorporate Gender perspective in cooperatives
Professions have no sex	COMISEIN	EU	1 year	To promote young women insertion in the labor market with equal opportunities.

## 5. WID/Gender Information Sources

### 5-1 List of International Organizations and NGOs related to WID/Gender

#### [Governmental Organization]

Name	Main Activities	Contact Address
Office of the First Lady of the Republic of Panama Dora Boyd de Pérez Balladares, First Lady of the Republic  Gricelda López Liaison with Women Offices	Projections, programs and projects	3rd Ave, Presidencia de la República St, Tel: 227-9619, 228-8558 e-mail: despacho@pananet.com
ME Marilyn Montanari Women Affairs Bureau Director	Gender in the Education System. Programs and Projects	Justo Arosemena Ave., 27th St., 3rd floor, Edificio Poli tel.: 262-2200 ext. 211 tel: 226-0654
ME Raimundo Valencia National Finance and Institutional Development Director	Information on Impact of structural adjustment on educational policy	Omar Torrijos Herrera Ave., Los Rios, Albbrook tel.: 232-7790
ME Rodolfo Herrera, Statistics Department Chief	Statistics (adult education)	Justo Arosemena Ave. 27th St 3rd floor, Edificio Poli tel.: 262-2614
ME Taydee Gordón, Text Books Officer of the Curriculum and Educational Technology Bureau	School text evaluation	Justo Arosemena Ave., 27th St., 3rd floor, Edificio Poli tel.: 262-2200 ext. 217 fax: 262-3865
MINSA Alvis Ruilova, Medical Registers and Statistics Department Chief	Statistics	5th Ave. 35 East St., 6th floor tel: 225-8055 fax: 225-3426
MINSA Dr. Alberto Amaris Epidemiology Research Department Chief	STD	Justo Arosemena, Ave. 35 y 36 St. tel.: 227-4111 ext. 129 fax: 225-4366
MINSA Dora Polanco Maternal-Infant, student and teenager Social Worker Coordinator	Sexual and Reproductive Health, MINSA Integral Codes	5th Ave., 35 East St., 4th floor tel.: 225-3476, 225-3584 fax: 227-4346
MINSA Dr. Magaly de Zevallos Women Integral Care Program Chief	Fertility Regulation	5th Ave, 35 East St., 4th floor tel.: 225-3476/225-3584 fax: 227-4346

MINSA Soraya López, Sexual and Reproductive Health Coordinator	Sexual and Reproductive Health	5th Ave, 35 East St., 5th floor telefax: 225-5917 e-mail: promocms@sinfo.net
MINSA Dr. Dora Dacosta National Health Promotion Director	Statistics, programs and projects	5th Ave., 35 East St. tel.: 225-6854, telefax: 225-5917, e-mail: promocms@sinfo.net
MINSA Amanda Blanco Women, Health and Development Department Director	Statistics, programs and projects	Bldg. 265, Williams Gorgas, St., Ancon tel.: 262-2015 fax: 262-2062
MIDA Isolda Jaén Rural Woman Program Chief	Programs and projects	Urraca Neighborhood, Santiago city, Province of Veraguas, tel.: 998-2924 fax: 998-3761
MJMNF Leonor Calderón Minister	Goals, policies and projections	Edison Plaza, 4th floor, Ricardo J. Alfaro Ave., tel.: 279-0701, through 279- 0715 e-mail: calderon@ns.iica.or.pa
MJMNF Dr. Urania Ungo DINAMU Director	Goal, policies and projections	Edison Plaza, 4th floor, Ricardo J. Alfaro Ave., Telefax: 279-1532
MICI Carlos Arosemena King Micro-enterprise Bureau General Director	Micro-credit programs for Women	National Lottery Bldg., 14th floor, 31 and 32 St., Cuba and Perú Avenues, tel.: 227-4222 ext 279, fax: 225-1201
ANAM Rosa María Cortéz Community Development National Department Chief	Environmental projects for Women	Bayano St., Bldg. 0599, first floor, Ancón tel.: 262-1955/262-1752
UP Aracelis de León Women Institute Director	Projects and Researches	UP Campus tel.: 220-4787 fax: 264-9957

[NGO]

Name	Main Activities	Contact Address
<b>CODIM</b> Marta Barria President	Programs and projects	Ricardo J. Alfaro Ave. Siglo XXI Mall, office N° 51. telefax: 236-8293 e-mail: marta-barria@hotmail.com
<b>CEMP</b> Cecilia Moreno President	Programs and projects	First St. Viictoriano Lorenzo, San Miguelito tel.: 235-1350, fax: 235-1027
<b>CEDEM</b> Maritza Herrera Executive Director	Programs and projects	Croto St, Bldg. 820 x, Balboa, Ancón. tel.: 228-4052 fax: 228-4277 e-mail: faspty@sinfo.net
<b>CAMM</b> Gloria Young President	Programs and projects	Circunvalación St, Paraiso, San Miguelito 12-7 telefax.:267-0770, 267-7757
Women in Political Parties Forum Maria Olimpia de Obaldia, President	Programs and projects, Law of 30% (electoral cuota for women)	Llanos de Curundú, bldg. 1996 a Telefax:
Women and Development Forum Margarita Muñoz/Vicenta Díaz Coordinators	Women and Development National Plan	Villa Guadalupe, Main St. Bldg. 511, telefax: 267-6338
<b>CEASPA</b> Maricela Arce, Executive Director	Programs and projects	Vía Cincuentenario, Bldg. N° 84 tel.: 226-6602 fax: 226-5320 e-mail: ceaspa@sinfo.net
Nutre Hogar Ana María de Rodríguez, National Coordinator	Programs and projects	Bldg. 5083, Diablo tel.: 232-6955 telefax: 232-6996
CrediMujer Foundation Albertina de Bruggiati President of the Board of Directors	Program for financing Women Micro-enterprises	Unicentro Bldg., 1st. floor, office 200-B, Justo Arosemena Ave. and Cl. 41 St. Bella Vista, telefax: 225-2037
<b>COMISEIN</b> Jackeline Rodríguez Executive Director	"Women in the Development of Micro-enterprise" Project.	San Miguelito, M St. Villa Guadalupe, Bldg. N° 1554, tel.: 274-1522 telefax: 267-8208,
<b>FORGEN</b> Ismenia Fitzgerald Project Manager	Experience in Gender training projects	Siglo XXI Mall, 3rd floor, office N° 51, Ricardo J. Alfaro Ave. telefax: 236-8293

FUNDAMUJER Teresita de Arias President	Programs and projects, Legal counsel	Roberto López Fábrega St, Bldg. N° 0422-A, tel.: 262-1066 fax: 262-1855 e-mail: fmuje@pananet.net
CEFA Gladys Miller Ramírez, Director	violence against women	Edificio Clínica Panamá, first floor, office St. Obarrio tel.: 223-5220 telefax: 223-3693 e-mail: cefa@sinfo.net

**{Others}**

Name	Main Activities	Contact Address
EU Equal Opportunities Program Carmen Guevara National Co-Director	Program Implantation	Ricardo J. Alfaro Ave. Edison Plaza, third floor tel.: 236-9106 fax: 236-8835 e-mail: proigual@sinfo.net
PRADEPESCA Ms. Nixia de García Co-director Secretary	Programs and projects	Manuel E. Melo St. Bldg. 574, Altos de Curundú tel.: 232-5681 fax: 232-5677 e-mail: prapesca@sinfo.net

**[Consultant]**

Name	Main Activities	Contact Address
Ileana Golcher Human Rights Programs Coordinator	journalist/women topics researcher	Banco Central Hispano, 4th floor, office N° 3, UNESCO tel.: 265-1491, telefax: 265-1490
Yolanda Marcos, UP professor	Women's Movements Historian	Cond. Windsor N°1, apart. 01, Combatientes del Gueto de Varsovia St., El Cangrejo, tel.: 264-7901, fax: 269-5352 e-mail: jstoute@sinfo.net,
Gladys Miller Ramírez, Social worker	violence against women expert	Edificio Clínica Panamá, first floor, Office N° 2, St. 72 Obarrio tel.: 223-5220, fax: 223-3693 e-mail: cefa@sinfo.net
Marta Barria, Social worker /Educational administration/Giender	Sexual and Reproductive Health	Ricardo J. Alfaro Ave. Siglo XXI Mall, Office N° 51. Telefax: 236-8293 email: martabarria@hotmail.com
Enriqueta Davis, USMA Social Research CenterDirector	Social Researcher	Ricardo J. Alfaro, Ave. USMA tel.: 236-1311, ext. 136

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

### [Socio/Gender Analysis]

Title	Author	Year	Publisher
El Espejo de Eva	Davis, Enriqueta	1998	USMA, Library/bookstore
Situación de la Mujer en Panamá.	Comisión Nacional para la Preparación del Estudio sobre la Situación de la Mujer en Panamá	1995	DINAMU, MJMNF
Segundos y Terceros Informes periódicos de los Estados Partes. Panamá. CEDAW. Naciones Unidas	Gobierno de Panamá	1997	DINAMU, MJMNF/ONU
Informe Sobre el Monitoreo de la Implementación de la CEDAW. Desde la Perspectiva de las ONG's.	CODIM/ Foro Mujer y Desarrollo Foro Nacional de Mujeres de Partidos Políticos	1998	FORGEN PO Box: 3-90, Panamá 3
Mujer y Desarrollo en el Panamá de Hoy	UNICEF/UNIFEM	1992	UNICEF
Mujeres Latinoamericanas en Cifras	Ministerio de Asuntos Sociales/FLACSO	1993	FUNDAMUJER, library
Políticas Públicas desde las Mujeres. Una Propuesta Concertada en Panamá.	CEASPA	1996	CEASPA, library
Plan Nacional. Mujer y Desarrollo, 1994-2000	Foro Mujer y Desarrollo	1993	
Plan Nacional de Mujer y Desarrollo: Operativización 1996-2000. Documento Principal	CODIM/Foro Mujer y Desarrollo/MITRA BS	1996	
Informe Nacional Clara González. Situación de la Mujer en Panamá, 1996	MITRABS/UNFPA /UNESCO/NUD	1997	DINAMU, MJMNF
Diseño de Ejecución del Plan Nacional Mujer y Desarrollo. Un Caso de Incidencia.	Fundación Arias/Foro Mujer y Desarrollo/CCE	1997	
Género, Desarrollo y Políticas Públicas	ME/(CIM/OEA)/C EFA	1997	CEFA,, library
Panamá: Pasos hacia un Futuro Mejor. Políticas Públicas con Enfoque de Género, Población y Pobreza	MIPPE/UNFPA	1997	MIPPE/UNFPA,, library
Panamá: La Niñez y la Mujer en la Encrucijada del año 2000.	MIPPE/UNICEF	1997	MIPPE/UNICEF, library
Perfil de la Situación de la Mujer en Panamá y Lineamientos de Acciones Prioritarias	CEDEM/MIPPE/P NUD/ UNIFEM	1992	CEDEM, library

**[Women in General]**

<b>Title</b>	<b>Author</b>	<b>Year</b>	<b>Publisher</b>
Estadística Panameña. Situación Social. Estadística del Trabajo. Encuesta Continua de Hogares. Volumen 1.	CGR/DEC	1996	Department of publications
Censos Nacionales de Población y Vivienda. Resultados Finales. Volumen 4.	CGR/DEC	1990	2d floor CGR, PO Box 5213, Panama 5.
Panamá en Cifras	CGR/DEC	1997	
Informe del Contralor General de la República	CGR/DEC	1998	
Informe Económico 1997	MIPPE	1998	MIPPE, library

**[Education]**

<b>Title</b>	<b>Author</b>	<b>Year</b>	<b>Publisher</b>
Investigación Sobre Posibilidades de Inserción de la Mujer en Oficios No Tradicionales.	COSPAB/GTZ/INA FORP	1993	INAFORP/ Coordinación Dual.
Inserción de la Mujer en Oficios No Tradicionales.	COSPAB/GTZ/INA FORP	1995	INAFORP/ Coordinación Dual.
Sistema Dual. El Estado y el Sector Privado Formando el Recurso Humano Nacional	COSPAB/GTZ/INA FORP	1997	INAFORP/ Coordinación Dual.
Estrategia Decenal de Modernización de la Educación Panameña	ME	1997	ME, library P.O. Box 2440, Panama 3.

**[Health and Medical]**

<b>Title</b>	<b>Author</b>	<b>Year</b>	<b>Publisher</b>
Estadística Panameña. Situación Social. Servicios de Salud	CGR/DEC	1996	CGR. Department of publications, 2nd. Floor, P.O. Box 5213, Panama 5.
La Situación de la Salud-Enfermedad de las Mujeres Centroamericanas al Inicio de la Década de los Noventa. Un Enfoque de Género	OPS/OMS	1994	
Plan Nacional de Salud de la Mujer, la Madre, la Niñez, el Escolar y el Adolescente	MINSA/FNUAP/UNICEF	1995	
Regulación de la Fertilidad en el País	MINSA	1984	
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Informe de Panamá sobre: Salud Sexual y Reproductiva	MINSA	1998	

Normas Integrales de Salud para la Población y el Ambiente	MINSA	1998	
Proyecto Salud Sexual y Reproductiva, Movilización y Concertación de Acciones Gubernamentales y de la Sociedad Civil	MINSA/FNUAP	1998	
Panamá, Directorio de Organizaciones no Gubernamentales en Salud Ambiental.	MINSA/OPS	1996	

**[Agriculture, Forestry, Fisheries]**

Title	Author	Year	Publisher
La Mujer en la Actividad Pesquera Lacustre y Continental	NORAD/OLDEPE SCA	1993	PRADEPESCA Office
Intercambio Regional de Experiencias Mujeres de la Pesca. Informe Final	PRADEPESCA/CE E/OLDEPESCA	1993	

**[Economic Activities]**

Title	Author	Year	Publisher
Diagnóstico de la Situación de las Mujeres Microempresarias en el Istmo Centroamericano	Fundación Arias para la Paz y el Progreso Humano	1993	CEASPA, library
Características Socio Económicas de las Trabajadoras Informales cuyas Actividades se Desarrollan en el Corregimiento de Calidonia (tesis de licenciatura)	Trejos, Norma y Villareal, Juanita	1995	UP, library
Informe Nacional Mujer y Mundo Laboral en Panamá.	OIT/DINAMU	1997	DINAMU, MJMNF
Del Trabajo no Remunerado al Trabajo Productivo. La participación de la Mujer en el Sector Informal Urbano (SIU)	Fundación Arias para la Paz y el Progreso Humano	1993	OIT, Library
El Acceso de la Mujer a la Tierra en Panamá.	Fundación Arias para la Paz y el Progreso Humano/CEASPA	1995	CEASPA, library

**[Social Development]**

Title	Author	Year	Publisher
Panamá Informe Social 1997	MIPPE	1998	MIPPE, library
Estudio de Niveles de Vida, Perfil y Características de los Pobres. (Documento Preliminar)	MIPPE	1998	
Elementos Básicos para la Elaboración de un Plan de Desarrollo Social Integral	MIPPE	1995	



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## 7. Definition

### <Technical Terms>

#### Gender

Analytical concept to clarify the social and cultural role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender varies from place to place, time to time, according to social norm and sense of values.

#### Informal sector

Part of economy consisting of small competitive individuals or family firms that are not listed in the labor indicators. According to the definition by ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping. Workers of the Informal Sector often have no jobs but unstable and less-paid jobs.

#### WID (Women in Development)

Concept of development incorporating women's participation into every development process, taking it into account that women are active agents and beneficiaries of development.

#### Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to have safe and satisfied sex life, and to have freedom of choice on whether, when and how many children to deliver.

#### National machinery

Administrative organization to promote equality of men and women. It also promotes gender equal policies among other ministries. It plans and implements the national policies for gender equality.

#### Empowerment

To develop political, economic and social abilities of an individual or a group of individuals.

#### Affirmative action/Positive action

Prioritized positive measure to promptly correct the gap between the discriminated group(s) and other group(s), when the discriminated have been placed in extremely unequal conditions to other group(s).

#### Access and control

"Access" means to be able to use resources(land, labor, fund, etc.) and services for the economic activity, or to have a right to exercise them. "Control" means a right to manage resources and services or to own them.

#### Reproductive activity

Activity to reproduce next generation including bearing and rearing children, and to reproduce labor force by sustaining daily life, such as, washing and cooking for the family

#### <Indicators>

##### Inflation rate

Instead, GDP deflator is used.

##### Gini coefficient

Aggregate numerical measure of unequal income distribution ranging from 0 to 1. 0 means perfect equality, and 1 means perfect inequality. Larger than 0.4 are supposed to be high inequality.

##### Percentage of Women's Income

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

##### Total fertility rate

The average number of children that would be born alive to a woman during her lifetime, if she were to bear children at each age in accord with prevailing age-specific fertility rates.

##### Under-one mortality rate

The annual number of deaths of infants under one year of age per thousand live births. More specifically, the probability of dying between birth and exactly one year of age times, 1,000.

##### Under-five mortality rate

The annual number of deaths of infants under five years of age per thousand live births. More specifically, the probability of dying between birth and exactly five years of age times, 1,000.

**Maternal mortality rate**

The annual number of deaths of women from pregnancy-related causes per 100,000 live births.

**Percentage of births attended by trained health personnel**

The percentage of births attended by physicians, nurses, midwives, trained primary health care workers or trained traditional birth attendants.

**Percentage of infants with low birth weight**

The percentage of babies born weighing less than 2,500 grams.

**Oral Rehydration Therapy (ORT) use rate**

The percentage of all cases of diarrhoea in children under age five treated with oral rehydration salts or an appropriate household solution.

**Enrolment ratio of primary and secondary school**

The gross enrolment ratio is the number of students enrolled in a level of education-whether or not they belong in the relevant age group for that level-as a percentage of the population in the relevant age group for that level. The net enrolment ratio is the number of students enrolled in a level of education who belong in the relevant age group, as a percentage of the population in that age group.