

# Introduction

## 1. Frame of reference

The purpose of the FORMUJER Programme (Programme to Strengthen Technical and Vocational Training of Low Income Women in Latin America) is to promote and strengthen the capacities of the institutions of the region to design and implement policies intended to improve the quality, relevance and equity of training for work and increase the employability of women and men, paying special attention to the training and labour insertion needs of low income women.

To achieve its objectives, FORMUJER has developed a model for intervention –to which this volume is devoted– that makes an objective in itself of the systematisation, spreading and transfer of the developments, results and lessons learned, that become specific products, among which the FORMUJER publications are included.

## 2. FORMUJER Publications: mode, composition and some guidance for readers

FORMUJER Publications respond to a *hypertext* logic, in its most basic conception as an organising central scenario that develops its subject matter by means of connections or links to other materials that carry to greater depth or supplement information and analysis. Because of this they involve products of a diverse nature: printing, graphics, electronics, audiovisual, etc., and also of different degrees of formalisation. Thus, printed materials are composed of books, publicising brochures, working documents, reports, presentations, etc.

- ◆ It is understood that this design is especially coherent and effective to translate Programme systematitition and dissemination processes because:
- ◆ It allows information to be organised in a non-linear and therefore flexible manner;
- ◆ People become protagonists who can organise the sequence of their reading according to their interests, which, for FORMUJER, provides the possibility of attending to the different typologies of their target groups;

- ◆ It promotes the integration of heterogeneous products and media (documents, images, videos, graphics, etc.);
- ◆ It makes visible the “toolkit” that the Programme intends to supply;
- ◆ It is incremental, thereby providing a response of the unfinished execution process of the Programme, allowing its expansion and supplementation by means of the later incorporation of information on results, experiences, revision of methodologies and strategies, etc.;
- ◆ It allows the simultaneous involvement of multiple players in preparation processes and the incorporation of diverse sources;
- ◆ It is applicable both to printed and digital publishing, with no need for additional work adapting contents and materials.

FORMUJER Publications include:

- *National editions* of materials and products developed by Coordinating Units and/or together with the co-executing entities of the Programme. They include programme documents, publicising documents, process and learning reports, discussion proposals and, of course, finished books referred to some of the key themes of the Programme.
- *Regional edition* for which Cinterfor/ILO is responsible.
- The *Mujer, Formación y Trabajo* (Gender, Training and Work) web page within the [www.cinterfor.org.uy](http://www.cinterfor.org.uy) site.

Both *national* and *regional editions* are included in the web page, other than a few exceptions, to make their use in teaching easy and to increase their accessibility and dissemination.

The *regional editions* of the Publications are organised in two series –documents are listed on the back of the first page– according to priority in terms of purpose:

- ➔ *Conceptual and teaching materials*: includes theoretical or teaching reference documents on the most important axes of the Programme
- ➔ *Systematisation of methodologies, results and lessons learned*: is designed to share the methodologies and strategies of address, witness critically to implementation processes, report on results, lessons learned and submit

for consideration of the present or future executors, suggestions to improve or to sustain and strengthen what has been done.

The *Systematisation series* responds to a modular structure with a general *node* –information unit that expands and goes into further depth at various levels– where the FORMUJER model of intervention is addressed, and *specific modules* are devoted to each of its technical components.

As a module it is a unit in itself, although, at the same time, it is articulated or supplemented by the lines of action or the strategies dealt with in the others. In all cases it reports on what has been done, achieved and learned:

- ◆ at the overall Programme level: *regional area*;
- ◆ for each of the Pilot Programmes: *national area*.

Regarding the organisation of the subject matter information, an effort has been made to address, for each line of action or strategy to which the module is devoted, the following dimensions:

- rationale and conceptualisation of the proposal
- design of strategy of address
- implementation
- results attained and lessons learned
- achievements in dissemination and sustainability prospects.

Moreover, according to the quantity of materials to be shared, the level of development and the greater depth of the aspect dealt with and the type of product involved, the module may be made up of a single central body or also have a separate unit of annexes or a CD.

The modules that make up the series *Systematisation of results and lessons* of FORMUJER Publications are a product of the institutional synergies and team synergies which FORMUJER is aiming at.

Therefore, they are essentially collective products, by multiple authors, both institutional and individual, and of teams. In order to represent each and all of the persons and instances that were involved in building them up, an endeavour has been made to list the documents and base products, which have been reproduced textually or conceptually and as a whole or split up. When in order

and possible, the information on original edition and data on authorship have been specified; these assuredly are also of a representative nature. Moreover, the chapter or point in which they are included and/or which they have sourced in a substantive manner are indicated.

## 2.1. This Publication

Given its condition as node 0 of the hypertext, as the opening point of the *Systematisation* Series, the purposes of this document are as follows:

- supplement the conceptual, methodological and strategic rationale of the proposed model of intervention, articulating it with the *Conceptual and teaching materials* Series;
- present its design and structure;
- analyse the process of implementation of the model proposed and the Programme, going further into depth regarding the different strategies applied in each country;
- outline the main results of execution up to mid-2003, in overall terms and, basically, in qualitative terms;
- share, responding to the conviction that gave rise to and guided both its design and its action, the reflections and learning that have been gathered over the five years of execution.

The object of critical recovery is, therefore, the model of intervention and its systemic condition, whereby each line of action is only addressed in order to show its role and its relationships with the whole. The other modules of this series are devoted to analysing them in depth. In keeping with the criteria already mentioned explicitly for systematisation, this recovery is carried out from an overall and regional viewpoint and from each country, in the understanding that they are, simultaneously, systems in themselves and interacting subsystems of the total area.

This volume is an expression of the present state of reflection of the Programme and has been built:

- ◆ *In diverse areas:* within each team; in permanent exchange with regional co-ordination, the Women in Development Unit of the IDB, the sector specialists of the country offices of the IDB, the Cinterfor/ILO technical team; in regional encounters, etc.
- ◆ *With varied purposes* from production of books, articles, national and regional communicational pieces; presentations of the Programme in training and spreading occasions; reports of team members; national and consolidated six-monthly reports on monitoring and follow-up of specific production to fulfil the objectives of the Systematisation component.
- ◆ *Integrating and processing* the results and recommendations of the intermediate evaluation, carried out by Enred Consultants.

The consolidation and transposition of the reflection in this document of synthesis have been the responsibility of the regional and national coordinators: Sara Silveira (Cinterfor/ILO), María José Rodríguez (Argentina), Eliana Gallardo (Bolivia), and Patricia Cárdenas (Costa Rica). Sara Silveira was responsible for the re-production for technical and editorial co-ordination, aided by Anaclara Matosas and Adriana Betbeder, members of the Regional Co-ordinating Unit.

The FORMUJER Argentina Programme shall produce another supplementary publication at the end of 2004 to inform on revisions, feedbacks and new results that will be arising and adding up on the basis of the continuum of actions on the part of vocational training institutions (VTIs) and of the experiences in applying them which other programmes or countries may be undergoing.

## 2.2. Some suggestions for reading

For reading purposes, a “model to be assembled” is suggested with various possible alternatives or routes according to vantage point or the use to which it could be put as a priority: overall and regional, specific and national, swift or as a synthesis.

If the first route is chosen, it is offered by Chapter II. If in-depth knowledge of the features and stresses of the model implemented in Argentina, Bolivia or

Costa Rica is sought, there is a specific chapter available. Finally, a swift appraisal by country can be made by reading the parts highlighted in bold and italics, and the figures, boxes and graphics.

As with all work assembled on the basis of the production of various individuals or groups, repetitions are unavoidable. To leave them out, however, would be to contradict the intention of respecting readers' choices. Repeated references, either between chapters or within them, aim at increasing and accumulating and at generating self-sufficient units.

Lastly, although it also may be obvious, the use of the @ in the Spanish version responds to the express will of making visible the inclusion of women and men.

It remains, thus, to rely on all persons, either doers or receivers, to find reasons to continue to share and advance together.