

# **WID** *Information*

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## **RESEARCH NOTES**

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The article is drawn from a Master's Thesis on "Characteristics of Dual Role Women of the Agency for Agricultural Education, Training and Extension Women Staff in Indonesia." By Rosintan Panjaitan.

Indonesia has the fifth largest population in the world: 180 million (1988): 51 percent are women. It appears that before independence from the Dutch colonial government (1945), females were less privileged than males in all aspects of life. However, historical evidence showed that women of Indonesia actively participated in the political and social affairs since early in the 15th century. The government has demonstrated its commitment to improve women's status and rights by taking actions such as recognizing women's contribution during the struggle for independence and movement for equal rights; establishing a constitution which stipulates women's right to vote; the adopting of women's issues in State Policy Guidelines; and establishing programs that enabled women to participate equally in all aspects of national life. As a result of those actions women can be found working in every field, even in male dominated jobs such as the armed forces, construction engineering, and aviation. The government commitment to improving the status of women is highly commended.

The purpose of this study was to contrast working women's contribution to household work and decision-making with those of their mothers. Attitudes of both generation toward the education of their sons and daughters were also explored. The respondents were the married female staff at the Agency for Agricultural Education, Training and Extension, Ministry of Agriculture in Indonesia.

### **Findings**

Data on demographic information. Seventy percent of the respondents had high educational levels (college and university graduate) compared to 5 percent of their mothers. The majority of working women (80 %) utilized birth control methods and the average number of their children was two. Daughters and most mothers were economically active, but daughters contributed higher proportions of household cash income.

% Contribution to Household Cash Income

	Working women	Their mothers
More than 50%	33%	25%
26 - 49%	42%	8%
1 - 25%	22%	13%
0%	0%	37%

**Data on the division of labor** showed that, in general, working women participated less than their mothers in household work. The shift of the respondents' time from the home to the market place was replaced by domestic helpers. Less than 9% of the children in either group households participated in household work (See Figure 1). Working women's participation was particularly reduced in cooking (43%) and buying groceries (69%) compared to their mothers who scored 70 percent and 88 percent respectively. Only family members participated in taking sick children to the doctor and meeting with children's teacher. Respondents and fathers assumed substantial responsibility for those tasks, although in other household work both husbands and fathers participated by 3%. (See Figure 2)

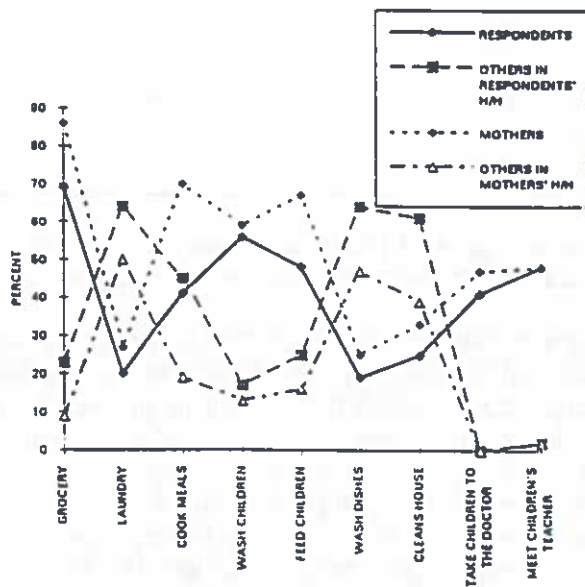


FIGURE 1. PARTICIPATION IN HOUSEHOLD WORK

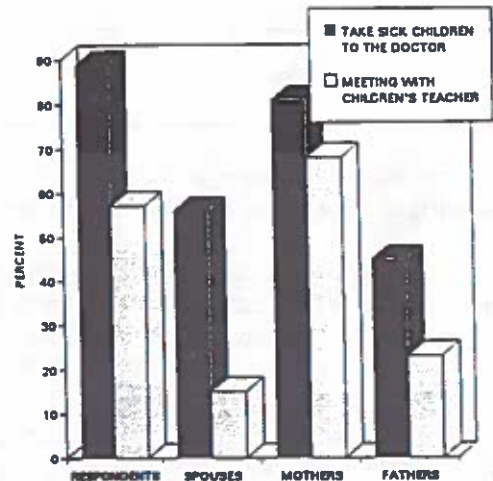


FIGURE 2. TOTAL PARTICIPATION IN CHILD CARE

**Decision-making** was divided into financial and general decision-making. The respondents seemed to be more powerful than their mothers in both financial and in general decision-making. This was because the respondents shared many decisions together with their husbands. In contrast, their mothers and fathers made more individual decision (see Figures 3 & 4).

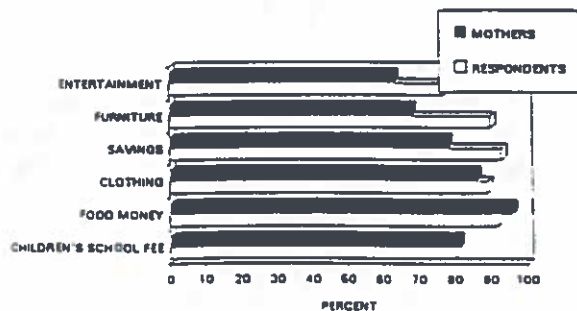


FIGURE 3. PARTICIPATION IN FINANCIAL DECISION MAKING

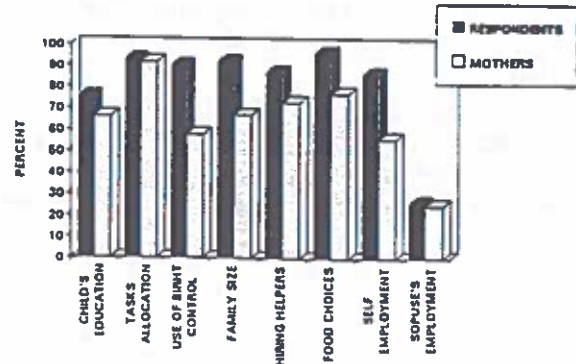


FIGURE 4. PARTICIPATION IN GENERAL DECISION MAKING

Data on opinion on children's education and aspirations for children showed both mothers and daughters value female education. Eighty-eight percent of the respondents thought that girls and boys should have equal educational opportunities compared to 70% of their mothers. Respondents were somewhat more ambitious for their children; they expected them to be highly educated (58%), to be economically independent (58%), to be committed to the country (36%), to be religious (36%), and to be devoted to their parents (25%). Their mothers scored 44%, 54%, 30%, 19%, and 15% in respective categories.

#### Conclusions

In general, the respondents had higher educational level than their mothers. The respondents' average number of children was 2 which was lower than national average (3.2) in 1980. Women and domestic helpers carried out household work in both the respondents and their mothers households. The respondents were less involved than their mothers in household work, but the difference was not significant except in buying grocery and cooking meals. The respondents contributed more to household cash income and had more power than their mothers in decision making process. They tended to discuss issues with their husbands before making decisions in contrast to their mothers and fathers who made more independent decisions. The respondents also had slightly more control over income than their mothers. Although 37 percent of the respondents' mothers did not have cash income, they still had substantial power into decision-making their participation (ranged between 63% and 96 %) and control over income (78%). Traditional Indonesian household roles are clearly more egalitarian than those of women in western literature. Women's access to education and to the labor market increase their power and ability to educate and socialize their children as expected in the State Policy guidelines. Therefore, access of women to education and effort to reduce their burden in the household would benefit their households and the nation as a whole.

#### Recommendations

The State Policy Guidelines emphasized the importance of roles of women in development and socialization of children without explicitly mentioning the role of men in the household. In order to enable women to participate successfully in the labor market and to function as successful housewives and mothers as stated in the State Policy Guidelines, there is a need for the government and private institutions: (a) to operationalize the term "balancing dual-function women as income provider and as mothers" as suggested in the State Policy Guidelines. In addition there should be guidelines for men as dual function "as income providers and as fathers." (b) launch a campaign to sensitize the society about the importance of women's contribution to household and national development and the need to balance gender role in the society; (c) to recruit more women in managerial levels and provide more opportunities for women to increase their knowledge and skills which are needed in the labor market; (d) to produce legislation that require the organization/institutions to provide child care in working places and to increase retirement age for women to replace the years they spent out of the paid labor force during the reproduction period; (e) encourage research on and production of low cost, improved, convenient household technologies, such as food processors, and efficient stoves; to reduce time spent in housework, those should be conducive for men and women to use.

Because women do much of the food purchasing and preparation, further study on the knowledge of women in nutrition, and food choice is important in planning intervention programs in both rural and urban areas. Because household help will become increasingly hard to find as development progresses, it is important to find strategies to involve the spouses in household work. Studies on men's participation in household management are almost non-existent. Future studies on perceptions of men in household management are important in order to eliminate societal stereotypes.

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## WOMEN IN DEVELOPMENT ACTIVITIES AT UIUC

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### Annual Student Paper Competition

The Office of Women in International Development announces its Eleventh Paper Competition, with an \$150 award for the winning paper. The competition is open to both graduate and undergraduate students, and papers from all disciplines are welcome. Papers should focus on gender issues in the context of international development and should be typewritten, double spaced, and prepared in a journal format acceptable to the student's major discipline. Submission deadline is May 17, 1993. For additional information, contact Consolata Kabonesa, 244-1722 or Kathy Martin at 333-1994.

**News of WID Associates**

**Brenda Krause Eheart**, Associate Director, Office of Women in International Development, UIUC, was presented The Chancellor's Award of Excellence for Academic Professionals at a ceremony on March 23, 1993. The Award was first granted in 1989. It is designed to recognize demonstrated excellence by academic professional staff members on the Urbana-Champaign Campus. This year out of the 35 nominees, three were selected based on their work, personal and professional contributions. Congratulations to Brenda!

**Consolata Kabonesa**, Graduate Student, Department of Human Development and Family Studies, received the Distinguished Service Award for Devoted and Capable Leadership. The Award is a John Rice Award for Service to the International Community, given by YMCA at University of Illinois at Urbana-Champaign.

**Rosintan Panjaitan**, Department of Agricultural Communication and Extension Education, successfully defended her M.Sc. thesis on Characteristics of Dual Role Women of the Agency for Agricultural Education, Training and Extension Women Staff in Indonesia.

**Raiza Kolia**, Department of Social Work, has left for the Eastern and Southern Africa Management Institute, Nairobi, Kenya, to conduct her Doctoral research on A Multi-Method Study of International Gender Training Programs: A Focus on Third World Countries.

**RESEARCH, STUDY AND TRAINING OPPORTUNITIES****Gender Training Announcements.**

The School of Developmental Studies, University of East Anglia, announces a short course on "Gender Analysis and Equity in Development" from July 12 through September 17, 1993. The school is currently offering courses on Gender and Development at undergraduate and postgraduate level, and runs an active research program in this area involving both faculty and research students. For more information contact: Dr. Cecile Jackson or Dr. Ruth Pearson, Course Directors, School of Developmental Studies, University of East Anglia, Norwich NR4 7TJ, UK. Tel. (0603) 57880. Fax: (0603) 505262.

The Royal Tropical Institute (KIT) announces a **Training Workshop on Women, Gender and Development** from November 14 to December 1, 1993; and an **International Course on Women and Enterprise Development** from December 7 to December 17, 1993. The courses will be conducted in English. For more information contact: Marguerite Appel, Women in Development Training Programme, Department of Education & Training, Royal Tropical Institute, Mauriskade 63, 1092 AD Amsterdam, The Netherlands. Tel. (20) 5688 306. Telefax: (20) 5688 434.

**Research Opportunities**

**Action For Development (ACFODE)**, Uganda, seeks to establish research links with institutions conducting research on women. Through exchange of publications, training of ACFODE members, joint research and general sharing of experiences in the area of Women in Development. ACFODE is an indigenous, non-governmental organization which works with other organizations to improve the lives of women, and help women realize their full potential and enhance their contribution to national development. Contact: Miria R.K. Matembe, Chairperson, ACFODE, P.O. Box 16729. Kampala, Uganda.

**CONFERENCES AND CALL FOR PAPERS**

**Women in Development Issues in Three (Africa, Asia, and Latin America) World Areas**, June 10-12, 1993 at The Upper Midwest Women's History Center. The conference will focus on three themes: Women and the Family, Work and Empowerment. The goal of the workshop is to encourage teachers at all grades,

administrators, members of community and church groups, and people interested in development and global education to exchange ideas on how to integrate women's perspectives into educational programs. For more information contact: Susan Hill Gross, Director, The Upper Midwest Women's History Center, 6300 Walker Street, St. Louis Park, Minnesota, 55416, Tel. (612)928-6750 or 928-6748.

The 1993 Morehead State University Wilma E. Grote Symposium for the Advancement of Women announces a call for papers and workshops on **Women: Moving Toward Influence and Leadership in the 21st Century** to be held November 4-6, 1993. The symposium will focus on women and leadership. Possible topics include but not limited to: women and politics, women as managers/administrators, the 1992 elections, women's communication styles, influential women, women's managerial organizations, women in law, women in the military, sexual harassment and influential women in literature. Send: one cover sheet including title of paper, author's name (s), and lead author's mailing address and telephone number (indicate whether the paper is for workshop, paper or roundtable discussion); three copies of titled abstract of approximately one page which describes the major focus of the presentation and related results and conclusions, to: Program Committee, Women: Moving Toward Influence and Leadership in the 21st Century, Morehead State University, UPO 1384, Morehead, KY., 40351-1689, Tel. (606) 783-2004. Fax (606) 783-2678. **Deadline abstracts: June 30, 1993.**

The Home Economics Association for Africa invites participants to **An All-Africa Conference on Women, Families and the Environment and a General Assembly of HEAA Members**, August 18-21, 1993 at Harare International Conference Center. Themes of the conference include: The Impact of the Changing Environment on Families in Africa, Promoting Ecological Sustainable Development, and Strategies for Empowering Women and Families: the Role of the Home Economics Profession. For more information contact: Mrs. Peggy Siyakwaze, Department of Teacher Education, University of Zimbabwe, P.O. Box MP167, Mount Pleasant, Harare, Zimbabwe.

The Department of English and the Center for Advanced Feminist Studies, Minneapolis announces the 1993 Midwest Modern Language Association convention on **Now It Is Spoken: Coming of Age and The Age To Come** on November 4-6, 1993. The conference will focus on 1990s Feminism in essay and fiction, in this world and the next, in profession and the political arena, in sexual preference and family structure, in poetry, performance, pedagogy, and protest. For more information contact: Pamela J. Olano, University of Minnesota, Department of English and The Center for Advanced Feminist Studies, 207 Lind Hall, 207 Church Street S. E., Minneapolis, MN. 55448.

**International Conference on Women and Freedom: Making Choices in the Context of Tradition and Change** will be held in Moscow June 1-4, 1993. The conference is arranged by the Institute of Russian Academy of Sciences, and the Larina Service Company. Topics to be discussed include: the position of women in a democratic society; women's place in business, politics, science and art; the changing status and roles of women and men in the family; the integration of women's values (social, political and ethnic); forming an adequate concept of the essence of women's issues. Special attention will be given to working out alternative ways and approaches to solving women's problems, elaborating elements of social policy in time of transition. The final document of the conference will be presented to the United Nations for the 1994 International Year of the Family. For more information contact: Professor Valery Tishkov, Chairman of the Organizing Committee, Director of the Institute of Ethnology and Anthropology, Leninsky, pr., 32 a, Moscow, Russia.

An Association of Women of the Mediterranean Region announces their meeting to be held July 24-27 on the Maltese Islands to discuss **Feminism in the Mediterranean Region**. The Association was formed during the Mediterranean women's conference on Women Rights, National Rights, Regional Rights held in Malta, September 1992. The goals of the association are equality, peace, self-determination and sustainable development. Membership is open to all mediterranean women and non-governmental women's organizations. For more information contact: General Secretary Renne Laiviera, No.1, Marsamxett Road, Valletta, Malta, Tel. (356)431250, Fax (356) 237456 or Dr. Yana Bland, President, 227 Congress Ave. Austin, TX 78701-4021. Tel. (512) 472-1043.

#### **Conference Report.**

International conference to **End Child Prostitution in Asian Tourism (ECPAT)** was held from March 31 to April 3, 1992 at Bangkok. It was attended by 170 representatives from 26 countries in Asia, Europe and North

America. The participants of the conference adopted a conference statement: Some of the quotes follows:

- ◆ A call for commitment and action from tourists, business travellers and military personnel to respect children in countries you visit. Do not use children as commodities for sexual experimentation and gratification.
- ◆ Government leaders are called upon to ratify and implement the United States Convention on the Rights of Child, legislate just and stringent laws to protect children from abductors and abusers, peruse economic policies which put people before profits and lead to true human development. Also to provide for rehabilitation of abused children.
- ◆ Law enforcers to investigate without fear and bring all offenders to justice.
- ◆ Religious leaders to use your authority to speak out against the evil of child sexual abuse and use your influence to bring it to an end.
- ◆ The media to report the increasing practice of sexual abuse by tourists in a sensitive way which protects and shows respect for the children who are innocent victims.
- ◆ The Tourism industry to examine their priorities and investment strategies which do not destroy communities or lead to families being forced to sell children in order to survive. Accept responsibility to rectify the situation which has arisen.
- ◆ Paedophiles to stop abusing children; the abuse of children unacceptable. Seek professional counselling to change your sexual behavior. Source: Social Development Newsletter.

#### FELLOWSHIPS, GRANTS AND AWARDS

**Churchill Scholarships**, Cambridge University. Established by Winston Churchill Foundation, enable outstanding student in engineering, mathematics and science to enroll in one-year graduate program at Churchill College, Cambridge University. U.S. citizens between 19 and 26, who have a bachelor's degree by August of the scholarship year are eligible. Ten Awards are given each year. All applicants are nominated by a campus committee. Deadline for applications: November.

**Luce Scholars Program**, sponsored by the Henry Luce Foundation, Inc. The program sends 18 young American of outstanding promise to Asia for a one year professional apprenticeship. The program is open to graduates in all fields. Students with Asian Studies background or any extended exposure to Asia are not eligible. Applicants must be U.S. citizens and under 30 years of age. Campus deadline is late October.

**For information about these scholarships contact:** Julia Goldberg, Scholarship Coordinator, Study Abroad Office, 115 International Building, 910 S. Fifth Street, Champaign, 61820. Tel. (217) 333-6322 or 244-0254.

#### POSITIONS

##### Job Opportunities.

The Ford Foundation announces the positions of **Assistant Representative/Program Officer Africa and Middle East Programs**, based in Harare, Zimbabwe. Responsibilities include collaboration with the Ford Foundation's Representative and other staff based in Nairobi and Harare, developing, monitoring evaluating program activities in Zimbabwe and managing the Harare sub-office. Required qualifications: Graduate training in the social sciences or related disciplines, sound judgement, demonstrated managerial, interpersonal, analytical and writing abilities. Preferred qualifications: Prior work experience with community groups, non-governmental organizations, research institutes and government agencies in Africa, knowledge of development assistance programs. Please send curriculum vitae and a brief writing sample for position #291 to Joan Carroll, Manager of Employment, The Ford Foundation, 320 East S3rd Street, New York, NY 10017.

The Union Institute Center for Women announces the position of **Director**. The Director is a senior administrator holding decision-making authority within areas of substantive responsibility and reports to



the vice president for Social Responsibility in the Union's Washington Office. Qualifications: Earned doctorate, experience in community action work on women's issues, experience in academic women's studies, fundraising ability and experience, experience in administration and program development, boundless energy and good humor. Send a letter of application vita, and the names, addresses and phone numbers of three references to: CW Director Search, Union Institute Office for Social Responsibility, 1731 Connecticut Avenue, NW, Washington, DC. 20009. Deadline: Late April.

Wider Opportunities for Women Inc. (WOW) announces CAL NET Coordinator and Program Associate for its Nontraditional Employment Training (NET) Project. WOW is a national organization that works on women and employment issues and engages in research, public education, training, national program work and advocacy on behalf of low-income women. WOW also provides technical assistance regarding the administration of public policies and service programs on governmental agencies, community-based organizations, employers and unions. Interested candidates. cover letter and writing sample to: NET Project, CAL NET, Wider Opportunities for Women, 1325 G. Street, NW, Lower Level, Washington, DC, 20005. policy.

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## RESOURCES

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Learning To Teach: Training of Trainers for Community Development by Dr. Jane Vella. This 76-page resource manual is an effort by Save the Children and OEF International to help training of trainers (TOT) involved in Nonformal Education (NFE). The deviation from Formal to NFE is in response to the enormous need for adult education in developing countries. NFE is based on Paulo Freire's approach to community education and empowerment, teaching technical training and the practice of freedom. The NFE emphasizes participatory and experiential learning methods. The manual gives new insights to teachers and trainers that enable people to bring about effective change in their communities, respond to their needs and problems to yield increased hope for better livelihood. Ideas such as learning and communications approaches, adult learning, respecting learners, working with and group dynamics, problem solving, accountability and designing teaching methods are coupled with techniques that have been tested and refined for many years. The approach and methods advocated in this manual are congruent to **Community Based Integrated Responsive Development (CBIRD)**. The manual is designed in form of a training of trainers workshop for field staff. It is published and distributed by OEF International, 1815 H st., N.W. 11th Floor Washington, D.C. 20006. and Save The Children Federation P.O. Box 950 Westport, CT 06881.

Bangladesh Development Partnership Centre: Centre for Research, Evaluation and Training Support has been established as an independent, non-governmental and non-profit resource centre for development and environmental studies. Publications include: Third degree Malnutrition and Recurring Nightblindness More Socio-Economic Problem; Community Perception of Social Disaster; Drought in Bangladesh; Twenty Years of Bangladesh: A Socio Economic Overview; Peoples Organization: A Conceptual Framework: Landless Peoples Organization in Bangladesh; Disaster and Destitute Women; A Guide to Disaster Response Management; A Collection of Disaster Related Maps of Bangladesh. For ordering publications contact: Sharif A. Kafi, Director, Bangladesh Development Partnership Centre (BDPC), 2/3, Block-A, 1st Floor, Mirpur Road, Lalmatia, Dhaka 1207, Bangladesh. Tel. 88-02-317687.

The International Federation for Women in Agriculture announces the up-coming International Journal for Women in Agriculture. The journal will be an annual feature in the form of a digest and is intended to bring out the most scientific, objective and applied manner information relevant to the promotion of science and technology through women. Please send articles related to any aspect of agriculture which may provide an insight on working of the government or non-government systems towards uplifting the farm women. The articles may deal with gender and related policy issues in agriculture in the areas of education, research, extension and training. The articles may be in the form of executive summary, should be written in simple English, easy for people to understand and apply. References may be given as footnotes, not at the end of the papers. You are invited to contribute to the journal which is the first of its kind. Your contribution in the area will be valuable. Send articles to: Dr. C. Prasad, Secretary-General, International Federation For Women in

Agriculture, Indian Council for Agricultural Research, Krishi Bhavan, Rm 211, Dr. Rajendra Prasad Rd, New Delhi-110 001, Tel. 384360, Telex: 031-62249 ICAR IN; Telegram: "AGRISEC"

**Gender Training in Development: Workshop Report (1992)** by A. Prasad and K. Bhatia. Published by National Labour Institute. The workshop focused on the issue of addressing gender differences in development because men and women are structured differently, and development policies and programs also affect them differently. The report puts forward the aim of the workshop as a means to sensitize National Labor Institute Employees and the clientele they serve in gender awareness skills, and developing materials and methodologies within the Indian context. The report is a good source for gender trainers, it gives tips on selecting participants, the use of various methodologies for a diverse group, application of gender training concepts and action plan. The workshop was reported as successful because it drew participants from diverse sectors including labor, forestry, academic institutions, NGOs, the corporate sector and from the policy academy. For more information contact: Dr. K.V. Eswara Prasad, Gender Project Coordinator, National Labour Institute, Post Box No. 68, Sector-24, NOIDA-201 301 Ghaziabad, Uttar Pradesh, India.

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