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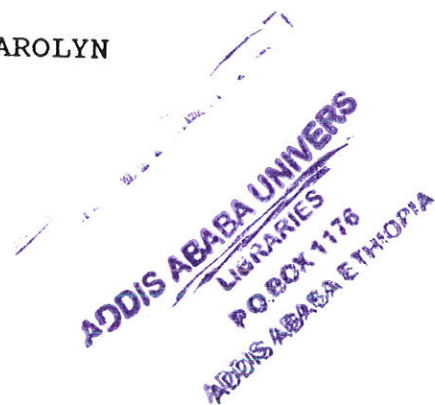
WINS- WOMEN'S INFORMATION NETWORK IN SWAZILAND

A THESIS SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENT
FOR THE DEGREE OF MASTER OF SCIENCE IN INFORMATION SCIENCE

BY

NXUMALO SIBONGILE CAROLYN

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BY

NXUMALO SIBONGILE CAROLYN

Approval by the Board of Examiners:

Dr. Taye Tadesse

Chairman, School Graduate Committee
Prof. A. Neelameghan

Advisor

Dr. Francis Inganji

Examiner

Prof. G. Bhattacharyya

Examiner

Dr. Taye Tadesse

Examiner

DECLARATION

The thesis is my original work and has not been presented for a degree in any other university.

Sinxumalo

Nxumalo Sibongile Carolyn

May, 1992

The thesis has been submitted for examination with my approval as a university advisor.

Neelameghan

Prof. A. Neelameghan

Date 1992-05-14

DEDICATION

This work is dedicated to my parents.

ACKNOWLEDGEMENT

During the course of writing the thesis a number of individuals have assisted me in various ways. It is impossible to enumerate all of them, but I am particularly indebted to Prof. A. Neelameghan for his continuous and tireless guidance from the beginning to the end of this work; Ato Getachew Birru, the Dean of SISA, for facilitating my travel to Swaziland for data collection. Miss Nomonde Twala, Acting Director, National Archives of Swaziland, for her assistance and inspiration while collecting data in Swaziland. Ato Solomon Yewondwossen, the computer laboratory supervisor at SISA for help whenever needed. Finally, my colleagues in the course for their moral and academic support.

My special thanks are due to my parents, my sisters and brothers who have continuously prayed for my safety and welfare in Ethiopia.

ABSTRACT

WINS is Women's Information Network in Swaziland. A network is any arrangement for sharing information resources between two or more information systems and /or individuals. In a computer environment networking means interconnecting two or more computers to facilitate transmission of information between them. Transmission of information in a network can be either on-line or off-line.

The overall objective of WINS is to formulate a plan for developing an information network to support research, decision making, planning, implementation and monitoring of projects and activities relating to women in development in Swaziland and to suggest an action programme for the implementation of the proposed network. The United Nations proclaimed 1975 as the International Women's Year to intensify actions aimed at promoting equality between men and women and to integrate women in the total development effort. The Nairobi World Conference on Women 1984 reviewed the achievements and problems encountered during the Decade. A series of concrete measures embodied in a package called the Nairobi Forward Looking Strategies for the Advancement of

Women was adopted for implementation from 1986 to 2000. Swaziland being a member of the United Nations is fully involved in the integration of women in development.

Swazi women have formed associations, cooperatives and unions which form the components of the network. Information is scattered in the offices where there are activities on women in non-governmental, government and in international agencies. WINS will help to minimize duplication of effort, facilitate sharing the limited resources available and give a clearer and better direction to research projects on women.

Information on women is needed by government policy makers, programme implementors and evaluators, to incorporate women's issues into their development plans. Researchers need information on women for analysis of women's issues. Teachers and students need information and data in their studies and to increase awareness at all levels on the potential contribution of women to the development process.

The National Archives is the proposed focal point of the network because it is centrally situated in Swaziland and it where intensive research on Swaziland is carried out. It is also a legal deposit centre.

A model integrated database containing sample records on information sources and systems, experts, institutions, etc relating to women is suggested to facilitate referral service on women.

ABBREVIATIONS

- BWAS- Business Women's Association of Swaziland
CAS- Current Awareness Services
CFTC- Commonwealth fund for Technical Cooperation
CSRET- Cropping Systems Research and Extension Training
DSE- German Foundation for International Development
E- Emalangeneni
EEC- European Economic Community
EPMT- Educational Policy Management & Technology
FLAS- Family Life Association
MCIT- Ministry of Commerce, Industry and Tourism
MITC- Manzini Industrial Training Centre
MOAC- Ministry of Agriculture and Cooperatives
NAMBOARD- National Agricultural Marketing Board
NHTC- National Handicraft Training Centre
PTA- Preferential Trade Area
SADCC- Southern African Development Coordinating Conference
SBS- Swaziland Broadcasting Services
SCOT- Swaziland College of Technology
SDI- Selective Dissemination of Information
SEDCO- Small Enterprises Development Company
SESP- Small Enterprise support Project
SIDC- Swaziland Industrial Development Company
SIMPAN- Swaziland Institute for Management and Administration

SNL- Swazi Nation Land
SPA- Small Projects Assistance
SSTU- Swaziland Federation of Trade Unions
STEP- The Swaziland Training for Entrepreneurs Project
SWAGAA- Swaziland Action Group Against Abuse
Swala- Swaziland Library Association
SWAMDP- Swaziland Manpower Development Project
TDL- Title Deed Land
UNDP_ United Nations Development Programme
USAID- United States Agency for International Development
WINS- Women's Information Network in Swaziland
WLSA- Women and Law in Southern Africa

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CHAPTER 1

INTRODUCTION

1.1 OVERALL OBJECTIVE

The overall objectives of this study are:

- a) to formulate a plan for developing an information network to support research, decision making, planning, implementation and monitoring of projects and activities relating to women in development in Swaziland and to suggest a strategy and an action programme for the implementation of the proposed plan; and
- b) to propose a model integrated database for the network, composed of profiles of information systems, associations, cooperatives, unions and on-going research and records of reference sources on women.

1.2 SPECIFIC OBJECTIVES

The specific objectives of this study include:

1. Identifying information sources, systems and services related to women, such as:
 - a) Information systems and sources on women in

Swaziland.

- (b) Source materials on women in other information systems and databases in Swaziland.
 - (c) Relevant neighbouring and international information systems.
 - (d) Associations, cooperatives and unions on women.
 - (e) Periodicals dealing with women.
 - (f) On-going research on women in Swaziland.
 - (g) Institutions willing to input information on women.
 - (h) Institutions interested in women both in the government and in the private sectors and international organizations.
 - (i) The grey literature on women.
3. Design an integrated database model for WINS.
 4. Propose a plan of the network and its infrastructure.
 5. Propose some projects for implementation on a priority basis.

1.3 BACKGROUND AND JUSTIFICATION

Traditionally women's role in Swaziland has been looking after children, husbands, relatives, working in the kitchen, that is, women have always been in the background . But they are also hewers of wood and fetchers of water, farm hands, astute traders and the principal socializing agents. Consequently women are heavily involved in the transmission of

societal values, culture norms and beliefs in the community and from one generation to another. Nevertheless like most developing countries Swazi women have always been left behind in development programmes such as in education, economic development, business, industry and agriculture.

The United Nations proclaimed 1975 as the International Women's Year so as to intensify actions aimed at promoting equality between men and women and to integrate women in the total development effort. The Nairobi World Conference on Women 1984 reviewed the achievements and problems encountered during the decade. A series of concrete measures embodied in a package called the Nairobi Forward Looking Strategies for the Advancement of Women was adopted for implementation from 1986 to 2000.

Information on women is needed by Government policy makers, programme implementors and evaluators to incorporate women's issues into their development plans.

Researchers need information on women for analysis of women's issues. Teachers and students need information and data in their studies and to increase awareness at all levels on the potential contribution of women to the development process. Donor agencies who provide training and financial support to projects on women, the women's cooperatives, unions and organizations have generated a considerable amount of materials. During the period 1975 to 1986 the amount of information generated, communicated and consumed has grown

exponentially. This information and data constitute the base for gainful decision making, effective and efficient planning, programme implementation and monitoring, and need to be collected, processed and disseminated.

Women represent more than half of the world's population. Women themselves need information on a multitude of things so as to improve the quality of life. Data and information on the status of women in various socio-economic situations need to be improved in order to monitor effectively global progress in this area. Timely and reliable data and information are required for a proper understanding of societal problems such as those affecting women. Information is one of the four pillars upon which successful productive efforts are to be based .The others are changing socio-economic values, political support, and effective leadership at all levels in both the public and private sectors.

Swaziland being a member of the United Nations is fully involved in the integration of women in development. Swazi women have formed associations, cooperatives and unions all geared to development, improving the quality of life of Swazi communities. The Swaziland Government and other national, regional and international agencies support some of these organizations. There is a considerable amount of information scattered in the offices of non-governmental agencies, government offices, in information systems and libraries in Swaziland. Networking is needed to minimize unnecessary

duplication of these materials and their processing as well as to provide access to a wide range of information and data pertinent to the needs of the different user groups such as, decision makers, planners, teachers, researchers, students and non-government organizations, aid agencies, extension workers, people involved in family planning, literacy, nutrition and other campaigns that involve and are geared toward women's welfare.

1.4 BENEFITS FROM WINS

It is expected that the establishment of WINS will

- a) Help to minimize duplication of research and development and other development efforts on women in Swaziland.
- b) Give a clearer and better direction to research projects on women.
- c) Facilitate sharing the limited resources available.
- d) Facilitate sharing the available information as widely as possible by different user groups.
- e) Introduce standards in information processing and thus optimise use of personnel, computer resources and other facilities.
- f) Develop an organisational structure that will allow participating institutions benefit from the

system.

- g) Linking of services with similar objectives.
- h) Development of databases on information systems and sources, organizations, experts, ongoing researches, etc relating to women.

1.5 METHODOLOGY

The research was carried out through literature study and surveys supplemented by personal interviews to identify various categories of information users and relevant information sources, systems and services relating to women.

The following is a checklist of questions used in the survey and interview.

1. When was the centre established?
2. Do you get any financial support from donor agencies?
3. Does government support your activities?
4. Do you have an information centre?
5. Do you have a qualified person for your information centre?
6. Are you willing to share information with other women centres?
7. Do you know other women's organizations in Swaziland? and do you know what they do?
8. Are you aware that there are on-going researches

and projects on women?

9. Do you know the neighbouring and International women's organizations and information network?
10. Do you know there are agencies interested in women and development projects?
11. There are International Agencies who are interested in the integration of women in Development, do you know about them?
12. Which of the Women's associations do you cooperate with?
13. Do you know about the Women's Wing of the Swaziland Federation of Trade Unions?
14. Would your organization allocate funds for information collection/ access, processing, retrieval and dissemination?

During the interviews and discussions, the questions were elaborated to elicit additional information.

CHAPTER 2

BACKGROUND OF SWAZILAND

2.1 POLITICAL HISTORY AND CONSTITUTION

Information is needed on the diversification of the Swaziland Government. Information on the modern and traditional elements and the tribal hierarchy with national courts which follow traditional Swazi law and custom.

The Swazi people are descendants of the Nguni who migrated from Central Africa several hundred years ago. Around 1750, an offshoot of these migrants, the Nkosi Dlamini, settled in the South- Eastern sector of the area which is now Swaziland. Mswati II was proclaimed King in 1840 and the people of Mswati engendered the Swazi nation. From the 1840's onwards, white settlers secured many valuable commercial and agricultural concessions while the British and Transvaal governments demarcated Swaziland territory between them.

In 1906 Swaziland became a High commission Territory under British Colonial Administration. In 1968 the country was led to Independence by King Sobhuza II, Swaziland can boast a political stability quite contrary to the situation prevailing in most other African countries and even other developing countries of the world. It was with great joy that the Swazi Nation witnessed the coronation of his Majesty Mswati III in April 1986. The Westminster-style constitution imposed by Britain at Independence was revoked in 1973 and replaced with

a dualistic structure which combines the modern Western concept of government with the traditional tribal system. Executive power is vested in the King who rules in consultation with both the cabinet and the bicameral parliament. This is paralleled by the Swazi National Council, or Libandla, consisting of the King, the Queen mother and all adult males. The King and Queen mother rule jointly and are advised by the Libandla on all matters connected with Swazi law and custom. Similarly, the courts interpreting and administering modified Roman Dutch law are paralleled by the Swazi National courts which have jurisdiction over the indigenous inhabitants and administer Swazi law and custom. In keeping with the customs of Sobhuza, the government has maintained a non-racial policy which has ensured that there is no discrimination against the 3 per cent of the population who are not of Swazi origin, people mainly of Zulu, European, Mozambican and mixed descent. Evidence of this philosophy is that members of minority groups hold Ministerial office.

Swaziland has one tribe, official languages are English and Siswati. Swaziland treats refugees from neighbouring states well, about 7,000 primary ethnic Swazis from South Africa, who fled the South African homeland (6,000 as registered refugees).

Recent years have seen a large influx of Mozambican refugees while approximately 34,700 are officially registered by the United Nations High Commissioner for refugees (UNHCR)

It is believed that an additional 30,000 or more Mozambicans may be in Swaziland as illegal immigrants. More diverse information will be required to cater for Swazis, Mozambicans and South African refugees.

Swaziland permits the UNHCR to interview those who seek refugee status and grants asylum if the person can establish a well founded fear of persecution or physical danger if repatriated.

2.2 GOVERNMENT

Swaziland is governed as a modified traditional monarchy with all executive, legislative and judicial powers ultimately vested in the King. Advised by the Queen mother, traditional figures and cabinet ministers, he rules according to Swazi law and custom, never codified but ultimately determined by himself and his advisors.

Swaziland's Government combines modern and traditional elements; a cabinet, Parliament and independent courts which follow Western law; a tribal hierarchy with national courts which follow traditional Swazi law and custom.

In 1978 the King established the Tinkhundla system, which allows limited democratic participation at the district level while giving the King and a small electoral committee the power to determine parliamentary representation.

National defence is provided by the Umutfo. The Royal Swaziland Police is the primary internal security

organization. Both the police and the defence force are controlled by Civilian authorities.

Swazi citizens do not have the right to change their government through democratic means. Political parties are outlawed, and an overt, organized political opposition does not exist. The King rules in conjunction with the Queen Mother.

Traditionally, decision making has been by consensus, with the King soliciting advice from the royal family, the senior chiefs, the cabinet, members of Parliament, and other interested parties. Still the king can legally accept or dismiss advice as he sees fit. Legislation is passed by the parliament and is then submitted to the Monarch for assent, which may be withheld. The King can also legislate by decree.

Swazis participate indirectly in the selection of members of parliament through the Tinkhundla system. The king can dissolve parliament and call new elections, normally held every 5 years.

Parliamentarians (50 in the house and 20 in the senate) are chosen in a complex process involving the interaction of a 7 member electoral committee, 40 traditional districts, 80 electors, and the king's appointive powers.

The district-level tinkhundla meetings do allow a measure of democratic participation, but village elders control the nominating process, and voting is not by secret ballot.

In 1990 the King announced procedures for considering

reform of the tinkhundla system, e.g. to permit direct election of members of parliament, as recommended by the 1990 National Libandla. In September 1991 the committee headed by Prince Masitsela began a series of meetings in each of the districts to solicit public comment on the political system. The ensuing debate was remarkably open and largely critical of elements of the tinkhundla system. On 26th February 1992, the King appointed a second committee to consider the public comments and present recommendations for tinkhundla reform to the King.

Women have traditionally occupied a subordinate role in Swazi society, and the dualistic nature of the legal system complicates the issue of women's rights.

Because traditional marriages is governed by uncodified Swazi law and custom, women's rights are often unclear and change according to where and by whom they are interpreted (e.g. parents, village elders, police, government officials.)

In both traditional and civil marriages wives are legally treated as minors, although many women who marry under civil law mistakenly believe that in doing so they will be accorded the legal status of adults. However, this is legally possible if the parties to the marriage sign a prenuptial agreement providing such status.

In practice, changing socioeconomic conditions and urbanization are breaking down these barriers to equality, and wives now routinely and successfully execute contracts

and enter into a variety of transactions in their own names.

Women should know and have access to information on all these aspects is necessary kind of information to make them full members of the society.

2.2.1 Geographic Location

Physical environment provides a measure of the geoclimate conditions, ease of internal and international communications which make information activities easier or more difficult.

Swaziland is a landlocked kingdom situated between the public of South Africa to the South, West and North and Mozambique to the East. Swaziland is one of the smallest countries in Africa in terms of area and population. Its area covers 6,700 sq m (17,400 sq km), smaller than Wales in England. It is situated mostly between the twenty-sixth and twenty-seventh southern parallels. The 1986 census put the total resident population at just over 681,000 people which implies an average population growth rate of around 3.2% p.a. for the inter-censal period 1976-1986. (Population census, 1986),

Swaziland is a country of great geographical and climatological contrasts. Topographically, it is divided into four well defined regions extending North-South along roughly

parallel lines. They are from West to east, the highveld, the middleveld, the lowveld and the Lubombo Plateau.

The highveld, is a mountainous area with an average altitude of 1,300 metres, split by many rivers, valleys and gorges. Only 10% of this land has potential for crops, though sheep and cattle-grazing is practised. Swazis call this region Nkhangala, the treeless, but afforestation schemes have been successful in some parts of the region. The climate is near-temperate but humid with the annual rainfall ranging from 1016 to 2286 mm. There is occasional frost, while snow has fallen three times this century. Temperatures vary between 33 degrees and -4.5 degrees celsius.

The middleveld, with an average elevation of 700 metres, has a warmer and drier climate- temperatures varying between 37.2⁰C and 2.5⁰C and the annual rainfall ranges from 762 to 1143 mm. This region is agriculturally the most highly developed. Maize is the main crop cultivated on Swazi Nation land, but tobacco, sorghum, beans, cotton, groundnuts and vegetables are also grown on freehold farms. Cotton fruit and maize are the most important crops.

The lowveld climate, like that of the middleveld, is subtropical, although it is hotter and drier. Temperatures range from 41.8⁰C to -2.6⁰C and the annual rainfall from 508 to 590 mm. Since the region suffers from periods of protracted drought, crops are grown under irrigation. Sugar cane predominates, but cotton, rice, groundnuts, sorghum and citrus

fruit are also grown. Elevation averages 200 metres. The eastern most region, the Lubombo Plateau, with an average altitude of 600 metres, has a climate very similar to that of the middleveld. There is crop farming on only one-eighth of the land; cattle-grazing is the main activity.

Women should be aware of such information to know areas which are suitable for which kind of farming.

2.3 ECONOMIC SITUATION

The overall economic resources of a country support incentives for information activities

Swaziland has a free market economy with relatively little government intervention in the marketplace. The majority of Swazis are engaged in subsistence agriculture, though a relatively diversified industrial sector now accounts for the largest components of the formal economy. The economy relies heavily on the export sector composed of large foreign owned firms.

A number of attractive fiscal incentives have been introduced, one of the most important being a five-year company exemption for new business opening in the country. Exporting to Western countries is a major attraction for investors, particularly as no import tariffs are levied on most Swazi products sold to these markets. Investors also have the advantage of unimpeded access to regional markets. As a result of Swaziland's membership of the South African Customs

Union. There are no trade barriers for goods destined for South Africa, Lesotho and Botswana, in effect, a democratic market of about 30 million people.

Payments are facilitated by Swaziland's membership of the Common Monetary Area, with the South African rand circulating alongside the local Swazi currency, the Lilangeni. Membership of the Preferential Trade Area of Eastern and Southern Africa (PTA) means that exporters to most countries to the North do not experience the foreign exchange payment difficulties which are encountered by exporters from non-member states. In addition, intra trade is often eligible preferential import tariffs. This has an enhancing effect on the creation and dissemination of information.

Swaziland is a member of International organizations such as the British Commonwealth, United Nations, Organisation of African Unity, International Monetary Fund, African Development Bank, International Labour Organization, World health organization, Economic Commission for Africa, Preferential Trade Area, SADCC,, World bank and the Southern African Customs union.

2.3.1 Agriculture

Agrarian priorities often generate specific patterns of information needs.

Swaziland's economic life depends on agriculture. Of the population which is engaged in waged employment, more

than half are engaged in agriculture. The change over from traditional subsistence farming to commercial or semi-commercial farming in the rural areas receives vital government assistance. Agricultural production from both large estates and small holders continues to expand. Almost 75% of Swaziland's indigenous workforce are employed in agriculture, the products from which account for over 70% of national export earnings. Sugar, citrus, pineapple, cotton, maize and tobacco are grown. Other crops include rice, vegetables, beans, sorghum and assorted pulses.

2.3.2 Forestry

Man-made forests cover about 80,000 hectares and contribute significantly to the economy as well as to the scenic beauty of Swaziland. The principal estates are the Pulp Company which has a pulp mill at Bhunya and produces about 140,000 metric tons of unbleached draft pulp a year; and Peak timbers, is situated in the Piggs Peak area. Sugar is grown under irrigation in the Big-Bend the Mhlume Tshaneni, Simunye areas. Each is served by mills capable of producing about 85,000 metric tons in a 33 week season.

2.3.3 Industry and Mines

Industries in Swaziland reached a peak in 1975 when

Industries in Swaziland reached a peak in 1975 when several major industrial enterprises started operation. Mining operations include asbestos in Havelock and coal at Mpaka. The establishment of two additional coal mines is under consideration .

Many women, particularly in rural areas, rely on selling handicrafts, agricultural products, home brewed beer and prepared foods to generate cash income. The handicraft industry has been stimulated in recent years by the government sponsored Small Enterprises Development Company Limited (SEDCO).

2.4 COMMUNICATION

Communication covers mail systems, telephone, traffic, telecommunications, telex, facsimile, international meetings, international associations. It is assumed that the better communication the more important the flow of information among individuals and institutions.

The Swaziland Posts and Telecommunications Corporation is responsible for the telecommunications. The Corporation aims at providing telecommunications facilities to the rural areas while also adapting to evolving technology to meet customer demands/satisfaction. The present Swaziland telecommunications network is predominantly analogue with only the international telephone exchange being digital. Telecommunications services are becoming available in the

rural areas as well. One other very important objective is to provide payphone services throughout Swaziland including the rural areas, with the ultimate objective of at least one payphone every 10km.

Work is also ongoing to expand the telecommunication service in the urban areas. Network digitalization is now a must for all telecommunication. Due to technological changes, the present extensive analogue operation in Swaziland, the corporation has opted for the network overlay method to gradually phase out the installation of the digital national and local exchange (NALE) at Mbabane the capital of Swaziland. All new digital exchanges will be connected to NALE.

A standard B satellite earth station was commissioned at Ezulwini to allow direct telephone and telex linksworldwide. Swaziland is a signatory to theIntelsat operating agreement. Having signed on, accession to the Inter-Governmental agreement, Swaziland became the 115th member of the International telecommunication Satellite Organisation, and these signatory countries own the satellite organisation based in Washington.

The Government was due to commission a digital type international telephone exchange gateway among other development which will further enhance telecommunications services and usher Swaziland into digital technology service networks.

international telephone exchange gateway among other development which will further enhance telecommunications services and usher Swaziland into digital technology service networks.

2.4.1 Television

Swaziland Television authority has been formed to establish, erect and operate television broadcasting stations throughout Swaziland. It takes over the service formerly operated by STBC. Studio facilities have recently been improved by means of sophisticated micro-electronic equipment and sound mixers, and 70% of the commercials screened are now written, devised and filmed in the studio. Transmissions throughout Swaziland are received by over 200.000 people and the number of viewers could well double in the next few years.

2.4.2 Radio

Swaziland Broadcasting services (SBS) is a powerful force in the Swazi nation. Ownership of radios currently numbers over 60,000, while surveys reveal that of those people who do not own a set, most have access to one on daily basis. This makes broadcasting a valuable tool in rural health campaigns as well as for the department of education in its vocational broadcast. Over the years the transmission and broadcasting equipment has become increasingly sophisticated. A VHF/FM

system with a total of five stations, was constructed with financial assistance from the European Development fund. The English service may be heard on MW 881 KHZ and 954 KHZ. The medium wave signal can be heard as far north as Kisumu in Northern Kenya and as far South as Port Elizabeth in South Africa.

2.4.3 Newspapers

There are three daily papers. The Times of Swaziland and the Swazi Observer both in English and the Tikhatsi Temaswati in Siswati. They are distributed throughout Swaziland and has a circulation of around 10,000. The Times of Swaziland was established in 1897, the Swazi observer in 1982. A recent addition to the media scene is the Swazi Sunday mirror.

2.4.4 Roads and Road transport

Transportation infrastructure provides a measure of the relative information transportation facilities from one point to the other in the country.

In 1968, only 141 km of road was tarred. This figure has risen to more than 700 km, which represents about a quarter of all roads in the country. Of the 2,800 km road network, 1475 km is gravel and 645 km is dirt. A programme of road rehabilitation and maintenance is in continuously operation and plans for tarring roads from Mafusteni to Mliba and from Mbabane to Mhlambanyatsi are underway.

2.4.5 Railway

The Railway network begins at Matsapha where sidings connect the industrial area with the main line which continues to Sidvokodvo. The Northern link between mpaka and Komatipoort is now in operation. This link shortens the current rail route to Johannesburg by 273 km and has increased route usage. This has opened connections to Northern countries such as Zimbabwe, Zambia, Malawi and Zaire. Information can be sent through the railway line from other countries on the network to be used by Swazi women for development .

2.4.6 Civil Aviation and Air Transport

As Swaziland is a landlocked country the need for a reliable and efficient air transportation network is great. The Civil Aviation Branch was established which subsequently became member of the International Civil Aviation Organisation. The Civil Aviation Branch handles the provision and maintenance of aircraft related facilities and services to enable aircraft to operate within safety standards.

Swaziland's national airline, the Royal Swaziland National Airways cooperation, Was established in order to provide reliable air services in Southern, Eastern and Central Africa.

Information in the form of diskettes, audio and video

cassettes, films etc can be transported by air for use by women in Swaziland for development.

2.5 EDUCATION

It is assumed that more education and more educated people mean a greater capacity to generate and use information as more intense information activities in this area.

Swaziland has 606 schools 481 primary schools and 125 secondary schools, Twelve secondary schools and 4 primary schools were built between 1987 and 1988 and one primary school was closed. Over the same period the number of schools increased from 590 to 606. As of 31 March 1988 there were 152895 pupils enroled in primary schools compared with the previous years figure of 147743, increase of 3,4 percent. Over the same period high school or secondary school enrolment increased by 6,6 percent from 32942 to 35278. The number of teachers in primary schools rose to 4665, an increase of 4,3 percent ever 1987. The number of secondary school teachers increased from 1760 to 1906 during the same period. The pupil/teacher ratio is 33 to 1 for primary schools and 19 to 1 for secondary schools .

Teacher training takes place at the following colleges William Pitcher, Nazarene, Swaziland College of Technology and Ngwane Teacher Training College. Qualifications available for teachers in training include the primary teachers certificate, primary teacher's diploma, technical teacher's certificate and

secondary teacher's certificate and the secondary teacher's diploma which requires three years training after matric and is taken only at the William Pitcher training College. Over 70 percent of the secondary schools in the Kingdom are located in rural areas, and the split between government schools and grant aided schools is approximately half and half. In 1985 the government of Swaziland initiated a policy of Universal Primary Education. As education in Swaziland is voluntary and not compulsory the goal of a truly universal education system is indeed a difficult one to meet. But the government believes that its early initiative was successful as an 80 percent participation rate was achieved in 1985.

University education is the responsibility of the University of Swaziland, which has two campuses at Kwaluseni and Luyengo which offer a wide variety of degrees. There are approximately 1500 students attending the university with a staff complement of about 150. The university also offers evening classes in business studies at location in Mbabane and Manzini on a part-time basis.

The Swaziland College of Technology (SCOT) works in close co-operation with the private sector in order to ensure that the private sector the courses they offer are fulfilling the immediate demands of the marketplace. Scot has developed into a Polytechnic and offers the following courses: commercial and mechanical engineering, electrical and telecommunications,

automotive, building, woodwork, teacher training in science laboratory assistance, commercial and technical subjects and services. The hotel and catering school trains pupils on purpose-built premises that offer courses of an international standard. There two nursing institutions; Institute of Health Sciences and the Nazarene Nursing Institute.

The Swaziland Institute for management and Public Administration (SIMPA) and the Institute for development management offer courses geared towards managers and administrators in government and parastatals and the private sector. The Manzini Industrial Centre (MITC) offers courses in Agriculture, Building, construction, carpentry. (Swaziland Review, 1991, p.120-122).

2.6 NATIONAL DEVELOPMENT PLAN 1991/92-1993/94

AGRICULTURE, FORESTRY AND FISHERIES

MAIN SECTORAL DEVELOPMENT ACTIVITIES

Government responsibility for the agricultural sector lies primarily with the Ministry of Agriculture and Cooperatives (MOAC). The Ministry will continue to follow the broad sectoral policies laid down in the Agricultural Development Strategy of 1986, which identifies the following major objectives.

1. The achievement of basic self- sufficiency.
2. Improving nutritional levels.
3. Increasing agricultural exports.

4. Creating employment opportunities through promoting agri-business.
 5. Boosting rural income and
 6. Conservation and development of soil and water resources.
- In achieving these objectives, the Ministry will, during the plan period, promote the intensification of agricultural production amongst small-scale farmers on Swazi nation land (SNL) Although the performance of large farms and plantations on Title Deed Land (TDL) remains crucial to export growth and overall economic development in Swaziland, increasing rural employment and income depends predominantly on the performance of Agriculture on Swazi Nation Land. Accordingly, Government will continue to concentrate its resources on SNL. Farmers whilst ensuring that such support will not negatively affect agricultural production on TDL

The Agricultural sector can be divided into the following subsectors

1. Crop production
2. Livestock
3. Forestry
4. Fisheries
5. Land use and development
6. Agricultural Research and Planning.

CROP PRODUCTION

Major goals of MOAC in crop production are the achievement of national self-sufficiency in maize, the expansion of fruit and vegetable production as a means of increasing rural income and improving nutrition; and the encouragement of cash crop production amongst small-scale farmers. Achieving such goals will involve the introduction of new crops to farmers as well as the intensification of production of existing crops.

Major Agricultural Development projects and programmes to implemented during the plan period include.

AGRICULTURAL EXTENSION

The promotion of crop and livestock production on SN1 rests predominantly on the Ministry's effectiveness in disseminating information and advice to farmers and continued emphasis will therefore be given during the plan to the improvement of the Ministry's extension services. The review and modification of extension programmes is a necessary ongoing activity within the Ministry to take account of new Agricultural techniques and improved methods of advising farmers. Under the technical assistance project, cropping systems approach to research has been developed whereby research extends beyond scientific experimentation to the analysis of all inter-related factors which influence agricultural production. The close involvement of extension workers and farmers in such research is important and this area is the emphasis of the present phase of the project which is expected to finish in 1991.

During the plan period greater emphasis will be placed on expanding and strengthening the farmer training programme.

Small-scale irrigation schemes

The development of small-scale irrigation schemes will continue through several donor-supported projects, namely

1. Within the ongoing smallholder credit and marketing project, twelve schemes are being rehabilitated for the development of horticultural production. Of these schemes six have been rehabilitated and the remaining six should be completed in 1991/92.
2. Under phase 1 of the Ngwempisi Development project, Construction has begun on the rehabilitation of the Weir and Canal on Ngwempisi Farm. Construction of the infrastructure will proceed in Stages and irrigated land will be made available to farmers who will receive technical assistance and training on the appropriate agricultural utilization of the land. When the project is completed in 1993, a total of 200 ha of irrigated land be available.
3. A community-based micro-projects programme provides materials to rural communities for the construction of earth dams, irrigation systems and communal gardens as well as small livestock projects.
4. An Earth Dam Rehabilitation Programme providing water to

resuscitate activity in small vegetable gardens, particularly those damaged by cyclone Domona.

5. A water delivery scheme will be implemented, which will provide 5 cubic metre of water per second from the Strydom Dam to Lavumisa. A small-scale irrigation project utilising this water will be investigated and implemented during the plan period.

Seed production

The domestic production of high quality maize and bean seeds is being encouraged through the activities of the seed multiplication project. Technical assistance, training and equipment is being provided to assist in the creation of an autonomous or semi autonomous seed organisation, which will be responsible for the commercial production processing and marketing of maize and bean seeds. Specific objectives include training maize seed growers in improved production methods, the development of improved cowpea and sorghum seed production and the diversification of the sources of basic seeds. Investigations are also being made to assess the feasibility of developing a national seed breeding programme in collaboration with the research division of Moac.

Seed quality control

In order to support the development of quality seed production, the laboratory at the seed quality control section at Malkerns Research Centre will be upgraded in 1991/92. A new, fully equipped seed testing laboratory and green house will be constructed in 1992/92, and training will be provided to local staff to enable the unit to ensure that domestically produced and imported seeds meet required quality standards, as laid down in the seeds and plant varieties act. The upgrading of the unit will also facilitate Swaziland's accreditation to the International Seed Testing Association.

Legumes improvement

A legume improvement programme is being established by MOAC's Research Division. This programme focuses on groundnuts, beans, cowpeas and soyabeans. Initial tests of different varieties of these legumes are being conducted at MOAC's research stations. The tests will be followed up by on-farm trials to determine the most suitable varieties for production in Swaziland. Legumes are second only to maize in their importance as a foodstuff to smallholder agriculture and have good potential as cash crops.

Home Economics

The Home Economics Extension section will continue to train and advise families on better nutrition in order to reduce stunting among children under 5 years. Women will be provided with skills in processing, preparation and storage of food in order to improve family nutrition. The capability of home economists will be enhanced through training in analytical skills to improve food sufficiency at household level. A good technology centre and laboratory will be established at the Malkerns Research. The section will continue to coordinate the young child feeding project which was initiated by the National Nutrition Council in 1986 and will continue with donor funding until 1996. To strengthen this project, an intersectoral study on household food and income security will be carried out. The results will be used to design methods of improving access to food by households and income generating activities.

The section will also participate in the small enterprise advisory services projects, which will assist home economics extension workers through Zenzele Women's groups in leadership, business management skills, savings and credit.

The activities of the Home Economics section in the promotion of bee-keeping and honey production will be expanded through further training of women and the reaction of regional apiaries. The section will also promote fruit tree planting by homesteads as part of the expanded bee-keeping project.

Fisheries

Swaziland's ponds, rivers and dams have good potential for fish farming but exploitation of this resource is still low. The objective of MOAC's fisheries section is to demonstrate the possibilities of fish farming to rural communities- both as a source of additional income and as technical advice to farmers on fish pond construction and management and to run fish hatcheries, such as the Nyetane Fish Hatchery in the lowveld and to supply farmers with fingerlings.

Industry

The role of the Ministry of Commerce, Industry and Tourism (MCIT) industrial development is to assist and encourage the establishment of small to large-scale industries through the promotion of both local and foreign investment. This entails research into ways of promoting industrial development via changes in the government's overall macroeconomic policy or more industrial development via changes in the Government's overall macroeconomic policy or more specifically, in incentive schemes and ensuring that industrial development is appropriate(i.e. labour intensive and environmentally safe). However, the Ministry's Main responsibility is to plan service and administer entails

the adequate provision and maintenance of basic infrastructure(roads, stormwater drainage and water sewerage lines) and the allocation and sale of plots to investors on the industrial estates.

Government's industrial development objectives are also achieved through the activities of the Swaziland Industrial development Company (SIDC) and the Small Enterprises Development company (SEDCO). The Government is a shareholder in SIDC which is a private development finance company offering equity participation, loan financing, and the lease of factory space to entrepreneurs. The activities of SIDC are not confined to industrial investments but it gives priority to investments which encourage linkages within existing industries and which promote employment, exports, training, technology transfer and domestic resource utilisation.

Handicrafts

MCIT promotes the development of new and existing craft industries through the training of rural women by extension officers and the training of school leavers interested in handicraft at the National Handicraft Training Centre(NHTC). In the rural areas, handicraft extension officers encourage and help organise the people to form associations. Items produced by these associations can then be sold to handicraft wholesalers, exporters and retailers.

The main development activity in this sub-sector during the plan period involves:

TECHNICAL SUPPORT

The handicraft section, MCIT, is receiving technical assistance and training under the integrated Development of Trade, Tourism and Handicraft project. With regard to handicraft, the main objective of this project is to reorganise this sector from production to final sale by improving design, quality control, pricing, product presentation, training of trainers and marketing at home and overseas, specific activities of the project include:

1. Promoting a better organised handicraft industry through greater training and institutional support to handicraft producer's associations and encouraging the development of professional handicraft organisations or guilds.
2. Improving handicraft training through the introduction of arts and crafts courses in schools and redefining the training concept and curricula of the National handicraft Training Centre
3. Improving the quality and image of handicraft via the organisation of exhibitions and competitions for high quality handicraft, and the exposure of Swazi produces to established handicraft artisans in neighbouring countries.

At the end of the project in 1991/92, it is envisaged that handicraft production will have developed into an efficient industry, better able to exploit the export potential of handicraft and acting as an important source of regular employment and income for rural people.

EDUCATION

The overall of Government in this sector is to provide education to all Swazi citizens which is appropriate to their needs and their abilities, while at the same time conforming to the country's development requirements. A particular concern is the eradication of illiteracy throughout the country. The achievement of these goals will call for major improvements in the Education delivery system, including the development of the curriculum to include practical subjects both at primary and secondary levels, the use of guidance and testing to diagnose students learning disabilities and to detect their aptitudes and talents, the substitutions of examinations with continuous assessment, the introduction of prevocational streams at higher levels. Improvement of teacher training, and a general improvement in the system's internal and external efficiency.

Education and training has the following subsectors. Basic Education, Senior Secondary Education, Post Secondary Education, Teacher training, Special Education, Adult and non-formal Education, Distance Education, Pre-school Education and

Manpower Development .

The major policy in the area of formal education is to provide nine years of basic education to all children. The objectives of this policy are to:

1. Provide the knowledge, skills and attitudes necessary to improve living standards, Health and to promote peace and understanding among the people, at the national and international levels.
2. Ensure that all Swazis possess functional literacy and numeracy skills.
3. Enable all children to discover their innate abilities and excel in the fields that suit them best.
4. Improve the internal efficiency of schools by reducing dropout and failure rates through the improvement of the curriculum, teaching methods and continuous assessment.
5. Improve the external efficiency by relating education more closely to skill requirements of the labour market.
6. Provide sufficient knowledge and skills to enable students to continue further education, either formally or informally.

HEALTH

The principal objective of the Government in the Health

sector is to improve the health status of the Swazi people by providing preventive promotive, rehabilitative and curative services which are relevant and accessible to all.

Preventive and promotive services

1. Community mobilisation Health Education and rural Health Motivators.

The main mechanisms for promoting the behavioral changes necessary to improve the Health status of the population are the Health Education unit and the rural health motivator programme. both of these function at community level and assist people to prevent and reduce the incidence of major health problems, particularly those related to maternal and child health, water and sanitation, communicable diseases and nutritional deficiencies.

The health Education Unit is a Specialized unit responsible for all health education activities in the country. This include training for health workers, communities, church leaders, traditional healers and others in Health matters, preparing mass media messages such as radio programmes and videos and production and distribution of printed materials such as posters and leaflets. the Health education unit also mobilises and supports community health committees. During the plan period, the Health Education Unit will further expand its activities into the regions by developing effective and acceptable mass media messages,

promoting community involvement in the primary health care facilities and by encouraging chiefs and other community members to form Community Health Committees.

Environmental Health

The environmental Health Programme comprises a number of interventions designed to prevent and control diseases and illness before they occur. The overall objective of the Programme is to reduce and eliminate morbidity and mortality due to improper environment related conditions and diseases.

The programme operates in five main areas.

Water and Sanitation, Bilharzia control, Malaria control, Occupational Health and Epidemiological Surveys.

Immunization

Control of diarrhoeal Diseases acute respiratory infection control, maternal Health and family Planning. Promotion of young child feeding and Growth monitoring, Aids Prevention and Control and tuberculosis and control Programme.

ARCHIVES IMPROVEMENT

The operation of the archives is to be made more

effective through the drawing-up of retention and disposal schedules which are essential to efficiently and safety preserve records of permanent value. Technical assistance is being sought to review the existing archives legislation and propose management systems that will cope with the ever-increasing and diversified classes of records. It is intended to establish an archives advisory committee to advise on various aspects of archives development. Micro-filming of records dating from 1800-1950 is ongoing and will continue into this plan period. Promotion of historical research ad liaison with education authorities in the outreach programme will be operated through exhibitions and other activities.

LIBRARY SERVICES

The National library service of the Ministry of Education provides general and specialized library facilities, documentation and information services . It operates the national library in Mbabane as well as a number of branch and mobile libraries.

In addition to its traditional library functions and its role as a United Nations depository library, the national library has been identified as a national focal point for links with the Pan African Documentation and Information System (PADIS) as well as the holder of the national union Catalogue, listing holdings of all libraries and acting as the national coordinating centre for inter-library loans and

information exchange.

The main activities envisaged in the plan period focus on:

Public Library Services.

The development of the public library services will be continued through the expansion, updating and diversification of existing general and specialized book and periodical collections. Phase 2 of the Branch library project will further develop the existing basic facilities with the provision of additional lending stock, the provision of reference services, the provision of reading/study areas, and associated office storage space. This phase will also require the provision of up-graded staff to ensure the promotion of libraries and the development of the reading habit and reading skills especially amongst the young. During the plan period, A "Phase"-type library will be completed at Simunye and Nhlangano and "Phase"1- type libraries will be built at Lomahasha and Siteki. Staff housing will also be provided where necessary.

The women's information network will coordinate the information flow on all activities on women. This information will be used in administration activities, for example in future planning of women activities in Swaziland. This Information will be accessible to policy makers, to departments who are concerned with women, researchers, students and those interested in women issues.

CHAPTER 3

GENERAL BACKGROUND OF WOMEN IN SWAZILAND

3.1 SOCIO-CULTURAL BACKGROUND

In order to understand the role of women in Swaziland society and economy it is necessary to understand the socio-cultural biases inherent in the system. Traditionally the Swazi society is governed by Swazi law and custom, a traditional legal system, and is uncompromisingly patriarchal. Men in Swaziland own, control and inherit property, while women have usufructuary rights to property. Women's procreational abilities and labour are controlled by their fathers, and, during marriage, the control is passed on to their husbands. Women's activities are concentrated in the domestic sphere in the rural areas. The performance of their roles, it is assumed, needs very little intelligence. The public sphere is considered a preserve for men to perform one's roles in the public sphere, it is assumed, one needs to be intelligent because matters of importance, such as political issues, are discussed, and this is where laws are enacted. The women's main economic activities include agricultural production for subsistence on land allocated to them by men, beer brewing, and production of handiwork for the rural market.

3.1.1 SPECIFICS OF WOMEN IN SWAZILAND

Based on the 1986 census, females, constitute 53.7% of the country's population; 79% of the females are under the age of 35. A large proportion of the female population live in rural areas. Of the adult female population of about 243,000; 9400 are formally employed in the private and public sectors and 600 of these hold professional positions. Of the rest, 18,600 are self employed. In 1982 the average monthly wage of male worker compared to female worker in the private sector was E243 to E165, and E275 to E286 in the public sector. In the modern public sector most mid-level Government technocrats are women . These women are well educated and occupy positions as economists, financial budget analysts, managers and office directors, librarians and headmistresses of high schools. There are also a few female lawyers. But none of these occupy highly paid administrative positions. A few have progressed to the level of undersecretaries and chief administrators. A good portion of the teachers, nurses and health administrators are women. At present there is only one female Minister, four female members of parliament, only one female Principal Secretary; the Vice Chancellor of the University of Swaziland is a female.

1US\$=2.65E (EMALANGENI)

3.1.2 Demographic Data

POPULATION: 712150

AREA :17,364 SQ.KM

FEMALES :366,870

1. Female life expectancy is about 49 years
2. 146 girls per thousand die before their fifth birthday
3. No statistics are available on marital status
4. Women bear 5-6 children on an average

5. There is a contraceptive prevalence of about 16%
6. About 71% girls of school going age are in school
7. 47.2% Secondary school teachers are women
8. 3.9% women are in paid labour force
9. 7.7% women are self-employed
10. Women aged 15 to 44 years have a higher literacy rate than men. Literacy group: 6.7%

WOMEN& LITERACY: NATIONAL

Literacy rate 64%

GENDER GAP: differential literacy for men and women measures the gap between literacy rates for men and women aged 15 to 44 years.

Age group	Males	Females	Total
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15-44 94356 112794 277150

LITERACY GAP: 6.7%

11. About 0.24% women are professionals
12. 4 women hold seats in parliament (Total 74 parliamentarians)
13. 25% single person households are female
79% are aged under 35 years
84% are employed
14. 39.0% households are headed by females nationally

Source: (Population census, 1986)

Rural/Urban population

23% of the population is urban, and 77% is rural.

Urban population

52% of the urban population is male, and 48% female

SEX RATIO

106 Urban males to 100 females.

RURAL POPULATION

47% Male and 53% Female

SEX RATIO

Swaziland has a low sex ratio. For every 100 females there are 89 males. In urban areas Lubombo region has a high sex ratio of 129% probably because more men than women work and stay in most companies.

WORKER-NON-WORKER POPULATION 12+YEARS IN SWAZILAND

It was indicated above that a very small fraction of the population in Swaziland is working, only 28% of the total population above 12 years.

WOMEN AND EDUCATION

University enrolment is the number of all women enrolled in a university as a percentage of all women aged 20-24.

Total university enrolment: 4,060

Total female aged 20 to 24: 34,050

University enrolment: 11.9%

60% (1236) University degree holders are Swazis

40% (807) are non-Swazis

WOMEN SECONDARY SCHOOL TEACHERS

Total secondary school teachers 1,760

Total women secondary school teachers 831

Percentage: 47.2 %

PRIMARY AND SECONDARY SCHOOL ENROLMENT indicates the number of girls in primary and secondary schools as a percentage of all girls of primary and secondary school age.

Total girls in Primary and Secondary schools 85,802

Total girls of primary and Secondary school age 133,872

Percentage of Primary and Secondary school Enrolment 64.09%

WOMEN AND EMPLOYMENT EMPLOYED WOMEN measures the number of

women who are working as percentage of all adult women aged 15 years and over.

Total adult women aged 15+ 243,324

Total women employed 9,402

Percentage employed women 3.9%

(Wages and Employment, 1986)

PROFESSIONAL WOMEN measures the number of women in professional, technical, managerial and administrative occupations as a percentage of all women aged 15 years and over.

Total professional women 603

Percentage professional women 0.24%

SELF-EMPLOYED WOMEN. Measures the percentage of women aged 15 years or over who are shown as self-employed in official statistics, whether they work in agriculture, commerce, manufacturing or profession and whether or not they hire employees.

Self-employed women total: 18,655

Percentage of self-employed women: 7.7%

Gender gap: Women's share of the paid Labour Force

Average Earnings

Private sector: E217.70

Public sector: E533.30

Source: (Population census, 1976 and 1986)

HEALTH STATUS OF SWAZI WOMEN

FEMALE INFANT AND CHILD MORTALITY technically, infant and

child mortality, is the percentage of girls born who die before their fifth birthday. Infant and child mortality is around 146 per thousand females

FEMALE MORTALITY- CHILD BEARING YEARS is the percentage of all women aged 15 who will die before they reach the age of 45, based on current age-specific death rates for women.

Female mortality- child bearing years-2.36%

FEMALE LIFE EXPECTANCY at birth is 49 years (males 43 years)

GENDER GAP Female/male differential expectancy is the difference in years between female and life expectancy at birth. Gender gap is 6 years.

Source: (Population Census, 1976.)

3.2 ROLE OF WOMEN

Changing needs and habits of the rural society have forced the rural women to look beyond the homestead and household to satisfy their basic and new found needs. Men have left the rural homestead for employment in towns and cities leaving their rural roles of livestock management, decision making and ploughing to the women.

Women with little or no education have remained in the rural areas and shouldered the entire burden of domestic responsibilities. They are continuously engaged in subsistence agricultural production and generation of cash income to satisfy new social needs of the homestead such as school fees and uniforms. Brewing of traditional beer constitutes a major

source of revenue in rural areas. Few women are involved in cash crops such as tobacco and cotton. They act as vegetable hawkers and now control the major vegetable markets in urban areas. Individually or in 'Zenzele'(do it yourself) groups, they have engaged more and more in non-farm cash income generating activities such as grass and sisal weaving, pottery, etc. Most rural women not directly engaged in farming, earn money through industries. In some instances, women have worked together to form cooperatives. The Government Office of Community Development, through the Swaziland Manpower Development Project, has helped the rural women in the improvement of their production skills, such as, sewing, knitting, crochet and tatting, batik and the tie and dye. The rural producers sell their wares in local markets and to hawkers who retail in the neighbouring countries. A large proportion of the produce is exported to overseas countries through Mantenga crafts, A government export outlet. To maintain the quality standard required by the export markets, Mantenga crafts conducts workshops to improve the skills of the producers.

While few rural women leave the rural areas to accompany their husbands in urban and industrial centres, a lot of women leave in search of wage employment in the modern sector as they see no future in the rural areas. The type of economic activities they undertake in the urban and industrial sectors is often determined by the level of their education. Formal

basic education has played a major role in the advancement of Swazi women especially in the modern formal sector. Education is the one sector which now has no cultural biases. Female and male children have full and equal access to schools at the primary level and enrolment rates are actually higher for girls than boys. Once a female obtains a high school certificate, she is more or less able to earn a livelihood.

The suitably qualified job seekers are absorbed in the force and those with no skills and little education join the informal sector as unpaid workers or small traders. Unlike many developing countries, the market and employment is not restricted to the public sector. Presently there are more educated men than women, and this is due, among other things, to the fact that parents used to prefer educating boys rather than girls, although this is no longer the case. Of the self-employed women, very few own small retail business. This might be due to shortage of capital as they do not have collateral for security on bank, and the lack of business management skills.

3.3 CONSTRAINTS

Changes in the status and role of women, brought about by education and the increased involvement of women in cash income-generating ventures, are hampered by the society's deeply ingrained attitudes towards the status and the role of

women. Social attitudes concerning women's values, abilities and role often accepted by women themselves are one of the serious barriers to women's increased contribution to economic development. Swazi women often reflect Swazi society's attitudes about the role of women and regard business as unattainable for them. Society's views also influence the institutions, laws, economy and policies to discriminate against women.

The discrimination is well demonstrated in the differential pay packages for men and women in the private sector. The small number of women holding managerial positions in both the private and public sector; the marriage laws that treat women as minors; and the small number of women in parliament. In this kind of situation, it is not surprising that women's issues are ignored.

According to the traditional legal system, married women have no right of succession in respect of husband's estates and husband have marital power over wives. Women who have wished to own property have opted for a civil marriage. But section 24 of the Act governing civil marriages in Swaziland provides that marital power by a women in husband's lifetime, falls in the hands of her in-laws or her husband's children at the death of her husbands except if married out of community of property. This lack of legal protection for women's property has a disadvantageous effect on married indigenous Swazi women who wish to acquire property and start businesses.

Section 25 makes it possible for the couple to opt out of the provision of section 24 before the marriage is solemnized, but few women are aware of this avenue.

To develop women's agricultural production, productive resources such as land, improved seeds, fertilizers, technology, credit and information should be made easily accessible to them. These invaluable inputs have not always been readily accessible to all married Swazi women for agricultural production, is inaccessible to single women with no male relatives. Swazi rural women often lack capital to invest in productivity to enhance agricultural inputs. Because they do not have secure title to property, i.e. land and cattle, they cannot easily get loans from the national development bank. With the exception of consumer-type loans, the modern banking sector as structured does not address the needs of Swazi women.

Many school girls dropout from the school system due to pregnancies. This has a negative effect on the development of the country in that (1) the unplanned children increase population; and (2) it hinders girls from attaining higher education, and this has reduced the number of girls who enter institutions of higher learning.

There is shortage of data on women and their activities. Although the Central Statistics office has begun to desegregate data according to gender, the effort made is too little to give a clear picture of the whole situation.

3.4 THE INTERNATIONAL WOMEN'S YEAR 1975

The International Women's Year (1975) opened the eyes of all Swazi women. It created an awareness in women; strength, position and value. The movement for equal rights with men was a step towards achievement of ultimate social harmony and development. **The Women in Development project** at Ntonjeni (North of Swaziland) was initiated in 1976 to bridge the gap between the poor and the rich, The project focused on the less privileged women in rural areas whose husbands migrated to the South African mines, leaving their families at times to fend for themselves. (Tshabalala, 9th September 1991, p.2)

The women were taught various skills in order to survive, these include tie and dye, sewing, knitting, weaving, leather craft, batik and fashion sewing. Each participant come for a specific course which last four months. The women are also taught appropriate village technology making several devices which provide services at a very low cost. For example, they make new coal stoves using brick out of coal stoves which can no longer be used; these are selling at E200, while in shops they cost more than E1000.

They also make coolers to keep food and water cool; maize and water storage containers and maize shellers to make the work easier and faster than when it is done manually. In addition to this, women are taught simple construction

methods on how to put up their kitchens, latrines or even a simple house. This project expanded to all regions of Swaziland. There are five training centres: Sithobela, Siphofaneni, Mahlangatsha and Mahamba-Zombodze.

The Ministry of Agriculture through the Home Economics Division also started to work with rural Swazi women in their effort to promote development at the local level. Groups were formed called **Zenzele (do it yourself organisations)**. They are estimated to number 200 at present. These groups engage in projects ranging from gardening to handicraft production and from daycare of children to running small businesses. They are important to community development efforts in many parts of the Kingdom , and they are often leaders in local efforts at self- help.

The Ministry of Health, during the Women's International year 1975, also started programmes on family planning and health care, sanitation and nutrition." Healthy home "campaign was introduced. Home management and Home improvement issues have always been emphasized to by the Home Economics section. Water protection is available, in some cases, such as, in those places where springs can be cleaned out and made safer. Christian women from different denominations also started to work together. They formed church fellowship such as mother's Unions of different denominations. Today, they are united in the name of God. They hold seminars, workshops on all aspects of christian life. They have burial societies centered around

homesteads and if one has social problems they are there to provide advice.

Further, education of girls was encouraged so that school enrolment for girls increased. In colleges girls were encouraged to do courses which were dominated by male students and visa-versa.

A number of seminars, workshops and short courses were conducted on women to make them aware of their problems and how some of them can be solved.

3.5 THE UNITED NATIONS DECADE FOR WOMEN 1975 TO 1986

UN Decade for Women: The power and potential of women, which was not utilised for such a long time, is now increasingly involved in the development process. Programmes for women's welfare, protection of women's rights and for women's involvement in every sector of life are being initiated (Syed, 1992 p.v11).

During the decade from 1975-1986, there has been progress. Between 1978 and 1984 some 1,173 women have been trained to make items for which there is a ready local market for example, school uniforms, machine-knit goods and batik. The school uniforms have been sold at a price 50% cheaper than similar imported models yet netting a good profit for the women. Leather craft for fabrication of school shoes has been introduced, as well as welding and construction of building blocks. Using the latter, a

women can build a home for around US\$3,300 (excluding labour). A local contractor would charge US\$12,300 for a similar construction.

The Home Economics Department during the decade: The Zenzele women's project survey of Zenzele associations and their members reveals that women are playing an increasingly active role in their communities in Swaziland. A successful means of approaching rural development has been through the establishment of community level groups, some of the most active of which are Zenzele associations. These organizations are multi-purpose in nature carrying out such activities as handicraft production, sewing of school uniforms, gardening and running of day-care centres. Home Economics Officers work closely with these groups, providing advice on topics ranging from nutrition to rural industries. Data on the associations reveal that they are engaged not only in their own activities, but also in such community-based work as water spring protection, school construction and collecting of funds for local development projects.

Women realized the legal status of women in the country. There is no doubt that there is a great deal of interweaving between law and tradition which leaves the women at a disadvantage. More and more women are getting educated. As international exchanges increase and economic factors intensify, traditions will change. It is important for the society to prepare itself for change because if it holds tenaciously to every tradition

we stand to loose.

Swazi women are looking to a situation where women will participate freely and effectively in the development process at all levels, and rise to the highest positions, if they have the ability and given the opportunity.

3.6 WOMEN- IN- DEVELOPMENT PROJECT

The Women in Development Project's primary function is training rural women in income-generating skills, promotion and dissemination of appropriate technology, and operation and management of the revolving loan fund.

The project is responsible for admitting and training rural women (especially older and married particularly those left at home by their husbands who might be working in the mines of South Africa) or in Swazi urban areas. There has been a shift as more young married or unmarried women with children flood the urban area for assistance. The project management took into consideration that Swazi rural women have considerable workload even when husbands are there.

The training is free of charge. Trainees get training materials and machines (tools) free. The products from the training remain the property of the UN donors. This creates storage problems. Most of these items are not properly made to meet the market demands, since they are crudely made by beginners.

The initial recruitment is done by radio announcement outreach by the Home Industry/Assistant Home Industry officers. The selection process is done by the administrators and instructors. The current duration of courses is one and half months and three to eight weeks in appropriate technology. Women start their daily training at 8.00 am to 4.00 pm to allow women to walk home.

A standard training program and a training calendar is followed by all centres. Two cycles of basic four to one and half courses (February- June and August- December) and one month of upgrading of graduates as recommended by the 1984 evaluation mission/ are provided.

Subjects taught are tie-dye, sewing, batik, printing, school uniform, fashion sewing, machine knitting, leather craft, weaving, candle making, soap making and preservation of fruits and vegetables.

Appropriate Technology areas include carpentry, block moulding, water jars, simple construction and sisal roofing tiles. The women need information on all the activities and from other groups similar to theirs from neighbouring countries. This is possible through networking discussed in chapter 5.

3.7 WOMEN'S ASSOCIATIONS

3.7.1 Zenzele Associations (Do It yourself organizations)

There are about 200 groups working closely with the Ministry of Agriculture and Cooperatives under the Home Economics Section. They are important to community development efforts in many parts of the Kingdom of Swaziland, and they are often leaders in local efforts at self-help.

Home Economics staff are working in conjunction with rural women in their efforts to promote development at the local level. They supply suitable information to help them carry their duties effectively. When these groups are formed constitutions are drawn up, many of them based on a model provided by the Home Economics section Staff. Officers are elected for one -year term, these officers include a Chairperson, vice-Chairperson, Secretary, Treasurer and several members. The number of women in the groups range from about seven to over fifty, with an average of about 20 persons per group.

A pioneer figure in the formation of the Zenzele movement in Swaziland was Mrs Manana, who lives near Kaphunga. Mrs Manana travelled all over the country encouraging women to form groups and to work together.

Manuals are needed to help in these do yourself activities; to improve their production and earn more money that

3.7.2 Business Women's Association of Swaziland (BWAS)

Business women's association of Swaziland is for all women who are in business including those who are employed

Aims and Objectives

1. To provide a forum for discussion of issues relevant to business women by organizing discussion groups and lectures.
2. To provide opportunities for education and development and self improvement for women in business or employment by organizing of seminars, lectures, workshops and courses in relevant areas.
3. To promote the sharing of ideas and expertise amongst women in business or employment by organizing of social activities.
4. To mobilize financial resources to assist women in business.
5. To affiliate to national/international bodies that promote the aims and objectives of the organizations.

Membership

1. Women running their businesses/ practices and in employment in Swaziland.
2. Women with a strong interest/ background in business.
3. Honourary membership is available to people not directly involved in business but who wish to help promote the association.

4. Organizations who wish to affiliate with the association on the understanding that they promote the aims and objectives of the association.

3.7.3 Cooperatives

Women in Swaziland generally cooperate to increase productivity and incomes, to reduce costs of raw materials and transportation. Market women, some pedlars and hawkers organize themselves, formally and informally into clubs, associations and organisations for higher income. Most of the sisal basket makers who sell to mantenga are members of the Zenzele long established and country wide associations. Zenzele associations are multi-purpose and handicraft production is only one aspect. Markets have committees which are responsible for the general smooth running of the market from day to day.

The informal clubs referred to as Luholiswano (pay one another) or finance identification and maximisation societies like revolving fund groups indicate existing social relationships at micro-level and the spirit of cooperation. Pitched against each other, these clubs are also competitive in their efforts to achieve maximum benefits. Some hawkers and pedlars have similar clubs. Added to these is the licence sharing by a group of women which is also indicative of co-operation. Some women in the informal sector diversify their economic activities. A woman may have a market stall and also

sell soft goods away from the market, or bea seamstress at home.

Women in the low income group tend to organize themselves for functional purposes, and not for voluntary services. They do not have time. It is in urban and industrial areas where the better educated women are sometimes members of voluntary associations. For rural women, there is no leisure time, which explains the general absence of culture/entertainment clubs. Women retailers such as hawkers, pedlars and vendors tend to be more aggressive and business- like while the sisal basket producers are more of home makers and tend to be docile. The retailers have found alternative ways of coping with family responsibilities such as employing young girls to assist with the selling of goods and housework.

3.7.4 UNIONS

3.7.4.1 The Women's Wing of the Swaziland Federation of Trade Unions

The Swaziland Federation of Trade Unions (SFTU) Secretary General said in a conference on the women's wing in the Swaziland federation of Trade Unions, that in the past women considered or identified, resulting in many agreements not involving maternity issues because traditionally women were not recognised as equals. National centres were established from male dominated set

up. Women were made to feel part of the game yet in reality they were not. Women were never catered for in the constitution and men did not know problems encountered by women workers. (Sithole, 24th August, 1991 p.7).

The women's wing of the Swaziland Federation of Trade unions: objectives of the union are to unionise all women and educate them on union matters in Swaziland. Promote and safeguard the interest of all women workers and promote objectives of the Swaziland Federation of Trade Unions and its constitution.

1. To ensure the advancement of Trade Union education for all women workers at all trade union levels;
2. To co-operate directly with Government through SFT;
3. To ensure the social and economic development of the country;
4. To promote legislation that enhances the rights of workers in matters related to industrial, relation training, health and safety; welfare and social security;
5. To promote and encourage the establishment of co-operative enterprises owned wholly or partly by women workers;
6. To organize seminars and general meetings for women through the Swaziland Federation of Trade Unions (SFTU) to sponsor all these meetings;
7. Total integration of women into trade union structures;

8. To meet SFTU and Dissemination of information from the executive every two months to give their report;
9. To promote the involvement of more women in SFTU activities.
10. To establish and maintain relations with all other women organisations in Swaziland;
11. Work for employment of women without discrimination of all kinds; and
12. To engage in fund raising campaigns to mobilize funds.

CHAPTER 4

INSTITUTIONS, ASSOCIATIONS AND ONGOING RESEARCH CONCERNING WOMEN

4.0 RESPONSE TO THE INTERVIEWS

Following the personal interviews I conducted with Directors, Chief personnel Officers and information systems personnel in the women's organizations discussed in the previous chapters and in this chapter. These are Decision makers in the organizations they use information in their day to day activities. They need information to carry out activities properly. They need information for planning, decision making and for implementing their objectives.

In my interviews I found that they are aware of the other women's organizations through the workshops conducted by each organization to which they are invited and also by taking part in the preparations. They also know the International Assistance Agencies that assist women's associations. Some of these organizations belong to government where, funds to host a seminar are requested and are available, can be provided, depending on the budget. Funds can be obtained from outside organizations.

In all the centres I discovered they had small libraries some with assistants some without. They are willing to share their resources. They also discovered themselves that there is a lot of duplication which can be minimized by establishing a network.

They told me they had a meeting seeking for funds to build a resource centre. They already contacted USAID Swaziland for financial assistance. A response is still awaited.

Neighbouring and international information systems;

some of them are aware and they have attended meetings sponsored by some international organizations. But they are not fully aware of information networks.

Specific institutions, associations, etc are described in the following sections.

4.1 MINISTRY OF AGRICULTURE AND COOPERATIVES (MOAC)

Ministry of Agriculture and cooperatives (MOAC) has a number of loosely organized multi-purpose voluntary women's associations called ZENZELE discussed in chapter 3 paragraph 3.7.1.

The traditional sector training components of the Swaziland Manpower Development Project (SWAMDP) has been providing assistance to the Home economics section and the Zenzele associations for two years. Some of the training has been done at the local level and involved imparting skills to both trainers and zenzele women.

In 1986 a workshop of trainers was conducted. It was decided that data was needed on the activities of rural Swazi women and a data collection exercise was undertaken using the Home Economics staff as enumerators. The following conclusions were drawn:

1. Women are crucial to the rural economy of Swaziland not only in terms of their role in agriculture but also because much of the business done in rural areas involves women.
2. Women play little role in decision making at the local regional or international level, although women make significant socioeconomic contributions. The Home Economics Officers provide a wide range information from food preparation and cooking to nutrition, childcare, sewing, knitting etc.

4.2 MINISTRY OF COMMERCE, INDUSTRY AND TOURISM

This Ministry assists women in producing items such as

baskets, wooden bowls, pottery and stone ware. Swazi handicrafts are widely recognized as being among the most creative in Africa and a lively export market has been established worldwide. Soapstone statues and figurines-synonymous with Swazi craftwork, feature prominently at scores of roadside stalls throughout the country, but there is also impressive work in wood, beads and other media. A variety of clothing is on offer and, naturally, the traditional Swazi print is very popular. About one woman in every rural household relies on craftwork to earn an income. According to a recent survey, this amounts to about 55,000 women, of whom only a small proportion generates a realistic income. The Handicrafts Department of the Ministry of Commerce is working at reversing this trend by introducing rural workshops which concentrate mainly on teaching the use of colour and design to make the products more marketable. Other courses are run by the National Handicrafts Centre in the Ezulwini Valley. The centre was built by the Chinese in 1975 to cater for full-time students, but now the emphasis has switched to rural training where the teaching of arts varies according to the raw materials available. Year-long training is given at the centre and a fine arts course has been started. Basic business principles, marketing and price structures have been added to the curriculum, teaching students how to sell as well as manufacture, and a marketing scheme has recently been started, with the export market in mind.

4.3 TINKHUNDLA: (COMMUNITY DEVELOPMENT PROJECT)

Objective of the project

1. To raise the level of production and consumption of goods among the families by increasing the volume and subsistence products and by assisting rural

communities to earn supplementary income from semi-commercial agricultural or other activities and so as to maximise the role of women as contributors in national development.

2. To develop pilot schemes which will demonstrate the feasibility of integrating women in the total national development effort and there by improving the quality of rural life and that successful schemes would then serve as models for adaptation by other areas in Swaziland.
3. Identify gaps in existing services and propose activities which will argument women's access to available services and /or establish new activities, so that more women will engage in income generating and commercial activities in order to contribute more to family income.
4. Introduce, technology not already introduced by other ministries.
5. To devise and organize technical training designated to upgrade women's skills.

Project Activities

1. Income generating
2. Appropriate technology/village technology.
3. Day-care- centres.

Income Generating Activities

This activity was designed to tap and help rural women to acquire and develop skills which will enable them to earn income so as to raise their standard of living.

The project centre offers training courses to the rural women to acquire and develop skills which will enable them to earn income. The project centre offers the following courses: doll making, sewing of school uniforms, knitting, swazi cloth, batik and crochet and patchwork. The project centre offers assistance through loans from project revolving funds to enable the women to establish themselves for the purchasing of

sewing and knitting machines.

VILLAGE TECHNOLOGY

This activity deals with labour saving devices which enhances home improvement e.g.cement water pots, solar energy heaters, grain storage, gas stoves, sinks and the building of baths and places a great emphasis on the usage of local materials, skills, in order to improve the livelihood of the rural sector.

DAY CARE CENTRE

The project has mobilized all communities to built nursery schools with the sole purpose of relieving women from the domestic responsibility of looking after children. The day care centres have given more productive time for the women to involve themselves in the income generating activities.

HOME ECONOMICS SECTION

1. Help families to achieve a better level of living by increasing food crops, particularly rich foods.
2. Ensure a better understanding of the values of good eating and nutrition.
3. Assist individuals and families to utilize their resources and manage the home more effectively.
4. Improve the level and working conditions of the family and its members within their socio-economic set up.

CONTRAST OF THE OBJECTIVES OF THE HOME ECONOMICS SECTION AND THE PROJECT.

1. The objectives of the project are based on the raising of income by the rural women so as to be able to raise their levels of production and consumption of goods.
2. The objectives of the home economics section are basically those of home improvement and nutrition e.g. the cleaning of homestead, and the

identification of foodstuffs with a high level of nutrition.

4.4 MINISTRY OF HEALTH

The Ministry of Health in Swaziland has a target for the year 2000 "health for all and immunization for all children". Most of the health problems in the country have the greatest impact on women and children. Among the major problems is the infant mortality rate. Over 15% of all Swazi infant die before reaching the age of one year.

The fertility rate 6.87 births per female of child bearing age is amongst the highest in the world. Communicable and infections disease such as Cholera and diarrhoeal diseases which are linked to water and sanitation and nutritional deficiency.

Swaziland Government aims to increase vaccination coverage so that 80% of all newborns are completely vaccinated by the age of 12 months. The Ministry of Health is also involved in Health Education, the main objective of which is to promote a change in the people's attitude toward health practices in the drive to change attitudes.

4.5 FAMILY LIFE ASSOCIATION (TEMNDENI)

The Family Life Association communicates through the media of radio, print and person to person contact. The aims of this association are:

1. To assist and supplement the activities of the ministry of health and other government agencies in the promotion of a healthy family life and the creation of a sense of awareness of the importance of family health.
2. To assist and supplement the activities of the

Ministry of Health and other government departments in the education for a basic human right.

3. To work with other organisations and government agencies in the implementation of community schemes in family health, so that quality of life may be improved.
4. To help and assist in the education for the understanding of the nature, cause and effects of growth in population

4.6 DEPARTMENT OF WATER

Problems of access to water has been cited by all known studies to be a major issue relating to women in Swaziland, as it affects their health and their time. While the provision of adequate water supply is important to all members of the population, it affects women more than men because it is the women who are traditionally responsible for collecting water. Fetching water has been cited as the most serious time-consuming task. The Water Department, through support from the national Government and Government of the Netherlands through the United Nations Development Programme, has projects to provide clean water to all communities urban and rural.

4.7 EDUCATION AND EDUCATIONAL INSTITUTIONS

4.7.1 Education

The formal education system in Swaziland includes primary and secondary schools which are either government schools, government-aided school or private schools; two teacher training colleges, two nursing institutions and the Swaziland College of Technology, University of Swaziland, vocational training centres and the Emlaladini Education Correspondence centre.

The Government policy as outlined in the 3rd national development plan, is to provide universal primary

education by 1985. Although this goal has not been achieved, great strides have been made in that direction. In 1982 85.7% of the 6-12 year olds in the country were enrolled in primary schools (Unesco, 1983.p.10). However the number has increased. The number of girls in schools remain lower than that of boys. In 1983 primary enrolment rose dramatically for girls than for boys with 108% increase for girls and 84% increase for boys. The percentage enrolment of females is slowly but steadily increasing. Enrolment of male in secondary schools rose 206% and enrolment of females 298%. The percentage of females in school is steadily increasing but is still not equal to the percentage of females in the school-age population at large. It appears that girls are still leaving school earlier than boys, for instance girls when pregnant and out of school. Parents favour boys because they feel girls will either become pregnant or marry and leave their families, whereas a boy remains part of the family even after marriage.

4.7.2 TEACHER TRAINING

A large majority of the teachers trained and employed in Swaziland are females. The percentage of females trained at the teacher training colleges has remained fairly constant.

4.7.3 UNIVERSITY OF SWAZILAND

Although the number of females enrolled at the University has increased over the years, the percentage of female enrolment has actually decreased.

4.7.4 NURSING INSTITUTES

The Institute of Healthy Sciences and the Nazarene College train nurses and other health workers in post secondary courses. The overwhelming majority of their students are female. Even in the health field there is job differentiation by sex. For example, the majority

of health inspectors trained by the Institute of Health Sciences are male. This is thought to be a man's job because it requires the worker to travel throughout Swaziland alone to visit various clinics, stores and other establishments for inspection. The remuneration for males is also higher than for females.

4.8 MINISTRY OF JUSTICE

There are three categories of legal problems faced by women in Swaziland. First, they face laws which discriminate against them, marriage laws in particular; the second problem is ignorance of law. Legislation passed to protect the rights and meet the needs of women is largely unknown and unenforced. Examples of this are the Maintenance Act and the Employment Act. Thirdly women's legal position remains very low, partially because of insufficient protection. Research has shown that Swazi women who form about 52% of the entire population of the country, suffer more than men under the country's dual legal system. This is because they do not know their rights and do not clearly understand the laws that seek to protect them. Most Swazi women are totally confused about the application of laws governing inheritance and marriage. USAID/Swaziland is providing support for an establishment and operation of a legal and service and information office under the auspices of a private voluntary organization. This office will educate women about their rights and the operation of the dual laws.

4.9 UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT (USAID) SWAZILAND

The primary goal in USAID'S WID (Women in Development) strategy is to optimize the use and expansion of women's productive capacity to ensure sustainable national economic and social progress. Within this framework of this major goal, USAID/Swaziland'WID strategy has the objective to

increase effectiveness of Swazi women's participation and contribution in the development of the country, through increased involvement of women.

USAID/Swaziland initiate activities that will gradually remove some of the obstacles that have for a long time prevented women's effective participation in the economy of the country. These constraints have affected women's productive capacity in the areas of agricultural production, private enterprise development, employment and leadership.

Because legal and attitudinal constraints have barred women from full participation in development activities, USAID/Swaziland, through the traditional leadership training component of the Swaziland Manpower Development Project (SWAMDP) will continue to instil in the minds of traditional and modern government leader, the wisdom of including more women in the political and legal systems.

History has shown that education has been the conduit through which women have moved from the domestic sphere into the public sphere but the number of educated women compared to that of men is fewer due to a variety of reasons. This has resulted in few women holding positions of responsibility in both the private and public sectors. In order that women are more able to compete equally for employment opportunities in the economy of the country, they need more education. Through the Swaziland Manpower Development (SWAMDP) and SWAMDP projects there are both academic and non-formal training opportunities for women. Approximately one-third of SWAMDP academic participants are women and SWAMDP supports in country training for Zenzele women's organizations. Through the Educational Policy Management and Technology project, there will be improved quality and efficiency in the primary education system which will benefit female students. These activities will help improve the status of women's education and enhance their active participation in the public sphere as some studies have shown that there is a correlation between

the amount of a women's education and the rate of population growth, and increased number of educated women is expected to have a positive effect on the rate of population growth.

Most women in Swaziland live in the rural areas as agricultural producers and /or work in the informal sectors in both the rural and urban areas. Lack of capital and the difficulty of obtaining credit, makes agricultural production difficult for them USAID assistance includes activities to facilitate the involvement of rural women in commercial production and improve the quantity of their produce. Through the commercial agricultural production and marketing project and the cropping systems research and extension training project, USAID Swaziland.

1. Facilitates access to credit and other agricultural production inputs, which many enhance the involvement of women in commercial agricultural production and agribusinesses. As female farmers prefer female extension workers, government should be advised to use female extension workers for female farmers.
2. Female farmers should be encouraged to form exclusive women's cooperatives. While it is not easy for a single women to get a loan when short of funds, women in a group can easily put up a collateral for a loan. At the moment, women are members of some of the male dominated agricultural cooperatives in the country.
3. The National Agricultural Marketing Board (NAMBOARD), A parastatal organization, receives, stores and sells agricultural produce from farmers, and farmers get their compensation only after the produce has been sold. This arrangement presents problems to the farmers who sometimes have to take back unsold goods. A private enterprise oriented marketing board would buy the goods from the

farmers and directly pay for the goods. To attract more small farmers, including female farmers, into commercial farming, USAID/Swaziland plans to work with the Government to consider how NAMBOARD 's operations might be revised or improved.

4. Rural women need a lot of time to attend to production. Through the Zenzele groups the concept of a children creche could be introduced in rural communities as a possible way of giving women more time to concentrate on development activities. Presently USAID/Swaziland is improving the Zenzele production skills through the community development program of SWAMDP, In future efforts will be made to target rural training programs to rural groups outside the Zenzele groups and USAID/Swaziland may prevail upon the governments to focus a large percentage of the course content on production for export.
5. Swazi women are keen to engage in entrepreneurial activities but lack of business skills and inadequate educational background have rendered their efforts ineffective. USAID projects include assistance to women entrepreneurs through business management training activities.
6. USAID/Swaziland assists efforts aimed at reducing the growth rate of population through private voluntary organisations. Through activities of the Family Health Services project, fertility rate is expected to decline, resulting in fewer but healthier children. Healthy children allow their mothers more time to engage in food production and other income generating activities. Money received from these activities would be used to buy nutritious food for their families.
7. One reason for the limited number of educated women

in the whole country is the increased rate of school drop-outs as a result of pregnancies. Besides increasing the number of educated increasing the number of uneducated women, pregnant school girls increase the number of unhealthy and destitute children. To alleviate the problem of pregnancies in school USAID/Swaziland's family Health services projects will support increased use of family planning practices in schools.

4.10 COMMUNITY DEVELOPMENT COMPONENT OF SWAMP

The Community Development of SWAMP involves traditional leaders in development issues and helps rural women to play an informed and effective role in the development of their communities. Rural women's organizations are already playing an important role in rural communities. Members of these organizations benefit greatly from a motivational program, and from development and management training efforts directed at both the national coordinating body of women's organizations and Home Economics Unit of Government. To date, 3,930 rural women have attended three development oriented workshops in subject matters which included leadership development, project identification, planning and evaluation, handicrafts and beekeeping.

Traditional leaders are being encouraged to participate in the development process. Because Swaziland operates under dual political system (the modern and the traditional system). It is imperative that both systems equally play an informed role in national development. In this component of the project, traditional leaders, (who are generally men in the case of Swaziland) are being sensitized in developmental issues so that they may play a meaningful role in the development of their areas. Enlightened leaders are able to see the important role played by women in development issues, and in due course

will develop a positive attitude about the role and status of women in swazi society. This positive attitude will eventually spread to the entire Swazi population. To date, 1,335, traditional leaders have trained in 39 workshops in fields of leadership, the role of cooperatives, livestock improvement, agriculture, sanitation and water, and health, nutrition and population.

4.11 SWAZILAND MANPOWER DEVELOPMENT

4.11.1 Need For Womenpower Development

Manpower shortages are still a problem in Swaziland. This project is a follow up on the Swaziland Manpower project which has created a small cadre of well-trained personnel in various key public and private sector organizations. It aims at reducing constraints to economic growth and development caused by lack of trained policy analysts, policy makers, managers and administrators in key areas and institutions of the private sectors.

A recent study has shown that there are few women in the highly paid administrative and managerial positions in both the private and public sector. Although this is not due to the absence of trained women in these areas, this project is expected to rectify the anomaly by exposing more women to administrative and managerial courses. More Swazi women with little education or knowledge of business management are engaging in micro and small-scale enterprises. For these women to succeed, they will need assistance from people with appropriate training.

4.11.2 Catholic Mission Programme: Saint Theresa's Mission

The Catholic School in Manzini operates an intensive six month sewing programme for women from February through July each year. From August to November, the programme holds short 2 week refresher courses for graduates. Business and marketing principles that are introduced in the 6 month course are high on the list of requests when graduates apply for refresher courses. The instructors are from the cooperatives section of the Ministry of Agriculture and Cooperatives and from the Council of Swaziland Churches. The programme administrator teaches elements of market research and pricing. The sewing course is taught by the programme's first graduate.

The course which started in 1982 accepts an average of 20 trainees per session, though the figure may be as high as 30. Qualities sought in applicants include motivation and desire to attain self-sufficiency. The fee is 200 Emalangeni covers the training expenses that is training materials, food, etc.

Certificates may be obtained upon completion of the course if needed for future employment. Graduates from this centre help in obtaining work and in group formation. Since 1982 graduates of the programme have formed 37 groups; a highly successful group which rents space on the school grounds has contracts with 47 schools for uniforms.

4.11.3 Manzini Industrial Training Centre (MITC)

The Manzini Industrial Training Centre is a non-governmental organization that has since 1979 offered training to school leavers in a variety of skills.

Courses taught at MITC include sewing, upholstery, Agriculture, Mechanics, Carpentry, Welding and Building and Construction. Basic English and Mathematics are also taught. Women participate in many of the courses. In 1986 there were 120 women in the programme: The only entrance requirements are that applicants aged 18 to 25 and have a knowledge of English.

A special feature of MITC is that its training is highly practical in its orientation with production of goods starting during training. MITC has recently initiated a business management extension programme, with support from USAID, the project will give 2 year business training to individuals with practical skills, providing entrepreneurs to operate independently following the two year course, they are expected to leave the MITC outlets and makes it on their own.

4.12 INTERNATIONAL ASSISTANCE AGENCIES

International donors participate in a minor way in funding handicrafts projects in Swaziland, with the exception of the Women in Development project which has enjoyed considerable financial support since its establishment in 1976. Donor activities in the handicraft sector is summarized below.

4.12.1 European Economic Community (EEC)

The European Community is particularly visible in its funding for the Manzini Industrial Centre. During the period March-December 1985, the EEC provided ECU 150,00 to MITC, with stipulations that the funds be spent primarily on building materials.

The EEC has awarded ECU 95,00 for the period April-December 1986 to the National handicraft Training Centre. Funds will cover technical assistance, teaching aids and equipment, repair and rehabilitation of facilities, transport, development of sales outlet and

administration.

Finally, indirect support to the handicrafts sector comes in the EEC'S regular support of the Swaziland Trade Fair.

4.12.2 Federal Republic of Germany

Assistance from the Federal Republic of Germany for the handicrafts sector of Swaziland is channelled through the German Aid Agency GTZ. the most visible support is assistance for Swazi participation since 1984 in the Munich Helm and Handwork Trade Fair: included here is the help provided by a specialist who visits Swaziland annually to select products for the fair.

4.12.3 British Government

Although there is no current British assistance for handicrafts, the government of Britain has in the past provided technical assistance to the sector through the Commonwealth Fund for Technical Cooperation (CFTC). Mr Kanwal, who spent several years in Swaziland in 1976, submitted a project proposal which has helped to organize the handicraft division at the Ministry of Commerce. His services were provided by CFTC.

More recently the Commonwealth Fund for Technical Cooperation funded an expensive marketing study for handicrafts.

4.12.4 United Nations Children's Fund (UNICEF)

The United Nations Children's Fund has provided consistent support to Women in Development Project at Entfonjeni since its establishment in 1976. For the years 1984-1988 the level of support was as follows:

1984 US\$18,500

1985 US\$ 20,500

1986 US\$ 52,700

1987 US\$ 23,000

1988 US\$ 23,500

The high level of funding in 1986 reflects a US\$30,000 grant received from the Australian Committee for UNICEF in recognition of the project's excellence at the Nairobi Conference marking the end of the UN Decade for women.

4.12.5 United Nations Development Programme (UNDP)

UNDP's support for the handicrafts sector in Swaziland is in the form of assistance to the Women in Development project. During Phase 2 from 1984 through September 1986, UNDP budgeted US\$ 470,845 to for the project. Discussions are currently underway between UNDP and the Government of the Netherlands regarding the US\$ 1 million required for phase 3.

4.12.6 Government of the Netherlands

Support for handicrafts in Swaziland from the government of the Netherlands comes in the form of grants to the Women in Development Project at Entfonjeni: during phase 2 of the project this amounted to US\$397,233.

4.12.7 Government of the Republic of China

The Government of the Republic of China probably has the most visible presence of all Donors in the handicraft sector in Swaziland. In 1974 the Government of China built a National Handicraft Centre. Offering school leavers one or two year art courses with specialization in one of the four areas: stone carving, wood carving, ceramics and sewing.

4.12.8 Educational Policy, Management & Technology Project (EPMT)

The purpose of the educational Policy, Management & Technology project is to improve the education system's quality and efficiency in order to contain costs, maintain current rates and improve the match between the system's output and economic realities. A reorganized Ministry of Education will be able to plan for and support practical and prevocational skills in the schools, which in turn will ease the problem of unemployment of school leavers.

Better managed schools will ensure good quality education and decrease the repetition and drop-out rates which are a financial burden to parents and government.

Improved management of resources in the school system will also lessen the cost of education to parents, and the savings in parents finances will allow for the education of more children and improvement in the living standard of everyone. The teaching of agriculture in primary schools will ensure that a large number of young people leave school with a basic knowledge of agricultural production. Teacher training has been successful in integrating women into the project. This new project is expected to address key issues relating to women.

4.12.9 Small Enterprise Support Project (SESP)

The purpose of this project is to enable Swazis who have trade and craft skills to acquire theoretical knowledge and practical experience in business management and to provide extension services to new and existing small businesses.

The primary objective for the Business Management and Extension programm (BMEP) are to develop the business

management skills of new entrepreneurs through a full time program and up-grade the business management skills of existing entrepreneurs through an extension programme that would serve 20 people. To date, 32 have participated in full time intensive training course, 12 of these were women. These women are engaged in handicrafts production, sewing, knitting and upholstery.

4.12.10 The Swaziland Training for Entrepreneurs Project (STEP)

The STEP, whose purpose is to identify successful means of stimulating small business development, complements the small Enterprise Support Project by providing technical assistance to small business organizations and to the Business Management Extension Program. Through research undertaken by the project, private enterprises, also take advantage of the employment opportunities offered by the private enterprises.

4.12.11 Family Health Services (FHS)

The goal of the Family Health Services is to increase use of contraceptives and child spacing in Swaziland. This programme is implemented by enabling the Family Life Association of Swaziland (FLAS), an NGO, to improve the operations of its own three family planning clinics, to increase awareness of the importance of family planning to development, and to stimulate Swaziland's overall development, and to stimulate the expansion and institutionalization of family-planning programme in large industries. A significantly strengthened capability in research communications, and client services is central to the project, and will

especially benefit women in the reproductive years. In addition to lowering population growth, the project will improve maternal and child health by postponing first pregnancies in young women, by spacing subsequent births, and by limiting young conception in older women. All of these activities will support Women in Development objectives by making women's time more productive.

4.12.12 Human Rights Grant

This project aims at providing support for the establishment and operation of legal aid services and information office under the auspices of a Private Voluntary Organization. Through this grant, women will learn about their rights and the operation of the basic laws governing inheritance, marriage and child custody. Research into various aspects of modern and traditional laws will be undertaken by the legal aid services and information office. USAID will continue to support this project where aim is to remove some of the legal constraints hindering women in Swaziland to contribute effectively to the economy of the country.

4.13 ON GOING RESEARCH ON WOMEN IN SWAZILAND

4.13.1 Swaziland Action Group Against Abuse (SWAGAA)

Swaziland Action Group Against Abuse Swagaa is an association of women carrying a research on advocacy-creating awareness and informing the public the causes and effects about it in all its forms.

Swagaa is a non-governmental organization working against the abuse of people by people. Abuse includes,

child abuse, incest, spouse-battering, psychological abuse, rape and sexual harassment.

Swagaa's objectives are:

1. To create awareness on the problem of abuse.
2. To establish a counselling service, including telephone help-line and sanctuary for abused persons.
3. To research the types, causes, distribution, and extent of abuse in Swaziland.
4. To cooperate with other, organisations, both national and international, whose objectives have a direct or indirect bearing on abuse.

**4.13.2 Women and Law in Southern Africa Project
(WLSA)**

The objective of WLSA are:

1. To improve the development of women in Southern Africa by providing data on the legal status of women to be used by women's organisations and other NGO's, governments, regional and international organisations attempting to improve the status of women in Zimbabwe, Zambia, Mozambique, Botswana, Lesotho and Swaziland.
2. To network and exchange information between the six countries mentioned above and improve the research

skills of women's law researchers in these countries.

3. To explore new methodologies and new perspectives for the study of women and the law in the six countries.
4. To cooperate and liaise with other organisations in each country, in the region and internationally, which are interested in issues relevant to women and law.
5. To provide information and assistance to individual women who have legal problems in the six countries.

Activities

In furthering of the objectives and purposes defined above WLSA has the following programme of activities:

1. To open an office or offices in each country mentioned in and a regional office in Harare, Zimbabwe and to engage and dismiss staff.
2. To assist financially or otherwise any body or bodies concerned with any or all the above objectives.
3. To establish, collect and receive money and funds through contributions, donations, subscriptions, legacies, grants or any other lawful method and accept and receive gifts of property of any description whether subject to any special trusts or not, for or towards the above purposes or any of

them.

4. To purchase, take or lease, or in exchange or hire acquire in any manner any movable property.
5. To mobilize funds as WILSA shall think fit.
6. To publish relevant materials and distribute them to members.
11. To apply promote, and obtain or to join in applying for promoting or obtaining an act of Parliament provisional order, or licence or realisation of any of the objects or purposes of WLSA, and to take all such steps and proceedings, and to do all such others, whether by opposing applications or proceedings or expedient to protect the interest of WLSA.

Outputs of the project

- a) Six National (one for each SADCC member states involved) and one regional research report(s) on the **Maintenance law**.
- b) Six National (one for each of the SADCC member States involved) and one regional research report(s) on the **Inheritance law**.

4.13.3 Conclusion

The Government Departments, non governmental organizations, institutions and agencies whose programmes and activities have been described in the preceding

section need information to support their daily activities and planning. They also generate a considerable amount of information that need to be recorded, stored, processed and disseminated. The training programmes, meetings, workshops etc organized by them help in information transfer among the participants and through them to other organizations and individuals concerned.

It is important that information should be available as who does what where help can be obtained for particular activities, who provides finance and other resources to support particular types of projects, etc. But lack of qualified and trained information personnel for this purpose is lacking within the country. Development of a network can help in showing the limited resources, minimize duplication of effort and enhance productivity of the individuals and institution concerned.

CHAPTER 5
NETWORKING

5.1 DEFINITION

A network is any arrangement for facilitating access to and exchange or sharing of information and data and for providing mutual assistance between two or more people, organizations, or countries with a view to supporting national socio-economic development plans, programmes and activities. A network may be operated totally manually or use information technology partially or fully (Neelameghan, 1991 p.2).

5.1.1 Characteristics of a Network

Principals Attributes of a Network are:

1. The idea of an association of institutions and/or individuals.
2. The sharing of a common interest in a particular subject area by such institutions and/or individuals.
3. The acceptance of the need for mutual collaboration and a willingness to communicate with one another.
4. A commitment to shared activities.
5. The concept of a partnership of equals allowing, however, for the existence of a 'lead individual' to assume responsibility for co-ordination and

5.1.2 Structure of a Network

The structure of a network depends on the purpose for which it has been set up. In a network of individuals who wish to devote themselves to the generation of new ideas within a 'think tank' environment.

A substantial degree of informality in relations is called for to facilitate the free flow of communication and thought processes. With networks composed of institutions and involving major organized tasks in applied research and training, more formal relationships may be required. Regardless of its purpose, the strength of a networks' structure may, in the final analysis, lies in its ability to be flexible enough to avoid any set of rigidly defined relations.

The role of the network may be assumed by an institution or individual. In either case, it would require a major commitment to the tasks of identifying members, planning for initial activities, mobilizing a certain core funding, ensuring the development of participatory process and obtaining not only the commitment of the member institutions and individuals, but also the acceptance of the network by its final beneficiaries.

The involvement of network members in collective undertakings being almost always on a part-time basis over and above individual preoccupations, it is necessary to have the mechanism of a co-ordinating secretariat. The secretariat

should have strong leadership capabilities and a long-term commitment to the development of the network. The role need not necessarily be assumed by the initiator or convener.

Networking is a means of achieving defined goals. Accordingly, the identification of members has to be based on how best to achieve these goals. The identification should take place in the context of existing macro-structures and the members selected in a manner that allows the influencing of these structures. In other words, it is necessary to understand the layers and levels of these structures to bring about the desired changes and objectives. The institutions or individuals themselves need to change before they can play their role effectively. The key word in the selection process is flexibility. Membership has a potential to exclude as well as to include. It is important to include the current as well as potential beneficiaries of the development process.

Members of a network should have some relationships. Any initial identification of members should not become a permanent feature where rigidities encroaching over time upon their mode of thinking inhibit them from adapting to the changes taking place around them. There should be a periodical review of the membership of a network with the view to drawing in not only new skills or knowledge, but also perhaps a fresh outlook. At the same time, the continued involvement of these members whose past contributions have served to develop the network is vital to sustain its future development.

5.1.3 Process in Networks

To strengthen the participatory process, it is essential to identify individuals or groups of individuals in institutions who can play a catalytic role or be the moving force of the network. Usually a network is created because of a common need. It is important to have the support of governments and established structures, participation based on formal channels, alone often leaves out a whole dimension of human creativity.

5.1.4 Types of Networks

The following types of information networks, mainly based on their functions/activities, may be recognized

1. Decentralized input of data from national centres, centralized processing and generation of information products and decentralized access to and /or production. (Example: Padis, Idin and Lachin)
2. Mainly centralized operations of collection, processing, preparing databases, providing information products and services from a centre. National and sub-national centres may obtain the products and services to provide national and sub-national services. (Example: Iclarm-networks, Aldoc/Aris-Net and Padis).

3. Mainly computer communications facility providing for transfer of files and information, online access to remote databases, electronic mail and messaging. (Example: Gulfnet)
4. Systems and centres more or less operating independently, but have common interest, and data. (Example: Apinmap, Chin, Pangis, IARC-NET).
5. Essentially mechanisms/ arrangements/ programmes for cooperation and coordination of information activities in and among members or participating countries and supporting such activities as well as subnetworks and specialized networks. (Example: Astinfo, Infolec, Apiness).
6. Combination of two or more of the above types.

5.1.5 Objectives of the Network

The main objectives of networks may be summarized as follows:

1. To improve awareness concerning new developments and applications among the participating entities (countries, institutions, individuals) in their respective areas of interest.
2. To transfer knowledge and expertise among the participating entities.
3. To serve the information and data needs of

researchers, decision makers, administrators, other professionals and all those who are involved in one way or the other in development programmes and activities in participating entities to facilitate information and data flow, exchange, sharing and access among the participating entities.

4. To coordinate information activities among members, to share resources, undertake joint projects and minimize duplication of effort.
5. To stimulate the establishment and operation of information systems and services at the national, sub-national, regional and international levels for the effective dissemination of data and information.
6. To develop and/or strengthen information infrastructure, information handling, the production, marketing and dissemination of appropriate information products and services in and among the participating entities
7. To provide communications network facility among the participating entities.
8. To promote the effective use of information, data and research/ study results through improved use of information products and services.
9. Assist members and donors in identifying and reaching end users for particular information

services, products and technology.

5.2 FUNCTIONS AND SERVICES OF NETWORK PARTICIPANTS

1. Promoting national, regional and international cooperation in information in the respective areas of the networks.
2. Processing data received from participating centres and nodes.
3. Managing and maintaining national, regional and/or international databases.
4. Transmitting national and regional files/databases to global databases.
5. Preparing, publishing and making available registers directories and outputs from the databases.
6. Publishing newsletters and bulletins.
7. Providing referral and questions-and-answer services, retrospective search based on national, regional and international databases including online access to remote databases and arrangements for document delivery.
8. Providing electronic mail, telex, telefax and related services.
9. Exchanging and sharing databases and data on tape,

- floppy disc, and CD-ROM.
10. Arranging and/or conducting training programmes for information personnel and end-users of the network participants.
 11. Mobilizing and /or providing financial and technical assistance to institutions participating in the network so as improve their information infrastructure and enhance their information handling capabilities.
 12. Promoting use of appropriate norms and standards and vocabulary control tools and techniques in information handling and protocols for telecommunications so as to enhance the compatibility among information systems and services and facilitate data transmission, exchange and use among the participating entities.
 13. Establishing communication linkages among national, regional and international entities and networks.

CHAPTER 6

INFORMATION SYSTEMS IN SWAZILAND

6.1 LIBRARIES

In Swaziland there are school libraries, Government libraries, University libraries, special libraries and the national library service. The National Library has branch libraries in all the densely populated areas and it has a mobile library service.

The National Library operates through a network of public, Government, school and other special libraries. The public library system provides lending and reading service(materials) to all members of the community through a network of branch and mobile libraries. The Government library system consists of library units located in the various Ministries and departments provides specialized reading and documentation facilities to civil servants.

School libraries provide general education material and support services to pupils and teachers throughout the school system, and other special libraries provide reading, documentation and research facilities at selected institutions.

Throughout the system, the service performs a coordinating and advisory role as well as assisting in adult

education and literacy programmes. A basic purpose of the service is to inculcate the reading habit in the younger generation so that reading and the use of libraries become a natural habit for life. These libraries have data and information materials on women.

6.2 DOCUMENTATION CENTRES

6.2.1 Social Science Research Unit

The Social Science Research Unit is a subsidiary organ of the University of Swaziland. It operates a documentation unit which has perhaps the largest collection of unpublished development literature that exceeds 4000 documentary items. The annual growth of the collection exceeds is over 300 items.

It has a photocopier. It has procured micro-computer equipment and CDS/ISIS software in preparation of its possible involvement in the project for Southern African Science Index, a cooperative project between Botswana, Lesotho and Swaziland, to be funded by the International Development Research Centre (IDRC) of Canada.

The Documentation centre issues, on a regular and timely basis, mimeographed accessions lists. Its other main service is a question-answer service. This centre has a good collection of research papers on women in Swaziland and women in general. It has compiled an annotated bibliography on women

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RESEARCH PROJECT. It is a centre that can be linked with the network for women proposed in this work.

6.2.1 Library and Documentation Unit of the Department of Economic Planning

The library of the department of economic planning has a collection relevant to users within the department and to planners in their ministries. Its holdings exceed 800 documentary units, about 600 of which are published and unpublished documents. The areas of emphasis are planning, statistics, economics and trade. It is a United Nations, World bank and Commonwealth Secretariat Depository Library. This centre publishes the Statistical Bulletin, Swaziland Development Plan and many other related publications to the department. They have started to divide population according to gender for planners in the department.

6.3. SWAZILAND NATIONAL ARCHIVES

The National Archives is situated at Lobamba. the aim of the National Archives is to provide custody , care and control of archives in the Kingdom of Swaziland. The public records are primary value to government in legal and administrative matters infact they are the memory and tools of Government. The collection of records dates back to the 1800s. Collection

of oral history from the fast dying elders of the nation has not been implemented.

The archives library as the principal collector and preserver of the nations literature has made some strides. It is concerned with materials published at home and abroad relating to Swaziland within the general context of Southern Africa. It where intensive research on Swaziland is carried out.

6.4 LITERACY CAMPAIGNS

It is assumed that the lower the literacy rate the more difficult the dissemination access to and use of information will be.

Like all developing countries, Swaziland had an appallingly high illiteracy rate before Independence. The Sebenta Society was formed in 1961. It was officially recognised by the Government in 1972 and now receives annual grants from the Ministry of education. The Sebenta Institute has its headquarters in Mbabane but operates throughout the country on a nine region basis. Classes are set up wherever there is a response for Sebenta's appeal for students. The classes are held in buildings where ever there is space and at whatever time the students are able to attend.

Most of the students are young aged 25 to 30 who missed formal education as children because Swazi men did not put

much priority on educating girls. There are more than 700 literacy classes each year and courses run on a part time basis for a period of 100 hours.

By March 1979 a total of 20,234 students had successfully completed the literacy courses, but from a total adult population of 300,00 this is barely stractching the surface of the problem. In December 1979 the Swaziland Council for adult Education, an umbrella organisation of groups involved in teaching adults, stated that nearly 90% of the total adult population of the country was unable to read or write or use what basic literacy skills they had in any meaningful way, a somewhat inflated picture of the truth but nonetheless reflecting the general concern felt that a majority of Swazis do not have basic literacy (Swaziland country analysis, n.d.).

The Sebenta Institute has a printing and silk-screen section. These sections produce reading and learning materials for the national adult literacy programmes. They produce Siswati literacy books and basic English books. The institute has a project to ensure the continuity of the training programme of Peace Corps members.

6.5 PUBLISHING HOUSES

There is a Swaziland Printing and Publishing Industry has a strong link with the Ministry of Education. there few small companies in the country which produce mainly stationery. They

also provide a binding service and print a few publications.

Many Government departments have a publishing section. they only produce annual and other departmental reports. In 1980 Macmillan publishers started to operate in the country. They are involved with publishing educational material and they won a major contract to publish material devised by the Botswana Curriculum development unit. Macmillan in fact, includes two companies, Macmillan Swaziland National Publishing Company and Macmillan Boleswa Publishers. Their aim as national publishers is to assist the Ministry of Education in Developing the educational programmes.

Macmillan is committed to a programme of fostering and developing local skills in the publishing sphere. They will, for example, undertake the funding of training programmes for personnel selected by the Ministry of Education and plan to organise writer's workshops to foster both creative and textbook writing by local authors. The firm plans to direct an increasing amount of their business to local printing houses.

Swaziland College of Technology will provide a four year course, training students in all aspects of the printing trade. this development augers well for the future of the industry. It will allow specialist work to be undertaken locally a great advantage in terms of cost, time and convenience to virtually every commercial and industrial enterprise in the Kingdom (Swaziland Commercial Review, 1983,p.43).

6.6 INFORMATION POLICY ON INFORMATION SYSTEMS AND SERVICES

Swaziland has no definite policy and by implication, no co-ordinated and integrated national systems. It has however been an active participant in recent professional activities in the Sub Region. The reports of the various DSE sponsored seminars mentioned elsewhere testify to a systematic attempt to diagnose and solve the major problems affecting library and information fields.

In a paper presented at the Botswana workshop (1985), M.M. Nhlapo from Swaziland observes that the recommendations from two DSE previous workshops show Swaziland's needs in setting up a national information service, foremost of which is a national policy.

Libraries in Swaziland cooperate or share their resources through the use of interlibrary loan and the relationship which was created by the Swaziland Library Association which all libraries and related institutions are members.

CHAPTER 7

WOMEN'S INFORMATION NETWORK IN SWAZILAND

7.1 STEPS IN ORGANIZING THE NETWORK

Organizing WINS can start with a few organizations which are concerned with women. The organizations to start the network will be the well established ones with financial support. For example, the Ministry of Agriculture and Cooperatives, United States Agency for International Development, Women and The law in Southern Africa, The Community Development Project and the Ministry of Health. The National Archives, the proposed focal point of the network, can bring them together and explain to them the importance of information support and information sharing in their daily activities. The technical assistance needed in the different operations organizations can be identified. Action can be initiated on creating an information base to facilitate referral service e.g. directory of institutions, information sources and services, union catalogues, etc; using appropriate agreed upon norms and standards. The focal point will interact with these cooperating centres.

1. By coordinating the preparation of directories, unions catalogues, etc.

2. Advising them on setting up a library/information unit to channel information into and out of the organization.
3. Training information personnel through short courses, workshops etc.
4. Introducing standards in information handling.

The focal point will advise women centres sensitizing them on the advantages of cooperation, to get to know what others are doing, to avoid duplication and to improve their systems and services. Through the cooperation introduced by the focal point access to materials when they are requested by members of the network will be facilitated.

The focal point will have an integrated database. It will contain information from different sources such as Government offices, non-governmental offices, relevant secondary sources, serial publications downloaded and from other relevant international databases. The database will also include profiles of experts, institutions, research projects and information systems.

Outputs of the centre will be databases, information tools, and information standards for technical processing e.g. cataloguing, and services, such as, current awareness services (CAS), newsletters, selective dissemination of information (SDI), referral services, retrospective search and question-answer.

The cooperating women information centres will:

1. Develop products and services relevant with parent organizations needs.
2. Focus information collection on priority areas of interest to the organization.
3. Target information to the right users (current awareness of information and selective dissemination of information),
using the appropriate media and language, utilizing the resources of the focal point and of the other participants in the network.
4. Library and referral services to their respective clientele; and
5. Cooperate with and contribute to the strengthening of activities.

7.2 MODEL DATABASE

A model database of institutions, experts, research on women, and bibliographic referral materials should be maintained by the focal point. The inputs to this database and can come from cooperating units. The model database shows methods of integration of records for different entities in a single database the advantages thereof; how to build an augment local/institutional

-107-databases with records or segments of databases extracted and down loaded from other databases which may have been originally developed using different software packages. This model database will also show how to generate information products and services, and resource sharing among institutions, through exchange of databases, information etc.

The model database has been developed using the Micro CDS/ISIS of Unesco. It is one of the softwares preferred for bibliographic database management. Micro CDS/ISIS is distributed free of charge to qualified non-profit organization in Unesco's member States in Africa by the Unesco Regional Centre for Africa (ROSTA) in Nairobi.

It has been adopted by many African institutions that have learned to take advantage of a powerful information management tool. The result of this is that African Information specialists have a de facto standard for database management. Databases of bibliographies, library catalogues, etc in MICRO CDS/ISIS format can be exchanged without compatibility problems. The recommended configuration to run Micro CDS/ISIS includes 640k RAM, a hard disk unit, one 5.25 inch floppy disk unit, and high density diskettes can also be used, a monochrome display (colour displays are also supported), and one printer. Version 3 of the software allows networking (LAN) and is

multi-user and multitasking.

Recognizing the need for a low cost hardware and software package that permitted online data entry and interactive retrieval, the Canadian International Development Research Centre (IDRC) developed MINISIS. MINISIS is a generalized information management system designed to run on Hewlett-packard (HP) mini computers. MINISIS is flexible enough for many types of database applications.

MINISIS is licensed by IDRC to organizations around the world. Because it supports multilingual recognition of thesaurus terms, it is popular in international organizations such as the World bank and U.S. Agency for International Development. It also used by many African national information systems and has the advantage that it provides a common format for all countries using it(so that they can easily collaborate over sharing information.

In order to handle bibliographic records efficiently, the database management software must:

1. Deal with variable length fields and variable length records in an efficient manner.
2. Have the ability to deal with variable number of fields in each record.
3. Easily and intelligently deal with complex searches.

4. Have the ability to import and export standard ASCII files.

Databases can be exchanged between MINISIS and CDS/ISIS.

THE MODEL DATABASE SEE ANNEX

CHAPTER 8

CONCLUSION AND RECOMMENDATIONS

8.0 INFORMATION NEEDS

Women at all levels need information to productively involve themselves in the development processes and to know the right approach to eliminating all forms of discrimination against them (women).

Women need information on health, agriculture, food production and processing and nutrition, appropriate technology, education, and appropriate rural training. Information on improved technologies and know how need to be made available to women.

Students and teachers of women studies in universities need information related to such curricula. Researchers need information related to their research activities. Studies are needed to define the specific needs of these user groups. In view of the fact that literature on women's issues is multi-dimensional in nature, that information on women should be multi-disciplinary.

8.1 NEED FOR ESTABLISHING THE WOMEN'S INFORMATION NETWORK

Libraries, Documentation centres and information centres cannot be self sufficient individually, neither can they work in isolation. The need for some type of network among the many agencies and individuals who are involved in this work becomes increasingly evident. Exchange of information, ideas, research results and experiences facilitate constructive evaluation of research efforts.

WINS (Women's Information Network in Swaziland), will consist of different components and of a formal agreement, whereby information and services provided by

a variety of organizations are made available to all potential users.

1. Sharing and utilizing existing information resources.
2. Promoting communication and developing collaborative and comparative research programmes.
3. Integrating and complementing efforts by various institutions.
4. Coordinating activities of already existing research and documentation units interested in

women studies and activities.

5. Mobilizing the strength of each unit for the benefit of all units in the network.

8.2 PLAN OF ORGANIZING THE NETWORK

The network as explained in chapter 5, is any arrangement for sharing of information resources between two or more information systems and/or individuals. In a computer environment networking means interconnecting two or more computers to facilitate transmission of information between them. Transmission of information in a network system could be either on-line or off-line. A network is also a communication channel for information about various problems, needs, capabilities and possible solutions generated by the participants in the particular system. A familiar form of networking is a professional association which facilitates information exchange among its members, giving them a certain sense of communality usually through its meetings and publications.

In Swaziland the Women's Welfare Department is in the Ministry of Interior and immigration. There is also support from the Tinkhundla (Community Development Office). Women centres are scattered in all the four districts of the Kingdom. The activities performed by these centres are all geared to development. The

information generated by these centres is not well organized through lack of personnel and facilities.

The women's information network focal point will be at the National Archives at Lobamba which is under the Ministry of Natural Resources. It is centrally situated between two major towns Manzini and Lobamba. The public transport is good. The National Archives has a good reading area, and it is here that intensive research on Swaziland is carried out. It is a legal deposit centre, that is all publications of Swaziland are deposited.

The proposed focal point for the network is envisaged to have a centralized data bank having several databases.

1. Statistical data base including data on all aspects of women in development in Swaziland.
2. Bibliographic database giving descriptions of library holdings.
3. Current research activities database giving information on on going research, researchers, research organizations and funding organizations.
4. Specialists database composed of profiles of specialists in the area of women activities, their qualifications, experience and areas of expertise.
5. Organizations data base giving information on areas of their specialization their publications and activities.

The focal point will be a co-ordinating body. It

will be a liaison point between the network participants, the organizing bodies and its environment. The main objectives of a focal point of a decentralized diffusion network are to develop and maintain an efficient information system, and to facilitate information exchange among its network members. Specific activities of such a system may include the following.

1. Management of information, i.e. collecting, processing, organizing storing, retrieving and disseminating relevant data and information to identified user groups.
2. Compilation and maintenance of directories.
3. Publication and distribution of network newsletters and /or other types of periodical publications containing up to date information targeted for specific audiences;
4. Organization of meetings, conferences, seminars and workshops among the participants of the system.

At regional level(Southern Africa)

The focal point will be a co-ordinating unit and provide formal liaison:

1. Among other information centres in the region.
2. Among the various sub-regional and regional networks.
3. Between its region and other regions, as

appropriate.

4. Between its region and global-level units and organizations.

8.3 COOPERATION AMONG INFORMATION SYSTEMS

Information systems, libraries and documentation centres in Swaziland need to coordinate their programmes as a prerequisite to establishing a network. Coordination minimizes unnecessary duplication of effort and resources. It also helps in looking further at the information services in the country and therefore map out a course of action for future developments.

To enable information services better meet the needs of their clientele by gaining wider access to information resources outside and inside the individual services, that is maximization of resources within the information service, and outside the country.

Information explosion is a reality we have to cope with. We can only cope by co-operate and not by individual effort since cooperation and networking entail pooling of material resources and human skills.

The utilization of technology that would be beyond the reach of individual units but becomes possible through the sharing of resources. Attracting national and external assistance through provision of better services

that result from rationalization and pooling of resources and hence provision of improved services.

For cooperation and networking to take place certain minimum infrastructural elements need to be ensured.

a) An overall national information policy can provide framework to facilitate co-operation. The national information policy would generally recognize the need for co-operation as a way of optimal utilization of information resources. Although cooperation between various information services and units can take place in the absence of a national information policy, however, if a National Information Policy will enhance harmonizing such co-operation.

b) There must be a felt need on the part of individual units to co-operate for mutual benefit. The felt need must be backed by willingness to co-operate.

c) Cooperation may involves extra work and inconveniences; it is a matter of give and take. This point ties up with the willingness to cooperate and should not be viewed in terms of heads of institutions but must take into account all staff who make such cooperative arrangements work. It is important that all staff concerned must be convinced that such arrangements are necessary and mutually beneficial.

- d) Cooperation achieves best results when there is a coordinating body accepted and belonging to those who are participants in the cooperative network. The various institutions and units must feel that such a body is necessary, serving their interest and is not imposed on them from above.
- e) A good communication system is a pre-requisite because without reasonable postal services, telecommunications and transport services co-operation becomes tedious and frustrating.
- f) There must be resources to share, backed up by Union Catalogues, of serials holdings, and directories reprographic equipment/ to provide photocopies.

8.4 WAYS FOR ENSURING OPTIMUM COOPERATION AND INTERACTION AMONG COMPONENTS OF THE NETWORK WINS

Components of the network are institutions, associations, cooperatives, etc women.

1. Realizing that partnership in the network entails that each unit has something useful to give to others.
2. Basing the development of the network on a two way relationship of sharing responsibility as well as

access to publications and various information services.

3. Sustaining interest through mutual gains to all components of the network.
4. Starting the network with a small number of cooperating centres which offer to cooperate on a formal basis to accomplish specific services and tasks.
5. Delineating the objectives of the network and the joint action necessary to achieve those objectives.
6. Involving cooperating centres (through the network committee) in preparation of a written action program (work plan) and getting their commitment for its implementation.
7. Enhancing the effectiveness of cooperation through formalization of relationships which also allow for flexibility and experimentation.
8. Securing adequate resources administrative capability and efficient communications to ensure effective cooperation.
9. Providing a legislative basis for the realization of the network.
10. Organizing training activities needed to implement network programs and procedures adopted for the network.
11. Commitment to network requirements, standards,

procedures, policies and activities.

12. Finally the key to the success of networks lies in the participants themselves, in the support they provide, in their willingness to surrender a certain amount of self sufficiency, and their determination to make the program succeed (Cecile Wesley, 1990, p127-128).

8.5 TECHNICAL ASSISTANCE TO WOMEN CENTRES

The Women's Information Division of the focal point of the network (National Archives) will advise women centres in setting up libraries documentation centres and provide with information and training in information processing and services, and introduce standards in these areas.

In order to improve the availability and accessibility of data and information on women at the national level, each component of the network has to collect information relevant to its needs, e.g. The Community Development Project to collect scientific and technical information on women's issues produced within the country as well as relevant information produced outside the country. There should also:

- 1) Collect, from originating or secondary sources, store, retrieve and disseminate numeric data

according to an agreed-upon minimum list of socio-economic indicators) to national policy makers, public administrators, non-governmental organizations, academics and others concerned with women's issues, in appropriate formats and also provide copies of the data to WINS on a regular basis.

2. Maintain linkages with all government offices, research/academic organizations, training institutes, non-governmental organizations and others concerned with women's affairs in the country.
3. Monitor and disseminate bibliographic information on a regular basis to the focal point of WINS on the following:
 - a) Identify and collect data on new periodicals relevant to women's concerns produced within Swaziland (basic information to include title, issn, publisher publisher's address, frequency of publication, and cost)
 - b) Bibliographic sources of new studies and research, experts events, information systems, new projects on women in development and new technologies for women that have been published within the country (basic information to include, author, title, publisher, publisher's address, date of publication)

number of pages and cost);

4. Monitor and disseminate information on a regular basis to WINS on forthcoming and recently concluded special events relevant to women's concerns such as conferences, meetings, seminars, workshops and training programmes.
5. Organize meetings, seminars, workshops and training programmes as feasible and appropriate; and
6. Repackage information on women's issues in appropriate formats and disseminate it to the general public through the mass media.

8.6 WOMEN'S INFORMATION NETWORK IN SWAZILAND: FUNCTIONS

1. WINS shall produce and disseminate a Women's information Newsletter on a yearly quarterly or half yearly basis.
2. Maintain directory data bases on
 - a) Women experts and experts on women studies in the Swaziland and the Southern African region.
 - b) Non-governmental organizations concerned with women's issues, and publish and disseminate the information periodically.
3. Maintain a numeric data base according to an agreed upon minimum list of socio-economic

indicators (updated periodically disseminate the data in appropriate formats to the national networks.

4. Maintain a bibliographic data base of periodical titles relevant to women's concerns, current studies and research related to women's issues, current projects on women in Development, and technologies for women.
5. Provide on request information search services from the numeric, directory and bibliographic data basis.
6. Survey existing information regularly supplied by countries to the United Nations (for example, education data to Unesco, Labour force participation to ILO)
7. Maintain regular information exchange with
 - a. Non-governmental organizations
 - b. Regional information networks
 - c. Government
 - d. International organizations
 - e. Global United Nations organizations, the activities of which are closely related to women's issues.
 - f. Maintain regular information exchange with Padis through the Padis focal point in Swaziland.

- g. Provide technical support and advisory services to components of the network.
 - h. Organize seminars and training workshops at the national level on development and management of women's information network-related projects and programmes.
9. Undertake research studies on selected issues to monitor the changing situation of women in Swaziland and disseminate the research findings through the regional network mechanisms.

8.7 NATIONAL COMMITTEE ON INFORMATION SERVICES ON WOMEN

A Committee to be known as the National Committee on Information on Women shall be formed. This Committee will then formulate a national policy on information services on women (in conforming with the national policy on information when it is formulated). The committee will consist of representatives of appropriate Ministries and organizations concerned with women affairs and related matters as well as from the Ministry of Finance etc. There will be a National technical advisory group consisting of information experts and experts in women affairs.

The committee shall perform the following functions:

1. Form an inter-agency committee to meet, and
 - a) Assess the data and information needs for policy formulation and programme implementation, monitoring and evaluation for full integration of women in development, and
 - b) Develop a plan for effecting the needed improvement in data collection and analysis.
2. Establish linkages with information systems and neighbouring countries.
3. Establish a system of information exchange.
4. Introduce as appropriate, modern information handling technology, such as microcomputer applications for data and information processing.

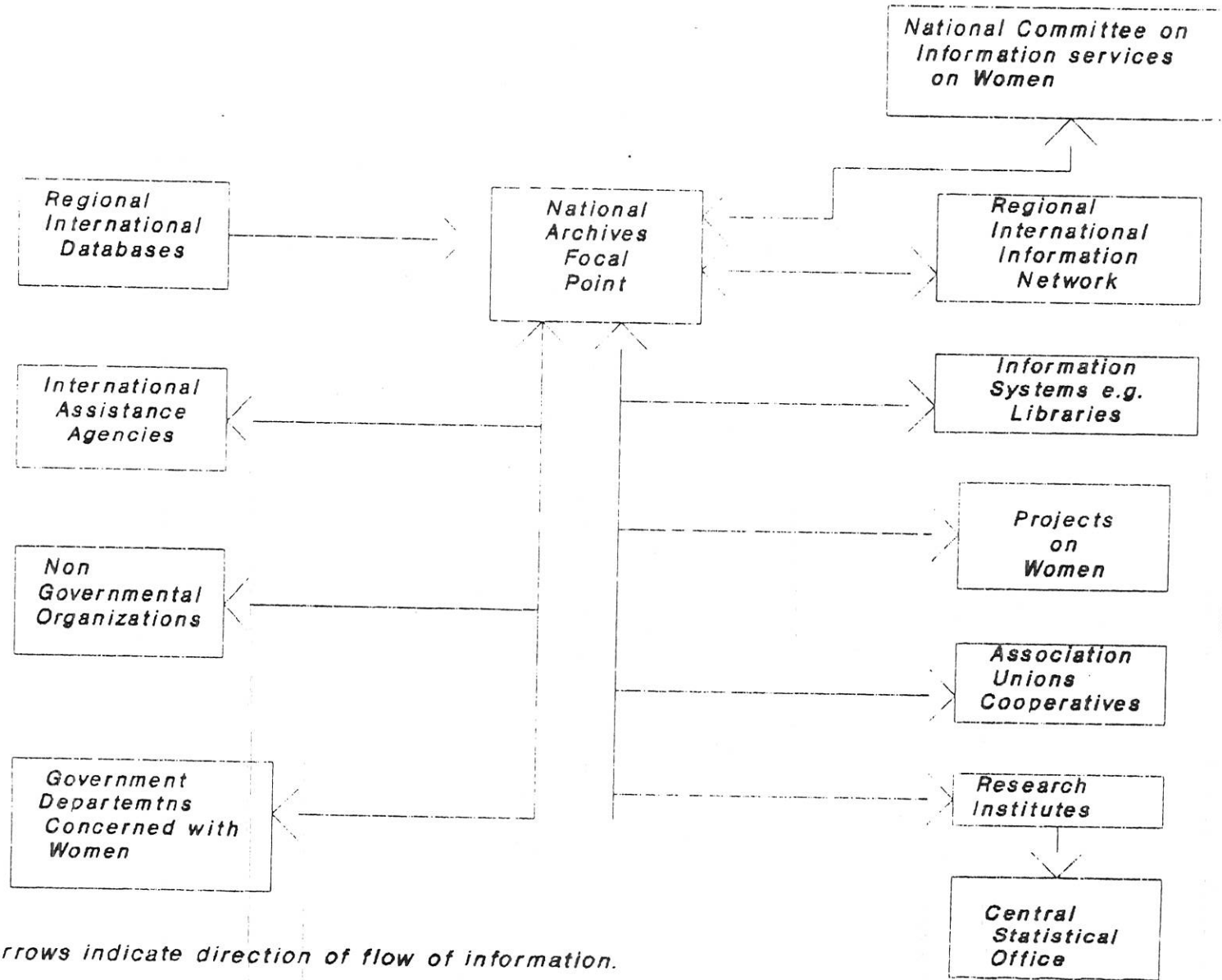
8.8 STRUCTURE OF THE NETWORK

The organizational structure is to the development of a network. It provides for:

1. Commitment for the planning and development of the network.
2. Fiscal and legal responsibility for the realization of the network.
3. Establishment and formalization of cooperation and linkages between the different components of the network the national information system and regional information systems.

4. Identification of priorities and services to be offered.
5. Assignment of responsibilities for proper functioning of the network.
6. Collaborative development of resources.

The success of this network will depend on trained human resources, to organize collect, disseminate and maintain linkages and on steady reliable financial base to support the database and its links.



Arrows indicate direction of flow of information.

PROPOSED STRUCTURE OF THE NETWORK

BIBLIOGRAPHY

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3. Abuja Declaration on Participatory Development. 1990. The role of women in Africa in the 1990's Addis Ababa: United Nations Economic Commission for Africa.
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6. Armstrong, Alice. 1989. Women and Law in Southern Africa research project. Harare: Law Department.

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12. Dlamini, J.S. 1981. "Swaziland National Archives." In Information and Documentation Services in Eastern and Southern Africa. Proceedings of the 13th Meeting of Information Experts from Eastern and Southern Africa. Gaborone: University of Botswana.

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26. Mkhonta, Faith T. 1990." Information documentation support for women and health initiatives". Paper presented at the Sub-Regional Seminar on Women and Health: A Strategy for Family Health Promotion at House hold and Community Level. Mbabane.
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Technology.
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Development Research and Training Networks in a
Changing World. Malaysia: Asian and Pacific
Development centre.
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the provision of information services for women in
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Eastern, Central and Southern African Librarians.
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to information on women and development in Botswana.
Gaborone: University of Botswana.
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Institute annual report. Mbabane: Sebenta National
Institute.
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can support women and health perspectives and
initiatives. kwaluseni: University of Swaziland.

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Weekend Observer. August.
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41. Swaziland review of commerce and Industry. 1991. Manzini: Directories.
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NAMES OF PERSONS INTERVIEWED AND DESIGNATIONS/POSITIONS

1. Andrade Rosemary Ms. Museum
2. Aphane Juliet Ms. Senior Home Economics Officer Ministry of Agriculture.
3. Dlamini Jabu Mrs. Women in Development.
4. Dlamini Sarah Nikwani Mrs. Representative of the Non-Governmental Organizations.
5. Hlatshwayo Vusi Mr. Librarian Parliament Library.
6. Khoza Poppy Mrs. Business Women's Association.
7. Made Gugu Ms. Senior Social Welfare Officer Ministry Of Interior and Immigration.
8. Mohhamed Nosisa Ms. United Nations Development Programme.
9. Motsa Christabel Mrs. Chief Home Economics Officer, Ministry of Agriculture and Cooperatives.
10. Msibi Valecia Mrs. United States Agency International development.
11. Mkhonta Faith Ms. Documentalist Social Science Research Unit.
12. Mkhonta Zodwa Ms. Swaziland Federation Of Trade Unions Women's Wing.
13. Twala Nomonde Ms. Archivist National Archives.
14. Nxumalo Dudu Ms. Nurse Ministry of Health .

**WINS MODEL
DATABASE : SAMPLE
RECORDS**

Bibliographic Records

An annotated bibliography on women:Swaziland / Ngcobo, Zipho G
(University of Swaziland. Library, Kwaluseni SZ)
University of Swaziland. Social Science Research Unit,
Kwaluseni SZ (Sponsor)
Kwaluseni : Social Science Research Unit, University of Swaziland,
SZ1991.

Project: Women and Law in Southern Africa Research Project.

Descriptors: Women- Bibliography; Swaziland

An annotated list of books, documents, pamphlets, periodical
articles and conference papers on women in Swaziland. Selective
bibliography. Author/title entries, alphabetically arranged within
broad subject headings. An author/title index provided

Record no.1

Women and development in Africa / Hafkin, Nancy J., Compiler (United
Nations Economic Commission for Africa. Africa Research Centre for
Women, Addis Ababa ET)

Economic Commission for Africa. African Training and Research
Centre for Women

Addis Ababa : United Nations Economic Commission for Africa, ET
1977.

177 :

(Bibliographic series. ; 1)

Document no.: ECA/SDD/ATRCW/BIBLIOG/77

Descriptors: Women- Bibliography; Ethiopia

An alphabetical and annotated list of documents held by the
African Training and Research Centre for women at the Economic
Commission for Africa.

Record no. 2

Women and world development / Buvinic Mayra

United States of America : American Association for the
advancement of science, 1976.

Descriptors: WOMEN; DEVELOPMENT- BIBLIOGRAPHY; AFRICA

Record no. 3

Women and development / Moody Elize

South Africa : Institute of South Africa, 1979.

Descriptors: WOMEN; DEVELOPMENT- BIBLIOGRAPHY; SOUTH AFRICA;
SWAZILAND

Record no. 4

Directory of women's income-generating programmes in Swaziland /
Masrin Tabibian (University of Swaziland. Department of
Extra-mural services, Kwaluseni)

University of Massachusetts. Center for International
Education, Boston US

Kwaluseni : University of Swaziland, SZ1983.

13 p :

Descriptors: WOMEN; EMPLOYMENT; PROGRAMMES- DIRECTORY; SWAZILAND

A booklet which lists existing women's income -generating
programmes in Swaziland. For each entry, the directory provides
information on the official name of the programme, brief historical
background of the programme, its aims and objectives activities, the
funding source/sources, and the name address of the contract person

Record no. 5

WINS MODEL DATABASE: SAMPLE RECORDS

*** PROFILE OF EXPERT ON WOMEN ***

NAME MOSTA , CHRISTABEL, MRS
 SEX: Female
 NATIONALITY : SZ
 ADDRESS Mbabane, Swaziland, P.O.Box162, 42731

QUALIFIC. Home Economics and Nutrition. Bachelor in Home Economics. Boston University. 1976.

SPECIALIZATION Home Economics
 WORK. LANG. Speak.
 OTHER LANG. Good. Good.
 CURR. EMPLOY. Administrator.
 LAST EMPLOY. Home Economics/Chief Home Economics Officer, Ministry of Agriculture and Cooperatives, 1973 to-date, Administrator.

ASSIGNMENTS Swaziland, Ministry of Agriculture and Cooperatives, 1973, Improve Rural Women's Lifestyle.

Record no.6

*** PROFILE OF EXPERT ON WOMEN ***

NAME MAKHUBU. LYDIA PHINDILE, VICE CHANCELLOR
 SEX Female
 NATIONALITY SZ
 ADDRESS Matsapha, Manzini, Swaziland, P.O.Box4, 84011

QUALIFIC. Chemistry. PHD. University of Alberta
 SPECIALIZATION Peace and Equality.
 WORK. LANG. Speak.
 OTHER LANG. Good. Good.
 CURR. EMPLOY. Administration.
 LAST EMPLOY. Vice Chancellor, University of Swaziland, 1983 to-date.

ASSIGNMENTS Swaziland, University, 1975, Chemistry Lecturer.

Record no.7

*** PROFILE OF EXPERT ***

NAME TWALA, NOMONDE, ACTING DIRECTOR
 SEX Female
 NATIONALITY SZ
 ADDRESS Lobamba, Mbabane, Swaziland, P.O. Box946, 61276

QUALIFIC. University of London. Master's Degree In Archival Studies.1978.
 SPECIALIZATION Women.
 WORK. LANG. Speak.
 OTHER LANG. Good. Good.
 CURR. EMPLOY. Administration.
 LAST EMPLOY. Archivist, Swaziland National Archives, 1977 to-date.

ASSIGNMENTS Swaziland, Swaziland National Archives.

Record no.8

WINS DATABASE MODEL : SAMPLE RECORDS

*** RESEARCH PROJECT ***

ADDRESS	Manzini, Swaziland
PHONE	52935
WORK.LANG.	eng
PERSONNEL	6
HEAD	Manzini, Nomcebo, Chairperson
GEOG. COVERAGE	Swaziland
INST. TYPE	Private
OBJECTIVES	To create awareness on the problem of abuse. To establish a counselling service, including telephone help-line and sanctuary, for abused persons. To research the types, causes, distribution and extent of abuse in Swaziland. To affiliate with other organizations, both national and international, whose objectives have a direct or indirect bearing on abuse.
ACTIVITIES	SWAGAA is non-governmental organization working against the abuse of people by people
DESCRIPTION	SWAGAA is non-governmental organization working against the abuse of people by people
DESCRIPTORS	Abuse; Human; Women; Child abuse; Incest; Spouse-battering; Psychological abuse; Rape; Sexual harassment; Swaziland
Record no.9	

*** RESEARCH PROJECT ***

START DT 19880800
ADDRESS Harare, Zimbabwe
WORK.LANG. Eng
PERSONNEL Researchers
HEAD Armstrong, Alice, Project Administrator
GEOG.COVERAGE Southern Africa
INST. TYPE Non-governmental
OBJECTIVES To improve the research skills of womens law researchers. To encourage researchers by regional networking. To explore and develop appropriate methodologies. To involve more researchers in womens law research in each country. To produce important data for each country which can assist governments, international organizations, women's groups, and NGO's to improve the status of women. to produce truly comparative data for the region, with a view to assisting those who seek to improve the status of women. To disseminate information within each country about women's legal rights and to exchange information between the countries about women's legal rights, strategies for change, progress and problems.

ACTIVITIES Discuss and develop appropriate methyodologies for searching laws which affect women in southern Africa, particularly a multi-disciplinary and participatory approach, and to determine research priorities. Organize a long-term comparative research project on women's law in Southern Africa. This project will run parallel projects in each country on chosen topics. Researchers will meet together periodically to discuss progress and results. Resulting data will be analysed comparatively, as well as used locally in each country.

EQUIPMENT IBM Compatible lap-top
DESCRIPTION Discuss and develop appropriate methyodologies for esearching laws which affect women in southern Africa, particularly a multi-disciplinary and participatory approach, and to determine research priorities. Organize a long-term comparative research project on women's law in Southern Africa. This project will run parallel projects in each country on chosen topics. Researchers will meet together periodically to discuss progress and results. Resulting data will be analysed comparatively, as well as used locally in each country.

DESCRIPTORS Women; Law; Law of inheritance; Maintanance law
Record no.10

WINS DATABASE MODEL : SAMPLE RECORDS

Profiles of Information Systems

*** INFORMATION SYSTEM ***

INSTITUTION	Women's Information Network for Asia and the Pacific
START DT	1988
LOCATION	Thailand
ADDRESS	Social Development Division, ESCAP, United Nations Building, Rajadamnern Avenue, Bangkok, Thailand
TLX	82392 escap th; 823315 escap th
PHONE	662/2829161(ext. 1513)
WORK.LANG.	ENG
GEOG.COVERAGE	Asia Pacific
INST. TYPE	United Nations
INFO. SERVICE	Bibliographic Referral Reading profiles on the status of women in Asia and the Pacific
DATABASES	Annotated Bibliography on Women in Development in Asia and the Pacific.
TOTAL REC.:	249.
UPDATE FREQ.:	Continuous
EQUIPMENT	IBM PC; CDS/ISIS (Min-micro version)
DESCRIPTORS	Women
Record no.	11

*** PROFILE OF INFORMATION SYSTEM ***

INSTITUTION Information system for planning in Latin America
and the Caribbean, CH
START DT 1978
LOCATION Chile
ADDRESS Casilla 179-D, Santiago, Chile

TLX 240077
FAX 562/48
PHONE 562/485051;485061
WORK.LANG. eng
HEAD Evangelista, C/CE, Chief
GEOG. COVERAGE Chile
Santiago

INST. TYPE Latin America Centre for Economic and Social Doc
OBJECTIVES printed products:Planindex/Argentina;
Planindex/Colombia; Planindex/Argentina;
ACTIVITIES Timespan:1978-presnt Totalnumber of items:13,000
update:Monthly Languages: English; portugues;
Spanish

INFO. SERVICE CD-ROM;diskette
DATABASES Bibliographic
CLASSIFIC. In-house Macrothesaurus
THESAURUS Macrothesaurus
EQUIPMENT IBM mainframe/CDS/ISIS
DESCRIPTION Timespan:1978-presnt Totalnumber of items:13,000
update:Monthly Languages: English; portugues;
Spanish

DESCRIPTORS economic planning; environment; externaldept;
local planning; regional cooperation; regional
integration; water resourses; women

Record no.12

*** PROFILE OF INFORMATIONS SYSTEMS ***

INSTITUTION Regional Population Centre
START DT 1985
LOCATION United Nations
ADDRESS Rajadamern Avenue, Bangkok, Thailand
TLX 82392 escap th; 82315 escap th
FAX 662/2829602
PHONE 66/2829161
HEAD Burian, F./B.F., Chief
GEOG. COVERAGE Thailand
Bangkok

INST. TYPE Population Division
INFO. SERVICE printed products: Directory of current population research in the Asia-Pacific
region, 1985-1986
DATABASES full text
CLASSIFIC. Indexing/Classification:In-house
NOTES Timespan:1985-1986 total number of items:914
Update:Irregularly languages: English

EQUIPMENT IBM PC compatible Operating system:
MS/DOS/CDS/ISIS Mini-micro version

PERIODICALS Directory of current population reearch in the
asia-pacific region, 1985-1986

DESCRIPTORS Demography; Family planning; Fertility;
Migration;Motrtality; population; women

Record no.13

*** INFORMATION SYSTEM ***

INSTITUTION African Training and Research Centre for Women,
 ATRCW, ET
 LOCATION ATRCW ECA
 ADDRESS ECA, Addis Ababa, Ethiopia
 TLX 21029eca et
 FAX 2511/514416
 PHONE 2511/517200
 WORK.LANG. eng
 HEAD Mwaniki, Mebo/M.M., Research and publications
 officer
 GEOG.COVERAGE Ethiopia
 Addis Ababa
 INST. TYPE United Nations
 ACTIVITIES Service type clearing-house/ referral centre;
 documentation centre; information centre;
 information network; reference unit; statistical unit
 INFO. SERVICE Abstracting and indexing; document delivery;
 letters, phone calls in answer to
 requests;preparation of bibliographies;
 provision of data in machine readable form;
 referral; searching of internal and external
 databases;selective dissemination of
 information; training
 CLASSIFIC. Indexing/Classification tools:Macrothesaurus
 SUBJ. HEAD. subject Scope:Economic Development; Social
 development
 THESAURUS Macrothesaurus
 NOTES Holdings: Special collection: women and
 development in Africa- 5,000
 EQUIPMENT
 DESCRIPTION Service type clearing-house/ referral centre;
 documentation centre; information centre;
 information network; reference unit.
 DESCRIPTORS Women; Development
 Record no. 14

*** INFORMATION SYSTEM ***

INSTITUTION Information System on Women, WIS, AT
 START DT 1988
 LOCATION Austria
 ADDRESS Wagramerstrasse 5, Vienna, Austria
 TLX 135612
 FAX 43222/232156
 PHONE 43222/211310
 WORK.LANG. Eng
 PERSONNEL 2
 HEAD Guerny, Jacques du/G.J., Senior social affairs
 officer
 GEOG.COVERAGE Austria
 Vienna
 INST. TYPE United Nations
 ACTIVITIES Service type: Clearing- house/referral centre;
 database producer; information system; reference
 unit; resource centre; statistical unit
 INFO. SERVICE Data collection and analysis;letters, phone calls in answer to requests; loans
 within agency; preparation of bibliographies; provision of data in
 machine-readable form;referral; searching of internal and external databases;
 selective dissemination of information
 DATABASES Information System on Women
 CLASSIFIC. UNBIS Thesaurus
 NOTES Holdings: Monographs; reports; serial titles;
 UNsystem documents
 EQUIPMENT
 PERIODICALS Women News. Women 2000 data highlights
 DESCRIPTION Service type: Clearing- house/referral centre;
 database producer; information system; reference
 unit; resource centre; statistical unit
 DESCRIPTORS Women
 Record no.15

*** INFORMATION SYSTEM ***

INSTITUTION Division of Family Health, WHO, CH
 START DT 1985
 LOCATION Switzerland
 ADDRESS 20, Avenue Appia, Geneva, Switzerland
 TLX 27821
 FAX 4122/7910746
 PHONE 4122/7912111
 WORK.LANG. Eng
 HEAD Royston, Erica/R.E.
 GEOG. COVERAGE Switzerland
 Geneva
 INST. TYPE United Nations
 ACTIVITIES Distribution media: printout
 INFO. SERVICE Printed products: Coverage of maternity care;
 Maternal mortality rates
 DATABASES Bibliographic; numeric
 NOTES Timespan:1970-present Total number of items:2,000
 Update: Continuously Languages:no language
 restrictions
 EQUIPMENT IBM PC/dbase111
 DESCRIPTION Distribution media: printout
 DESCRIPTORS Health; Women
 Record no. 16

*** INFORMATION SYSTEM ***

INSTITUTION Population Information Network, POPREF, ET
 START DT 1984
 LOCATION Ethiopia
 ADDRESS Addis Ababa, Ethiopia
 TLX 21029
 FAX 2511/514416
 PHONE 2511/517200
 WORK.LANG. eng
 PERSONNEL 11
 HEAD Amonoo, Petrina/A.P., Co-ordinator
 GEOG. COVERAGE Africa
 INST. TYPE United Nations
 INFO. SERVICE Abstracting and indexing; assistance in establishment of
 national population information centres; document
 delivery; letters, phone calls in answer to
 requests; preparation of bibliographies; referral;
 searching of internal and external databases;
 selective dissemination of information; training of
 network members
 DATABASES POPIN Thesaurus
 CLASSIFIC. Timespan:1980-present Total number of items: 1,500
 NOTES update: continuously
 Languages: English; French
 EQUIPMENT: IBM PS/2/CDS/ISIS(Mini-micro version)
 PERIODICALS: Printed products:POPIN- Africa country
 bibliography series; POPINDEX- Africa; Scanning
 sheet
 DESCRIPTORS: Family planning; Fertility; Migration; Mortality;
 Population; Distribution; Population growth;
 Population policy; Women
 Record no. 17

*** INFORMATION SYSTEM ***

INSTITUTION University of Swaziland Library, UNISWA, SZ
 START DT 1971
 LOCATION Kwaluseni
 ADDRESS Manzini, Swaziland
 PHONE 88401
 WORK.LANG. Eng
 PERSONNEL 10
 HEAD Mavuso, Makana/MM, Librarian
 INST. TYPE Parastatal
 INFO. SERVICE Library services to the University Community
 CLASSIFIC. Dewey Decimal Classification and Anglo-American Cataloguing Rules (2nd ed)
 EQUIPMENT
 PERIODICALS Accessions list;National bibliography
 Record no.18

*** INFORMATION SYSTEM ***

INSTITUTION Documentation Unit of the Social Sciences Research
 Unit , SSRU, SZ
 START DT 1984
 LOCATION Kwaluseni
 ADDRESS Manzini, Swaziland
 PHONE 88401
 WORK.LANG. Eng
 PERSONNEL 4
 HEAD Mkhonta, Faith Thandi/MFT, Documentalist
 INST. TYPE Prastatal
 INFO. SERVICE Providing replies to queries on demand (a
 question/ answer service) and photocopier
 service
 CLASSIFIC. Macrothesaurus
 EQUIPMENT Micro-computer/CDS-ISIS
 PERIODICALS Mimeographed accessions lists
 Record no.19

*** INFORMATION SYSTEM ***

INSTITUTION Library and documentation Unit of the Department of Economic Planning, ECPS, SZ
 START DT 1976
 LOCATION Mbabane
 ADDRESS Mbabane, Swaziland
 PHONE 46176
 WORK.LANG. Eng
 PERSONNEL 2
 HEAD Nxumalo, Esther/NE, Librarian
 GEOG.COVERAGE Swaziland
 INST. TYPE Governmental
 INFO. SERVICE Statistisa, Economic and Trade CLASSIFIC. Dewey Decimal Classification
 American Rules
 EQUIPMENT
 DESCRIPTORS Statistics; Economics; Trade
 Record no.20

*** INFORMATION SYSTEM ***

INSTITUTION Swaziland National Archives Library, SNA, SZ
 START DT 1977
 LOCATION Lobamba
 ADDRESS Mbabane, Swaziland
 PHONE 61276
 WORK.LANG. Eng
 PERSONNEL 2
 HEAD Nxumalo, Sibongile Carolyn/SCN, Librarian

GEOG. COVERAGE
INST. TYPE
INFO. SERVICE
DATABASES

Swaziland
Governmental
Referral and photocopier

CLASSIFIC.

Dewey Decimal Classification Scheme

EQUIPMENT
PERIODICALS
Record no.21

Accession list

WINS DATABASE MODEL: SAMPLE RECORDS

Profile of Institutions ***

INSTITUTION Business Women Association of Swaziland, BWAS, SZ
 START DT19900808
 LOCATION Swaziland
 ADDRESS Princess Drive, Mbabane, Swaziland
 FAX 45393
 PHONE 42799
 WORK.LANG. eng
 PERSONNEL 8
 HEAD Khoza, Poppy, Chairperson
 GEOG.COVERAGE Swaziland
 Mbabane
 INST. TYPE non-governmental
 OBJECTIVES To provide a forum for discussion of issues relevant to business women by organizing discussion groups and lectures. To provide opportunities for education, development and self improvement for women in business or employment by the running of seminars, lectures, workshops and courses in relevant areas. To promote the sharing of ideas and expertise amongst women in business or employment by organizing of social activities. To establish financial resources to assist women in business. To affiliate to any national/international bodies that promote the aims and objectives of the organization

EQUIPMENT
 DESCRIPTORS Business; Women
 Record no.22

*** Profile of Intitutions***

INSTITUTION The Women's Wing of the Swaziland Federation of Trade Unions.
 START DT 19910824
 LOCATION Swaziland
 ADDRESS Mbabane, Swaziland
 TLX 2047 WD
 PHONE 42521/4
 WORK.LANG. eng
 PERSONNEL
 HEAD Mkhonta, Zodwa, Coordinator
 GEOG.COVERAGE Swaziland
 INST. TYPE Non-governmental
 OBJECTIVES To ensure the advancement of Trade Union education for all women. To cooperate directly with Government Through the Swaziland Federation Of Trade Union. To ensure the social and economic development of the country. Total integration of women into trade union structures. To establish and maintain relations with all other women organizations in Swaziland. Work for employment of women without discrimination of all kinds.

EQUIPMENT
 DESCRIPTORS Women; Union
 Record no.23

Field Definition Table (FDT)

Data Base: ABNC

Tag	Name	Len	Typ	Rep	Delimiters/Patt.
1	Participating centre acronym	10	X		
2	Participating centre record no	6	N		
3	Record status	1	P		A
5	Date record entered	25	X		9999-99-99
6	Date record changed	10	P		9999-99-99
7	Bibliographic level	5	A		
8	Bibliographic level - parent	1	A		
9	Country of origin	2	P		AA
10	Record number of parent	6	N		
11	Record number(s) of part(s)	6	N		R
12	Record no of other lang ver(s)	6	N		R
20	Language of analysis	18	A		
21	Language(s) of text	2	A		R
22	Language(s) of summaries	2	A		R
25	Record heading	50	X		
100	Title	500	X		
131	Part statement	150	X		
140	Monographic series	200	X		R ab
141	Thesis	200	X		R abz
142	Project	200	X		R abcd
150	Notes	200	X		R ab
160	ISBN	700	X		
161	Document number	13	X		R
162	Availability	50	X		R
200	Title of serial	100	X		
201	ISSN	400	X		z
202	Title of parent (M/C)	9	P		9999-999X
210	Personal author(s) - parent	500	X		
211	Corporate author(s) - parent	80	X		R ab
300	Primary descriptors	500	X		R abcdz
301	Secondary descriptors	200	X		
302	Geographic descriptors	400	X		
303	Local descriptors	200	X		
304	Proposed descriptors	200	X		
310	Abstract	100	X		
320	Broad subject heading	1000	X		
400	Processing status	100	X		
410	Location	4	X		
411	Call number	10	X		R
412	Number of copies	40	X		
420	Type of material	2	N		
430	Documentalist	20	X		f
500	Acquisition type	10	X		R
509	Order number	4	X		
510	Date ordered	25	X		
511	Date claimed	10	P		9999-99-99
512	Date received	10	P		9999-99-99
513	Number of copies ordered	10	P		9999-99-99
		2	N		

Field Definition Table (FDT)

Data Base: ABNCI

Tag	Name	Len	Typ	Rep	Delimiters/Pattern
514	Requester	25	X	R	
515	Supplier	200	X		abcdez
516	Price	20	X		ab
517	Acquisition notes	200	X	R	
901	Corporate body	500	X		abcd
902	See reference(s)	500	X	R	
903	Other language version(s)	500	X	R	
904	Former name(s)	500	X	R	
905	Later name(s)	500	X	R	
908	Reference code	20	X		
911	Serial title	400	X		
912	ISSN	9	P		9999-999X
913	See reference(s)	400	X	R	
914	See also other lang edition(s)	400	X	R	
915	Former name(s)	400	X	R	
916	Later name(s)	400	X	R	
921	Supplier authority code	4	X		
922	Supplier name and address	200	X		abcde
997	Authority record notes	200	X		
998	Authority record date	10	P		9999-99-99
390	Address/phone,etc	400	X		abcdefghi
393	Sex	10	X		
441	Duration	50	X		
442	Date:proposal/approval	25	X		ab
443	Date:starting	10	X		
444	Date:expect. compl.	10	X	R	
445	Date:actual compl.	10	X		
446	Date:terminated	10	X		
447	Date of birth	100	X		
835	Marital status	100	X		
830	Nationality	100	X	R	
831	Qualifications	100	X	R	abcd
832	Specialization	100	X	R	
833	Work experience (last)	200	X		abcde
834	Current work	200	X		abcde
855	Honours and awards	200	X	R	abc
856	Membership in societies	200	X	R	abcd
525	Language competence	100	X	R	abc
556	Assignments	200	X	R	abcd
900	Services offered	400	X	R	
895	Databases	300	X	R	ndrfa
896	Classification system	100	X	R	
897	Subject headings list	100	X	R	
898	Thesaurus	100	X	R	
899	Periodical publicat.	300	X	R	ij
890	Patents taken	200	X	R	abcdefgh
850	Recommended by	100	X	R	abcd
570	Personnel	100	X	R	ab