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Commission on the Status of Women



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✓ cc: Mr. B. HERTZ

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REFERENCE:

4 February 1987

Dear Mr. Koelle,

The special session of the Commission on the Status of Women (12-16 January, 1987) and Interagency meeting on women (19-20 January, 1987) considered the draft system-wide medium-term plan (SWMTP) for women and development and adopted a number of recommendations to be taken into account in its finalization. The text given to the Commission (E/CN.6/1987/2) was sent to the organizations of the system in early January.

The interagency meeting recommended that the results of the meeting together with copies of the comments of the Commission on the Status of Women on the SWMTP should be sent to all organizations in the system. On the basis of its review of the draft SWMTP and the comments of the CSW, the Interagency meeting emphasized in its recommendations that the draft should be accepted subject to textual changes proposed by concerned organizations to clarify their own activities and areas of concern and to changes required by the comments of the CSW. It is also indicated in the recommendations that concerned organizations should provide PPCO of the UN with changes in text designed to:

a) ensure that all major lines of activities relating to women and development being contemplated by organizations are included and accurately reflected in the appropriate subprogrammes;

b) ensure that only activities which can be feasibly undertaken by organizations in terms of their existing and prospective mandates and decisions are included in the statements on objectives and strategies;

c) provide accurate cross-references where necessary.

It was also recommended by this meeting that the timetable proposed by PPCO be followed in finalizing the plan. We would appreciate receiving these changes to the draft text by Monday, 23 February 1987.

.../

Mr. Martin Koelle, Chief
International Organizations Division
World Bank
1818 H Street NW
Washington, DC 20433

cc: Mr. David Loos, IO

- resolution of the CSW, SWMTP for women and development and system-wide co-ordination of the implementation of the Nairobi FLS for the Advancement of Women (E/CN.6/1987/L12)

- report of the Commission (E/CN.6/1987/L5/Add.2)

- recommendation of the Interagency meeting on the draft SWMTP.

I thank you for your continuing cooperation.

Yours sincerely,

Jacques Baudot, Director
Inter-organizational Co-ordination and
Joint Planning Branch, PPCO

UNITED NATIONS
ECONOMIC
AND
SOCIAL COUNCIL



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GENERAL

E/CN.6/1986/15
7 February 1986

ORIGINAL: ENGLISH

7: UN Commission
on Status of Women



COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 24 February-5 March 1986
Item 8 of the provisional agenda*

PROGRAMME OF FUTURE WORK, INCLUDING THE PROVISIONAL AGENDA
FOR THE THIRTY-SECOND SESSION

Programme budget for the biennium 1986-1987: programme of work
of the Department of International Economic and Social Affairs
relating to the advancement of women

Note by the Secretariat

1. At its twenty-fifth session, held from 29 April to 1 June 1985, the Committee for Programme and Co-ordination reviewed the proposed programme budget for the biennium 1986-1987, 1/ of which section 6 (Department of International Economic and Social Affairs), programme 5 (Global social development issues), includes three subprogrammes relating to women. The Committee recommended that the General Assembly should approve the programme narrative of section 6 without any change in those three subprogrammes. 2/ At its fortieth session, the General Assembly approved the proposed programme budget for the biennium 1986-1987 as recommended by the Committee for Programme and Co-ordination.

2. The programme of work for the current biennium is presented below. The programme emphasizes follow-up to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, in particular the implementation and monitoring of the Nairobi Forward-looking Strategies for the Advancement of Women, which were adopted by the Conference and endorsed by the General Assembly at its fortieth session. In addition, research is to be carried out on the establishment and maintenance of instruments relating to the status of women and on fostering the integration and participation of women in all aspects of development and peace.

* E/CN.6/1986/1.

PROGRAMME BUDGET FOR THE BIENNIUM 1986-1987

Section 6. Department of International Economic and Social Affairs

Programme 5. Global social development issues

Subprogramme 3. Analysis of the rights and status of women

(a) Resource requirements: Regular budget: \$321,400 (4 per cent of programme total)

(b) Reference: Medium-term plan 1984-1989 (A/37/6 and Corr.1), paras. 21.17-21.21a

(c) Programme elements:

3.1 Elimination of all forms of discrimination against women

Output:

(i) Reports to the Commission on the Status of Women and to the General Assembly on the status of the Convention on the Elimination of All Forms of Discrimination against Women (second quarters, 1986 and 1987);

(ii) Reports to the States Parties to the Convention on the Elimination of All Forms of Discrimination against Women on elections to the Committee on the Elimination of Discrimination against Women at meetings of States Parties to the Convention (first quarter, 1987);

(iii) Reports to the Commission on the Status of Women transmitting lists of confidential and non-confidential communications (fourth quarter, 1987).

3.2 Research and policy analysis on the rights and status of women

Output: Sales publications on enforcement measures of the Convention on the Elimination of All Forms of Discrimination against Women at the national level (fourth quarter, 1986); legislative provisions in social, economic and political spheres and in civil codes (second quarter, 1987); women and children as victims of abuse, maltreatment and violence (fourth quarter, 1987); and family violence and its effects on women (fourth quarter, 1987).

Subprogramme 4. Integration of women in development at national, regional and international levels

(a) Resource requirements: Regular budget: \$1,607,200 (20 per cent of programme total)

(b) Reference: Medium-term plan 1984-1989 (A/37/6 and Corr.1), paras. 21.22-21.26

(c) Programme elements:

4.1 Follow-up of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women

Output:

(i) Report to the Commission on the Status of Women on progress in the implementation of the Forward-looking Strategies (third quarter, 1987);

(ii) Report to the Commission on the Status of Women on concrete measures to promote specific development projects for the advancement of women (fourth quarter, 1987).

4.2 Research and policy analysis on the role of women in development

Output: Sales publication on the promotion of women's participation in development (third quarter, 1986)

4.3 Collection and dissemination of information on the role of women in development

Output:

(i) Technical publication: Revision of the directory of national machineries for the implementation of the Forward-looking Strategies for the Advancement of Women (second quarter, 1986);

(ii) Technical publication: Revision of the directory of focal points within the United Nations system on questions relating to women (first quarter, 1987);

(iii) Advancement of Women Bulletin (four issues per year);

(iv) Information Notes on the Advancement of Women (monthly).

4.4 Promotion of interorganizational programmes for the advancement of women

Output:

(i) Report to the Commission on the Status of Women on progress in the implementation of new strategies and significant developments pertaining to the advancement of women by the United Nations system (fourth quarter, 1987);

(ii) Report to the forty-first session of the General Assembly on progress in technical co-operation activities of the United Nations system for the advancement of women (second quarter, 1986).

Subprogramme 5. Participation of women in promoting international peace and co-operation

(a) Resource requirements: Regular budget: \$241,100 (3 per cent of programme total)

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FEDERAL BUREAU OF INVESTIGATION

(b) Reference: Medium-term plan 1984-1989 (A/37/6/Add.1), paras. 21.27-21.30

(c) Programme elements:

5.1 Monitoring, review and appraisal of the implementation of the Declaration on the Participation of Women in Promoting International Peace and Co-operation

Output:

(i) Report to the General Assembly, through the Commission on the Status of Women, on actions taken by Member States with regard to the Declaration on the Participation of Women in Promoting International Peace and Co-operation (fourth quarter, 1987);

(ii) Report to the Commission on the Status of Women on concrete proposals for increasing women's role in the maintenance of peace (third quarter, 1987).

5.2 Monitoring, review and appraisal of the implementation of the Declaration on the Protection of Women and Children in Emergency and Armed Conflict

Output:

(i) Report to the Commission on the Status of Women on the condition of women and children in emergency and armed conflict situations (second quarter, 1987);

(ii) Reports to the Commission on the Status of Women on measures of assistance provided to women inside South Africa and Namibia and to women from South Africa and Namibia who have become refugees as a result of the practice of apartheid (third quarter, 1987);

(iii) Report to the Commission on the Status of Women on the situation of Palestinian women living within and outside the occupied Arab territories (fourth quarter, 1987).

5.3 Research and policy analysis on the participation of women in promoting international peace and co-operation

Output: Technical publication on the participation of women in decision-making processes related to peace and disarmament at national, regional and world levels (first quarter, 1987).

Notes

1/ Official Records of the General Assembly, Fortieth Session, Supplement No. 6 (A/40/6), vol. I.

2/ Ibid., Supplement No. 38 (A/40/38 and Corr.1), paras. 630 and 633.

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E/CN.6/1986/13
16 December 1985

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 24 February-5 March 1986
Item 3 of the provisional agenda

ALTERNATIVE MEASURES TO STRENGTHEN
THE COMMISSION ON THE STATUS OF WOMEN

Report of the Secretary-General

Introduction

1. The General Assembly, at its fortieth session, adopted resolution A/40/108 in which it endorsed the Nairobi Forward-looking Strategies for the Advancement of Women. ^{1/} It recommended, *inter alia*, that the Secretary-General should prepare a report, to be submitted to the Commission on the Status of Women at its thirty-first session, bearing in mind the remarks and concrete recommendations made during the debate at the fortieth session, in particular the proposals concerning increasing the number of Members and the frequency of meetings of the Commission and alternative measures to strengthen the Commission in discharging its functions following the United Nations Decade for Women and also recommended that the recommendations of the Commission on the matter be reported to the General Assembly at its forty-first session through the Economic and Social Council. The present report has been prepared in response to that request. The report contains a reiteration of the terms of reference and composition of the Commission; a brief history of the Commission's work; an examination of the rationale for strengthening the Commission; and a summary of the various proposals put forward in that regard at the fortieth session of the General Assembly.

Terms of reference and composition of the Commission

2. The Commission on the Status of Women is a functional commission of the Economic and Social Council. Its terms of reference, established on 21 June 1946 by the Economic and Social Council in its resolution 11 (II), are: "to prepare recommendations and reports to the Economic and Social Council on promoting women's rights in political, economic, civil, social and educational fields. The Commission shall also make recommendations to the Council on urgent problems requiring immediate attention in the field of women's rights with the object of implementing the principle that men and women shall have equal rights, and to develop proposals to give effect to such recommendations." The Commission also receives confidential and non-confidential lists of communications on alleged violations of the rights of individual women and groups of women, in accordance with Economic and Social Council resolutions 76 (V), 304 (XI) and 1983/27.

3. Originally, the Commission had 15 members. It was increased by the Council to 18 in 1951 (resolution 414B (XIII), section V), to 21 in 1961 (resolution 845 (XXXII), section I) and to 32 in 1966 (resolution 1147 (XLI)). The term of office of members is four years. The 32 members are elected by the Economic and Social Council on the basis of equitable geographical distribution according to the following pattern: (a) eight members from African States; (b) six members from Asian States; (c) six members from Latin American States; (d) eight members from Western European and other States; and (e) four members from socialist States of Eastern Europe. Each of 32 Member States of the United Nations elected by the Council for membership on the Commission according to the above pattern has one representative on the Commission.

4. The Commission is a functional Commission of the Economic and Social Council. Between 1946 and 1970 the Commission met on an annual basis. At its forty-seventh session, the Council decided, under an item on "measures to improve the organization of the work of the Council", that the Commission, together with other bodies, should meet biennially as of 1971.

Background

5. Following its establishment in 1946, the initial work of the Commission focused on the setting of international standards in the form of legal instruments, such as the Convention on the Political Rights of Women (General Assembly resolution 640 (VII)). The Commission's work in this area in the recent past culminated in the adoption of the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180 of 18 December 1979).

6. In the early 1960s, the Commission began to devote new efforts to the role of women in development on the grounds that only with the full and active participation of half of humanity would development be successful. In this connection, the Commission embarked on a long-term programme to promote the role and integration of women in economic and social development. This programme was further enhanced by the World Plan of Action on the Implementation of the Objectives of the International Women's Year, 2/ adopted in 1975 by the World Conference for the International Women's Year held at Mexico City. The Commission thereafter acted inter alia as the main United Nations body to monitor the implementation of the Plan at the regional, national and international level. This role was in keeping with that envisaged in resolution 4, adopted at the Mexico City Conference, in which it was recommended that the Commission or other representative body in the United Nations, designed to specifically deal solely with problems relating to the status of women, should continue to operate so as to ensure the implementation of ongoing projects designed to carry out the programmes set forth in the World Plan of Action and to provide an international forum for the interchange of views and the formulation of internationally acceptable principles pertaining to the status of women.

7. A third stage of the Commission's activities began in 1975 with the proclamation by the General Assembly of the United Nations Decade for Women: Equality, Development and Peace (1976-1985) (resolution 3520 (XXX) of 15 December 1975) and in 1980 with the adoption of the Programme of Action for the Second Half of the United Nations Decade for Women 3/ at the mid-Decade Conference held at Copenhagen, which further emphasized the interrelatedness of the three themes of the Decade. Having decided on subthemes for the Decade, Employment, Health and Education, Member States looked to the Commission on the Status of Women to further play the central role in the review and appraisal of progress towards the advancement of women, not only in relation to the themes

but also to the subthemes of the Decade. In addition to the widening, in practice, of the scope of the Commission's work, the Copenhagen Conference, in its resolution 40, also requested the Commission to contribute, through its work, to the establishment of the new international economic order and the formulation of the International Development Strategy for the Third United Nations Development Decade. Furthermore, the Commission in 1983 was authorized by the Economic and Social Council to consider emerging trends and patterns of communications on alleged violations of women's rights and to make recommendations in this regard to the Council.

8. Subsequently, the Commission was designated by the Economic and Social Council and the General Assembly to serve as the Preparatory Body for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, which was held at Nairobi from 15 to 26 July 1985 and which marked the end of the Decade. The Commission met four times in its capacity as preparatory body, in 1983, 1984 and 1985 and in a resumed third session in April 1985.

9. The Nairobi Forward-looking Strategies for the Advancement of Women 4/ adopted by the end-of-the-Decade Conference and endorsed by the General Assembly at its fortieth session, called for the functions of the Commission to be further expanded to include the monitoring of the implementation of the Forward-looking Strategies to the year 2000.

10. In addition to its original terms of reference, as indicated in paragraph 2 above, the functions of the Commission have therefore, over the years, been expanded to include:

(a) Monitoring the role and integration of women in economic and social development;

(b) Monitoring the World Plan of Action at the national, regional and international levels;

(c) Identifying emerging trends and patterns of communications on alleged violations of women's rights;

(d) Reviewing and appraising progress made in achieving the goals of the United Nations Decade for Women: Equality, Development and Peace;

(e) Monitoring of the Nairobi Forward-looking Strategies for the Advancement of Women to the year 2000.

Rationale for strengthening the Commission

11. In light of the history of the Commission and the results achieved at the Nairobi Conference, a number of Member States advocated strengthening the Commission at the fortieth session of the General Assembly. Attention was drawn to the dramatic increase in the workload of the Commission in the recent past. It was pointed out that there was a need for more in-depth consideration by the Commission of specific issues. The Commission's long-standing pivotal role in co-ordinating, monitoring and promoting the implementation of measures for the advancement of women was underlined, and it was stressed that the Commission's role in that regard, and as a forum for the exchange of ideas, should be enhanced. The Commission, it was argued, should continue to serve as the focal point in the United Nations for deliberations on women's questions and policy formulation. However, to do this in future, it would be necessary to decide how best to equip the Commission to carry out its multiple and varied tasks and to

implement its mandates, including its functions in relation to the Forward-looking Strategies over the next 15 years. Moreover, many Member States believed that the Forward-looking Strategies document was likely to become the cornerstone of the Commission's agenda in the years ahead.

Proposals for strengthening the Commission

12. During the debate at the fortieth session of the General Assembly on agenda items 92 on the United Nations Decade for Women and 100 on the elimination of all forms of discrimination against women, Member States 5/ made a number of proposals for strengthening the Commission on the Status of Women and suggested that the Commission should consider the matter at its present session. In broad terms, Member States called for adjusting the heavy agenda of the Commission, its composition or its current pattern of meetings or some combination of these.

13. As regards the agenda of the Commission, it was suggested that the number of agenda items taken up at each session could be limited by alternating agenda items on a priority basis over a period of time as one means for achieving a more focused agenda.

14. It was proposed that the membership of the Commission should be expanded to reflect more accurately the current composition of the United Nations, it being noted that the membership of two of the other five functional Commissions of the Economic and Social Council had been increased during the last 10 years (the membership of the Commission on Human Rights was increased from 32 to 43 in 1979 and that of the Commission on Narcotic Drugs was increased from 30 to 40 in 1983).*

15. With respect to the timing and number of Commission meetings, several representatives considered that the Commission should meet annually; others proposed that the biannual session should be extended from eight days to two or three weeks; and still others suggested that special sessions of the Commission should be held every five years. Several representatives called in particular for a special session in 1987, a proposal that was linked by some delegations to the resolutions and declaration contained in an annex to the report of the 1985 World Conference. 6/ Another delegation supported such a special session in 1987 in order to enable the Commission to approve the medium-term plan on the role of women in development called for by the Economic and Social Council in its resolution 1985/46. In this connection the Commission may wish to refer to the report of the Secretary-General on the framework for the preparation of the system-wide medium-term plan on women and development also before it (E/1986/8).

16. Finally, it was suggested that the name of the Commission should be changed to reflect more adequately the Commission's evolving functions. The new name proposed was the Commission on the Advancement of Women.

17. It should be pointed out that most of the ideas for strengthening the Commission, as outlined above, were linked to the added task of reviewing the implementation of the Forward-looking Strategies. A number of representatives expressed views on ways to complement the Commission's role in that regard and outlined some of the special arrangements that would be needed. For instance,

*The recent experience of the Economic and Social Council in promoting more active participation of observers may also be relevant in this context.

several representatives suggested that special sessions of the General Assembly should be held every five years to review the implementation of the Forward-looking Strategies. Others proposed that consultations should be held every five years during the General Assembly. A number of representatives called for periodic regional and subregional reviews or conferences. Many representatives emphasized the need to hold a global conference in the year 2000 to assess the implementation of the Forward-looking Strategies, and some considered that such a global conference should be preceded by world conferences and associated meetings of non-governmental organizations in 1990 and 1995. Others supported the proposal contained in paragraph 340 of the Forward-looking Strategies to hold at least one world conference between 1985 and the year 2000. One representative suggested that meetings of the non-aligned countries and other developing countries should be held every five years.

18. In summary, and the related ideas referred to in paragraph 16 notwithstanding, the proposals to strengthen the Commission were as follows:

(a) Agenda of the Commission: to plan the agenda of the Commission with a view to alternating or rescheduling items to allow for more focused in-depth consideration;

(b) Length of sessions:

(i) To extend the Commission's biennial sessions to two weeks;

(ii) To extend the Commission's biennial sessions to three weeks;

(c) Membership: to enlarge the Commission;

(d) Timing and number of sessions:*

(i) To hold annual sessions;

(ii) To continue to hold biennial sessions to the year 2000 and in addition:

a. To hold special sessions every five years;

b. To hold a special session in 1987;

(e) Designation of the Commission: to change the name of the Commission to the Commission for the Advancement of Women.

19. It should be noted that the proposals summarized above were taken from the statements made by Member States during the debate in the Third Committee on agenda items 92 and 100 of the General Assembly, are not necessarily mutually exclusive. They are summarized above as distinct proposals for ease of analysis. For purposes of comparison, a table is annexed to this report on the size of membership and schedule of meetings of the other functional commissions of the Economic and Social Council.

*Member States suggested that special sessions might be convened in 1989, 1993 and 1997 or in 1990, 1995 and 2000, in which case the regular sessions in 1990 and 2000 might be extended from 8 days to 15 days.

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15 to 26 July 1985 (A/CONF.116/28 and Corr. 1-4), chap. I, sect. A. The report will be issued as a United Nations sales publication.

2/ Report of the World Conference of the International Women's Year, Mexico City, 19 June-2 July 1975 (United Nations publication, Sales No. E.76.IV.1), chap. II, sect. A.

3/ Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14 to 30 July 1980 (United Nations publication, Sales No. E.80.IV.3), chap. I, sect. A.

4/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15 to 26 July 1985 (A/CONF.116/28 and Corr. 1-4), annex I, chap. I, sect. A.

5/ In statements to the Third Committee (Social, Humanitarian and Cultural Questions) of the General Assembly, 40 Member States dealt with questions contained in the present report.

6/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15 to 26 July 1985 (A/CONF.116/28 and Corr. 1-4), annex I. The report will be issued as a United Nations sales publication.

Annex

MEMBERSHIP, REGIONAL DISTRIBUTION AND MEETINGS OF THE
FUNCTIONAL COMMISSIONS OF THE ECONOMIC AND SOCIAL COUNCIL

Commission	Head- quarters	Size of membership					Regional representation					Meetings		
		1946	1950-		1965-		Africa	Asia	Latin America	Western European and other Socialist States of Eastern Europe		Frequency	Sessions in 1985	Duration (days)
			1951	1961	1966	1985								
Statistical Commission	New York	12	15	18	24	24	5	4	4	7	4	Biennial	23	8
Population Commission	New York	12	15	18	27	27	7	5	5	7	3	Biennial	23	8
Commission on Social Development	New York	18	-	21	32	32	8	6	6	8	4	Biennial <u>a/</u>	29	8
Commission on Human Rights	Geneva	18	-	21	32	43 (1979)	11	9	8	10	5	Annual	41	30
Commission on the Status of Women	Vienna	15	18	21	32	32	8	6	6	8	4	Biennial <u>b/</u>	30 (1984)	8
Commission on Narcotic Drugs	Vienna	15	-	21	24	40	no electoral quotas					Biennial <u>b/</u>	31	

a/ Annually until 1971.

b/ Plus 3 special sessions.

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20 February 1986

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COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 25 February - 5 March 1986
Item 4 of the provisional agenda*

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN ACCORDANCE
WITH THE AIMS OF THE CONVENTION ON THE ELIMINATION OF ALL
FORMS OF DISCRIMINATION AGAINST WOMEN

Measures taken and results achieved in pursuit of equal
opportunity for women in the organizations
of the United Nations common system**

Note by the Secretariat

* E/CN.6/1986/1

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Introduction

1. In ECOSOC resolution 1984/11, the Secretary-General was requested to invite, through ACC, organizations within the United Nations common system to provide information concerning measures taken and results achieved in pursuit of equal opportunity for women. Such information should be presented to the Commission on the Status of Women at its thirty-first session (February-March 1986).
2. The item was subsequently placed on the work programme of CCAQ(PER) by the Organizational Committee of ACC, in response to which the present note has been prepared.
3. It should be noted at the outset that since the adoption of the ECOSOC resolution (May 1984), considerable information on the status of women in the organizations of the common system has already been made available by organizations, notably in the context of documentation for the United Nations World Conference to Review and Appraise the Achievements of the United Nations Development for Women: Equality, Development and Peace (A/CONF.116/) and of a study prepared by the secretariat of the International Civil Service Commission (ICSC) on special measures for the recruitment of women (ECSC/22/R.14 and Add.1). The present paper therefore consists largely of a compilation of information already provided, updated as necessary.

The current situation of women in the United Nations system

4. Annex I to this paper provides data on the number of women Professional staff at each grade level in the organizations of the United Nations common system (both in terms of numbers and as a percentage of the total), as at 31 December 1979 and 31 December 1984. 1/ An analysis of these data shows a clear overall increase in the number of women Professional staff in the organizations during the five-year period in question. In a few instances, there has been only a marginal increase (or even a decrease) at the P-1 and P-2 levels, but where this phenomenon occurs, it is usually offset by increases further up the scale - the natural result of career movement. On the whole, progress at the more junior levels (P-1, P-2 and P-3) has been encouraging, and at the P-4 level, the increase is in some instance quite appreciable. At the P-5 level and above, however, progress continues to be slow, this fact was pinpointed in the ICSC study, which noted that "there appears to be a barrier to the advancement of women beyond the P-4 level". 2/
5. Further statistics produced for the ICSC study showed that two-thirds of Professional women work in occupations that provide support services to the substantive programmes of the organization, and that the majority of these women come from two regions of the world (Western Europe, North America and the Caribbean). 3/

1/ Source: CCAQ personnel statistics for 1979 and 1985. At the time of preparing this paper, statistics reflecting the position at the end of 1985 were not yet available.

2/ ICSC/22/R.14, para. 17.

3/ Based on regional distribution in use in the United Nations Secretariat.

6. The organizations are aware of these three problem areas: need for greater representation at the senior levels, need for greater involvement in the substantive mainstream of the organizations' work and need for a broader geographical base. They are working actively to improve the situation in this regard. It must, however, be borne in mind that the situation varies very much from organization to organization. With regard to the establishment of targets, for example, it is by no means accepted by all organizations that target setting in itself is a practicable option. Some organizations have set such targets and have had varying degree of success in reaching them, but others question the use of targets and accordingly have not set any. Some organizations which established targets have had to review and sometimes defer them, due to various problems encountered (e.g. outbacks in recruitment in general). As a general statement, larger organizations with a broad spectrum of activities have had some success in meeting and achieving targets, other agencies with specific technical activities have, on the whole, been less successful in this regard and may need to examine other approaches.

7. At the same time, the organizations are conscious of the dilemma posed by the need to reconcile the two requirements of greater representation of women on the one hand, and broader geographical representation on the other. While the two requirements are not incompatible, the need to satisfy them has to be recognized as a constraining factor.

8. The same holds true of balancing the call for increased representation of women at senior policy-making levels within a specific time-frame (which may mean reporting to outside recruitment) with the policy, at least in some organizations, of promoting career development from within.

9. The factors described above do not represent insurmountable obstacles, but they do pose real problems. While the overall results may be less than satisfactory to some, the organizations believe that definite progress has been achieved in recent years, and that this progress can be sustained.

10. This paper describes a series of recent initiatives taken at the common system level and the level of individual organizations designed to improved the status of women and promote equal opportunity in service.

A. At the common system level

11. As noted in paragraph 3, the International Civil Service Commission (ICSC) considered at its twenty-second session (summer 1985) a study prepared by its secretariat concerning special measures for the recruitment of women. This study, which was part of a series of recruitment studies approved by ICSC, contained a number of detailed recommendations to the organizations in the areas of recruitment, career development and conditions of service. The Commission endorsed these recommendations and requested the organizations to provide information at its twentieth-fourth session (summer 1986) on progress made and measures taken in their regard. The Commission's eleventh annual report will be made available to the Commission on the Status of Women. At its fortieth session, the General Assembly welcomed the recommendations and requested the Commission to provide a progress report to the forty-first session.

12. The organizations' reactions to the ICSC recommendations have been largely positive. They have endorsed the spirit and general scope of the recommendations. At the same time it has to be noted that since some of the recommendations are very general, their applicability varies from organization to organization. A number of measures called for in the recommendations were already in force in some organizations. Details will be provided to the Commission at its twenty-fourth session in the context of the monitoring exercise referred to above.

13. At its second regular session of 1985, the Administrative Committee on Co-ordination (ACC) adopted a statement on the improvement of the status of women in the United Nations system. This statement inter alia reaffirmed the commitment of the organizations to undertake the necessary measures, within the framework of their individual legislative mandates, to address actively the problem of the status of women in their respective organizations, and to take steps to increase the participation of women in decision-making and substantive programme areas. Recognizing the potential for inter-agency co-operation in this regard, ACC had requested CCAQ(PER) as a first step:

(a) to convene a meeting of senior recruitment staff in order to recommend measures for inter-agency co-operation in the recruitment of women;

(b) to examine what special measures could be taken to facilitate the inter-organizational mobility of women staff members in the United Nations system.

ACC also decided to keep the item "improvement of the status of women in the United Nations system" in its programme of work for 1986.

14. In response to the ACC decision in (a) above, a meeting of senior recruitment staff is being organized in spring 1986. This represents at the same time a follow-up of ICSC recommendation (a) which calls for the holding of a meeting of the heads of recruitment to discuss common prospection procedures and strategies. While the scope of the meeting has to be reviewed by CCAQ(PER), it is envisaged that this will include the discussion of joint prospection procedures, exchange of roster data, strengthening of recruitment, recession, improvements in channels of contact with Member States (use of the United Nations system's field network in this respect), review and evaluation of publicity campaigns and recruitment literature, measures to increase the number of women in technical co-operation activities, etc.

15. By pledging efforts to increase the participation of women in decision-making and substantive programme areas, the ACC statement also addresses the concern expressed in the ICSC study that more women need to be brought into the mainstream of the substantive work of the organizations.

16. The issue of the inter-organizational mobility of women staff members will be reviewed further by the organizations at the sixty-fifth session of CCAQ(PER) (summer 1986). The general issue of enhancing mobility has been in the forefront of the organizations' concerns in recent years, since 1982 a series of measures aimed at removing constraints to mobility have been

adopted. While these measures were not specifically designed to promote the mobility of women (being aimed principally at increasing staff movement to and in the field), they have assisted women staff members equally with men.

17. Recognizing that constraints to spouse employment, either within or outside the organization, could in some circumstances inhibit the mobility of women, the organizations considered this issue in 1984 on the basis of a study prepared by UNICEF on employment opportunities for spouses (ACC/1984/PER/29). A series of recommendations were formulated by the organizations in this regard, including the need to advise staff members of employment opportunities for spouses at the duty station of assignment, the desirability of orientation and awareness training for relocated staff and spouses, and the need for flexibility in the granting of special leave without pay for staff members separated from their spouses for reasons of employment. It was agreed that the situation would be reviewed after several years.

18. In conclusion, the organizations have noted that the resolution adopted by the General Assembly at its fortieth session on the results of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women requests action by the organizations of the common system (establishment of new five-year targets, establishment of focal points on women's issues) which parallels certain of the recommendations of the International Civil Service Commission.

B. At the organization level

19. Along with recent development at the common system level, steps have been taken by a number of individual organizations to improve the status of women. Annex II provides in tabular form a breakdown by organization of progress in certain areas (targets established and achieved, and the establishment of a focal point for women's affairs). This table, which was originally prepared for the above-mentioned ICSC study, has been updated to reflect the position as of January 1986.

20. In addition, the information given below provides an overview of action being taken within the organizations to enhance the status of women, both in terms of recruitment targets and action programmes to increase the number of women at senior policy-making levels, and in the area of conditions of service in general. While attention is concentrated on initiatives taken during 1984 and 1985, it should also be recalled that policy statements on women were issued earlier by the United Nations, the ILO, UNESCO and UNDP.

(i) Measures to increase the representation of women in the organization

21. In the United Nations secretariat, the Secretary-General submitted a report to the fortieth session of the General Assembly (A/C.5/40/30) containing a detailed action programme, drawn up by the Office of the Co-ordinator for the Improvement of the Status of Women in the secretariat. The programme is designed to overcome the main obstacles to women's integration into the substantive work of the organization, and to introduce work plans for the forthcoming biennium aimed at the creation of a framework for the advancement of women as an integrated component of the organizations'

policy-making process. As an immediate step, the Secretary-General has set an overall target of 30 per cent for the recruitment of Professional women during the biennium 1986-1987. The action programme consists of two phases. The first, to be concluded by June 1986, will lead to concrete policy recommendations, timetables and procedural programmes. The second (up to June 1987) will see the full implementation of the policies and procedures development during the first phase, with the emphasis shifting to the monitoring of operational activities and the integration of these new approaches into the day-to-day operations of the organizations. The implementation of the programme will be monitored throughout by a high-level steering committee which will report directly to the Secretary-General on the progress made. The United Nations General Assembly, in resolution 40/258B, welcomed the programme.

22. In September 1984, the Executive Director of the United Nations Children's Fund (UNICEF) established a joint staff/management Task Force on the Situation of Women in UNICEF. The Task Force report was issued in April 1985 and the Executive Director responded in May 1985, endorsing most of the Task Force's recommendations, including the establishment of a target of one-third Professional women by 1990, with a significant increase at senior levels, as well as detailed monitoring mechanisms. As a follow-up to the Task Force report, UNICEF has issued to all its offices guidelines on monitoring the situation of women in UNICEF. The purpose of these guidelines is to assist heads of offices in undertaking appropriate action to ensure that the Executive Director's decisions on the situation of women are carried out.

23. The World Health Organization (WHO) commissioned an outside consultant to carry out a study on the recruitment of women in WHO, which was completed in January 1985. The Director-General reacted favourably to a number of recommendations made in the report and asked the steering committee which had participated in the original project to monitor progress in January 1986 and 1987. It should also be noted that in January 1985, the WHO Executive Board increased from 20 to 30 per cent the target for the proportion of women in the Professional and higher categories (see also Annex III).

24. UNESCO, which set a target of 27 per cent of Professional women by 1982, has maintained this target and deferred the target date to 1987. Other organizations which have established numerical targets include UNDP (30 per cent by end of 1980) and the ILO (25 per cent by 1985).

(ii) Measures to ensure equality of treatment in service

25. The areas singled out by ICSC for improving conditions of service for women included establishment of anti-discrimination and anti-harassment measures, facilitating the employment of spouses, reviewing leave arrangements (flexible working hours, part-time work) and supporting child-care facilities. As noted above, the organizations have all these recommendations under review, below is given a synopsis of action already taken.

(a) Anti-discrimination and anti-harassment measures

26. A number of organizations have issued guidelines on equal treatment for men and women, and those that have not are considering the possibility of doing so.

27. Most, if not all organizations, have established some form of conciliation mechanism to be used for the more or less informal hearing of complaints prior to a formal appeal. These conciliation procedures may take a variety of forms, e.g. Grievance Panel (United Nations), Ombudsman Panel (UNDP), Ombudsman (WHO), informal review system (ILO), or other arrangement. While not specifically designed to deal solely with women's grievance (except in the case of UNESCO, which has a mediator who reports directly to the Director-General), these conciliation procedures have sometimes proved useful in dealing with such cases. The work plan of the Office of the Co-ordinator for the Improvement of the Status of Women in the United Nations Secretariat (see also para. 20) includes a review of the adequacy of existing systems.

(b) Employment of spouses

28. As noted in paragraph 17 above, this subject was discussed recently at the common system level, with certain policy recommendations being formulated.

29. It will be recalled that in 1980 the United Nations amended its staff rules to introduce greater flexibility with regard to the employment of spouses and established guidelines regarding the assignment of married couples to the same duty station. These more flexible arrangements are also applied by UNDP, UNICEF and UNHCR. The ILO has similarly relaxed provisions concerning the employment of spouses and joint assignments for married couples.

30. WHO is currently undertaking a study, together with other specialized agencies, on the practical implications of relaxing policies prohibiting the employment of spouses.

31. In organizations which have a policy of rotation of staff among duty stations, the question of employment of spouses is a potentially serious issue (though one not necessarily confined on women). In recognition of this, a joint UNDP/UNICEF working group was recently set up to examine the feasibility of establishing a reciprocal arrangement between the two organizations for the employment of their staff members' spouses. The group is currently studying specific recruitment modalities.

(c) Flexible working hours and part-time work

32. Working arrangement such as flexible working hours and part-time work have been introduced in certain organizations which have found this desirable. Part-time work can help to increase the number of women staff members by allowing them to combine their family responsibilities with their professional career. In most cases, it has been introduced for locally-recruited staff only, although the United Nations has recently instituted part-time work for Professional language staff. The organizations continue to keep the matter under review.

(d) Child-care facilities

33. The organizations support in principle the establishment of child-care facilities, and the facilitation of their use, at the same time, the practical and financial considerations involved have to be carefully weighed. Child-care facilities have been established in Geneva, and more recently in New York, with assistance from organizations located in those duty stations. UNIDO has made available resources for establishing a child-care centre in Vienna, which is expected to become operational during 1986. Child-care facilities sponsored by the organizations will thus shortly be available in the three largest duty stations of the United Nations system. The guidelines issued by UNICEF to its field offices (see para. 22 above) draw attention to local initiatives undertaken by a few field offices in organizing breast-feeding/crèche facilities and call upon all other field offices to explore the possibility of instituting similar arrangements locally.

ANNEX I

Table A:	Number of male and female staff by Professional grade: situation at end 1979
Table B:	Number of male and female staff by Professional grade: situation at end 1984
Table C:	Female staff by Professional grade as a percentage of total Professional staff at that grade: situation at end 1979 and 1984

Notes

- a) Source: CCAQ Personnel Statistics
- b) UG = all staff above the D-2 level
- c) UN = UN Secretariat
- d) OTHER UN = UNITAR, UNRWA, ITC, ICSC, ICJ and UN
- e) Figures for the ILO include the International Centre for Advanced Technical and Vocational Training, Turin
- f) Figures for WHO include PAHO.

Table A

Number of male and female staff by Professional
grade: situation at end 1979

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UN	Male	117	486	941	1353	1223	447	201	48
	Female	39	246	325	207	67	14	2	3
UNDP	Male	60	94	131	185	150	118	61	13
	Female	35	51	50	29	8	4	2	0
UNHCR	Male	16	67	57	39	36	7	7	1
	Female	7	19	6	7	2	1	0	0
UNICEF	Male	10	64	89	131	83	23	18	1
	Female	5	36	32	22	9	2	1	1
OTHER UN	Male	0	14	50	89	69	26	10	4
	Female	0	12	6	5	3	0	0	0
ILO	Male	46	97	159	440	457	128	18	13
	Female	7	23	62	56	17	1	1	0
FAO	Male	189	311	349	1114	855	269	35	17
	Female	42	85	78	53	16	4	0	0
UNESCO	Male	20	78	133	349	497	95	21	10
	Female	11	72	71	59	41	2	0	0
WHO	Male	29	126	215	598	541	125	32	16
	Female	31	76	147	79	27	4	1	0
ICAO	Male	0	22	68	238	207	27	5	1
	Female	0	8	34	4	0	0	0	0
UPU	Male	1	6	16	23	25	6	3	2
	Female	0	4	4	2	0	0	0	0
ITU	Male	7	21	43	146	165	41	1	9
	Female	0	4	12	7	2	0	0	0
WMO	Male	5	19	27	67	48	14	0	2
	Female	1	6	5	2	0	0	0	0
IMO	Male	1	3	9	29	45	6	6	3
	Female	0	5	8	1	0	0	0	0
WIPO	Male	1	5	11	16	15	10	1	3
	Female	0	3	0	2	1	0	0	1

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
IFAD	Male	0	1	6	10	21	8	1	5
	Female	0	1	0	1	0	0	0	0
IAEA	Male	7	27	103	150	111	15	6	7
	Female	4	24	12	12	1	0	0	0
GATT	Male	0	14	25	14	16	14	2	4
	Female	1	11	12	6	2	0	0	0

Table B

Number of male and female staff by Professional
grade: situation at end 1984

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UN	Male	126	487	870	1162	1178	431	147	58
	Female	44	257	390	312	101	27	4	3
UNDP	Male	92	107	111	193	219	148	68	15
	Female	62	76	48	57	20	5	2	1
UNHCR	Male	17	112	127	94	43	22	7	2
	Female	7	50	49	5	5	1	0	0
UNICEF	Male	48	175	229	219	104	43	20	4
	Female	36	93	91	54	16	0	2	0
OTHER UN	Male	0	10	55	90	84	29	09	6
	Female	0	11	16	8	2	0	0	0
ILO	Male	34	75	142	308	425	111	24	11
	Female	22	50	68	50	18	1	0	0
FAO	Male	150	242	383	908	885	272	53	14
	Female	39	111	93	66	17	5	0	0
UNESCO	Male	20	58	151	302	421	81	13	11
	Female	16	63	84	74	35	7	2	0
WHO	Male	17	97	188	426	571	121	37	17
	Female	23	55	111	91	37	4	1	0
ICAO	Male	1	19	70	265	156	33	6	1
	Female	0	14	24	9	1	0	0	0
UPU	Male	1	5	20	18	10	8	3	1
	Female	0	3	7	1	1	0	0	0
ITU	Male	6	25	45	126	141	30	0	8
	Female	0	6	14	6	1	0	0	0
WMO	Male	2	5	29	60	63	14	2	2
	Female	0	2	12	3	3	0	0	0
IMO	Male	2	2	10	30	46	5	6	1
	Female	3	1	7	4	0	0	0	0
WIPO	Male	0	6	14	24	19	11	1	4
	Female	0	1	5	3	1	0	0	0

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
IFAD	Male	1	2	8	16	25	9	5	3
	Female	1	1	1	3	0	1	0	0
IAEA	Male	16	45	144	193	129	26	8	6
	Female	5	30	33	7	4	0	0	0
GATT	Male	1	5	23	29	20	14	4	4
	Female	0	9	16	8	3	0	0	0

Table C

Female Staff by Professional Grade as a Percentage
of Total Professional Staff at that Grade, by Organizations:
Situation at end 1976 and end 1984

Organizations		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UN <u>1/</u>	1979	25	34	26	13	9	3	1	6
	1984	26	35	31	31	8	6	3	5
OTHER UN	1979	-	44	24	8	3	-	-	-
	1984	-	52	23	8	2	-	-	-
UNDP	1979	37	35	28	14	4	3	3	-
	1984	40	42	30	23	8	3	3	6
UNHCR	1979	30	22	10	15	5	13	-	-
	1984	29	31	28	5	10	4	-	-
UNICEF <u>2/</u>	1979	33	36	26	14	10	8	5	33
	1984	43	35	26	20	13	-	9	-
ILO	1979	13	19	28	8	4	1	5	-
	1984	39	44	32	14	4	1	-	-
FAO	1979	18	21	18	5	2	2	-	-
	1984	21	31	20	7	2	2	-	-
UNESCO	1979	36	48	35	15	8	2	-	-
	1984	44	52	36	20	8	8	13	-
WHO	1979	52	38	41	12	5	3	3	-
	1984	58	36	37	18	6	3	3	-
ICAO	1979	-	27	26	2	-	-	-	-
	1984	-	42	26	3	1	-	-	-

1/ UNIDO, which became a specialized agency as of 1 January 1986, has provided the following figures:

1979	64	40	19	6	-	4	-	-
1984	-	33	27	17	3	3	-	-

2/ UNICEF indicates some discrepancy between the CCAQ statistics and its own records, as follows:

1979	100	66	50	17	10	18	9	-
1984	75	56	58	30	24	-	15	-

Organizations		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UPU	1979	-	40	20	8	-	-	-	-
	1984	-	38	26	5	9	-	-	-
ITU	1979	-	16	22	5	1	-	-	-
	1984	-	19	14	5	1	-	-	-
WHO	1979	17	24	16	3	-	-	-	-
	1984	-	29	29	5	5	-	-	-
IMO	1979	-	63	47	3	-	-	-	-
	1984	60	33	41	12	-	-	-	-
WIPO	1979	-	38	8	11	6	-	-	25
	1984	-	14	26	11	5	-	-	-
IFAD	1979	-	50	-	9	-	-	-	-
	1984	50	33	11	16	-	10	-	-
IAEA	1979	36	47	10	7	1	-	-	-
	1984	24	40	19	3	3	-	-	-
GATT	1979	100	44	32	30	11	-	-	-
	1984	-	64	41	22	13	-	-	-

ANNEX II

Targets, Focal Points and Women's Groups, by Organization

<u>Org.</u>	<u>Overall established target for</u>	<u>Overall target reached</u>	<u>Coordinator of focal point</u>	<u>Advocacy group of/ for women staff members</u>
<u>%</u>	<u>by(date)</u>	<u>YES</u> <u>NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>
United Nations	25a/ 1982	No	Branch for the Advancement of Women, Centre for Social Development and Humanitarian Affairs, Dept. of International Economic and Social Affairs	Coordinator for Improvement of the Status of Women in Secretariat Ad Hoc Group on Equal Rights for Women in the United Nations
UNIDO	25a/ 1982	No	Division of Policy Coordination Office of the Director, Focal Point for the Integration of Women in Industrial Development Interdivisional Working Group on the Integration of Women in Industrial Development	JAC Standing Committee on Women in the Secretariat

<u>Org.</u>	<u>Overall established target for</u>	<u>Overall target reached</u>	<u>Coordinator of focal point</u>	<u>Advocacy group of/ for women staff members</u>	
<u>%</u>	<u>by(date)</u>	<u>YES</u> <u>NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>	
UNDP <u>b/</u>	30	End of 1980	No	Technical Advisory Div. Bureau for Programme Policy and Evaluation, UNDP	UNDP Staff Council on the Status of Women
			Chief, Programme Planning and Statistics Branch, Technical and Planning Division, UNFPA		
UNICEF	25 33.3	1982 1990	Yes		Task Force on the Situation of Women in UNICEF (Sept. 1984 - April 1985)
ILO	25	1985	No	Women in the Work Force	Sub-Committee of the Administrative Committee for promotion equality of opportunity and treatment between men and women (1981- 1983)

<u>Org.</u>	<u>Overall established target for</u>	<u>Overall target reached</u>	<u>Coordinator of focal point</u>	<u>Advocacy group of/ for women staff members</u>	
<u>%</u>	<u>by(date)</u>	<u>YES</u> <u>NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>	
FAO	None established		Women in Agricultural Production and Rural Development Service - Economic and Social Policy Department	Equal Employment Opportunities Liaison Offices (FEO's) for each Dept. Appointed by the Director-General	APS Working Group on the Status of Women
UNESCO	27 1982 1987 <u>c/</u>	No	Coordinator for programme concerning women	Mediator (who reports directly to the Director-General in cases of grievances submitted by women)	UNESCO Staff Association Commission on Status of Women in the Secretariat
WHO	20d/ 1984 30	No		Joint Ad Hoc Committee on Recruitment of Women	50-50 Group
ICAO			None established		ICAO Women's Information Centre, established by the Staff Assoc.
UPU	None established				
ITU	None established				

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<u>Org.</u>	<u>Overall established target for</u>	<u>Overall target reached</u>	<u>Coordinator of focal point</u>	<u>Advocacy group of/ for women staff members</u>	
	<u>%</u>	<u>by(date)</u>	<u>YES</u> <u>NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>
WMO	None established				
IMO					
WIPO					
IFAD					
IAEA	None established				
GATT					

Note: The following organizations did not make information pertinent to the above headings available: IMO, WIPO, IFAD, GATT.

- a/ For posts subject to geographical distribution.
- b/ Includes UNFPA.
- c/ Target maintained and date advanced to 1987.
- d/ Increased by Executive Board, seventh-fifth session, January 1985.

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PARTICIPATION OF WOMEN IN PROMOTING INTERNATIONAL PEACE AND CO-OPERATION

Measures of assistance provided to women inside South Africa and
Namibia and to women in South Africa and Namibia who have become
refugees as the result of the practice of apartheid

Report of the Secretary-General

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INTRODUCTION

1. The present report has been prepared in pursuance of Economic and Social Council resolution 1984/17, entitled "Women under apartheid", in which the Council requested the Secretary-General to submit to the Commission on the Status of Women at its thirty-first session a preliminary report on measures of assistance provided to women inside South Africa and Namibia and to women from these countries who have become refugees as the result of the practice of apartheid.

I. GENERAL CONSIDERATIONS

A. Concern of the General Assembly

2. In resolution 35/206 N of 16 December 1980, entitled "Women and children under apartheid", the General Assembly urged all organizations of the United Nations system, Governments, international and regional intergovernmental organizations, women's organizations and anti-apartheid groups, non-governmental organizations and other groups to give the highest priority to the question of measures of assistance to women in South Africa and Namibia during the second half of the United Nations Decade for Women. Furthermore, it appealed to all Governments and organizations to support the various projects of the national liberation movements and front-line States designed to assist refugee women and children from South Africa and Namibia.

3. In resolution 36/172 K of 17 December 1981, the General Assembly invited all Governments and organizations to observe 9 August annually as the International Day of Solidarity with the Struggle of Women in South Africa and Namibia. It invited all Governments and organizations to co-operate with the Special Committee against Apartheid in promoting solidarity with and assistance to the women and children of South Africa in their struggle for liberation, and requested the Secretary-General to ensure the closest co-operation between the Centre against Apartheid, the Centre for Social Development and Humanitarian Affairs and the Department of Public Information of the Secretariat with a view to giving maximum publicity to the plight of women and children under apartheid and to their struggle for national liberation.

4. In accordance with General Assembly resolution 38/108 of 16 December 1983, the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, held at Nairobi in 1985, paid particular attention to the problems of women in Territories under racist and colonial rule and updated the documentation on this subject produced by the international conferences on women held at Mexico City and Copenhagen in 1975 and 1980, respectively.

B. Review of international conferences, seminars and missions on women under apartheid (1979-1985)

5. An International Seminar on Children under Apartheid was held in Paris from 18 to 20 June 1979. It was organized by the Special Committee against Apartheid in co-operation with the non-governmental organizations and the Sub-Committee on Racism, Racial Discrimination, Apartheid and Decolonization of the Special Committee of International Non-Governmental Organizations on Human Rights. The Seminar reviewed the effects of apartheid on children, resistance by children against apartheid, and conditions of children refugees from apartheid. It made a series of proposals for international action.

6. The Hemispheric Seminar on Women under Apartheid was held at Montreal, Canada, from 9 to 11 May 1980. It was organized by the Ligue des femmes du Québec and other Canadian organizations in co-operation with the Special Committee against Apartheid and the secretariat of the Copenhagen Conference. In the Declaration of Montreal on Women under Apartheid, adopted at the conclusion of its deliberations, the Seminar recognized the critical need to effectively assist women in South Africa and Namibia in both the struggle for national liberation and in enabling them to make their full contribution to the reconstruction and development of their country after liberation. The Seminar also called on all organizations and individuals to demonstrate their support and solidarity with women of South Africa and Namibia by, inter alia, providing legal, political, humanitarian and other assistance to women who are victims of apartheid and to their families (see A/AC.115/L.525).

7. The International Seminar on Women under Apartheid, held at Helsinki from 19 to 21 May 1980, was organized by the Non-Governmental Organizations Sub-Committee on Racism, Racial Discrimination, Apartheid and Decolonization, in co-operation with the Special Committee against Apartheid, the secretariat of the Copenhagen Conference and UNESCO. In its Declaration, the Seminar, inter alia, condemned the inhuman and vengeful persecution by the racist régime of South Africa of many women leaders and dependants of political prisoners and invited all organizations to publicize the struggle of women in South Africa and collect material assistance to them through the national liberation movements. The Seminar also urged the United Nations, UNESCO, FAO, ILO, WHO and other specialized agencies and United Nations bodies, as well as non-governmental organizations, to strengthen and augment programmes of assistance to national liberation movements recognized by the Organization of African Unity (OAU), including projects of co-operation with women of national liberation movements for promoting the participation in the liberation struggle and in training programmes for future national reconstruction, and to furthermore augment funds from their regular budgets in order to implement these programmes (see A/AC.115/L.528).

8. The World Conference of the United Nations Decade for Women, held at Copenhagen from 24 to 30 July 1980, reviewed the situation of women and children under apartheid on the basis of the following reports:

(a) Report of the Secretary-General on the role of women in the struggle for liberation in Zimbabwe, Namibia and South Africa (A/CONF.94/5);

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- (b) Report of the Secretary-General on measures of assistance for women in southern Africa (A/CONF.94/6/Rev.1);
- (c) Report of the Secretary-General on the effects of apartheid on the status of women in South Africa and Namibia (A/CONF.94/7/Rev.1);
- (d) The effects of apartheid on the employment of women in South Africa and a history of the role of women in the trade unions (A/CONF.94/BP.16);
- (e) Summary report of the Montreal and Helsinki seminars on women and apartheid (A/CONF.94/BP.17).

On the basis of these reports, the Conference adopted resolution 45 entitled "Apartheid and women in South Africa and Namibia", 1/ in which it endorsed the comprehensive programme for measures of assistance for women in South Africa and Namibia (A/CONF.94/6).

9. On 9 August 1981, the Special Committee against Apartheid organized the first observance of the International Day of Solidarity with the Struggle of Women in South Africa and Namibia. Women leaders who attended this special meeting decided to form the International Committee of Solidarity with the Struggle of Women of South Africa and Namibia in order to promote stronger international support for the struggle of women under apartheid.

10. From 20 March to 3 April 1982, a special mission composed of representatives of the International Committee of Solidarity and the Special Committee against Apartheid visited the front-line States of Angola, the United Republic of Tanzania and Zambia to consult with Governments and national liberation movements and submitted a report on the needs for assistance, particularly as regards projects for refugee women and children from South Africa and Namibia (see A/AC.115/L.569).

11. An International Conference on Women and Apartheid was held at Brussels, from 17 to 19 May 1982. The Conference, organized by the Special Committee against Apartheid and the International Committee of Solidarity, reviewed the situation of the oppressed women of South Africa and Namibia and their struggle for national liberation, and considered measures designed to promote all necessary international assistance to them. In its Declaration, the Conference emphasized the urgent need for the widest publicity to be given to the plight of women in South Africa and Namibia and to their resistance against apartheid. It called for increased international assistance to alleviate their hardships and enable them to develop further their participation in the struggle for liberation. It appealed, in particular, for generous assistance by Governments, organizations and individuals for relevant projects of the national liberation movements and front-line States.

12. As a follow-up to the Conference, several missions of consultation were sent to States in Africa, Asia and the Pacific region and Western Europe in 1983 and 1984 in order to highlight the plight of the oppressed women of South Africa and Namibia and assistance to them by Governments and non-governmental and solidarity organizations (see A/AC.115/L.571).

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13. During the Year of South African Women (1984), an International Non-Governmental Organizations' Seminar on Women and Children under Apartheid was organized by the Non-Governmental Organizations Sub-Committee on Racism, Racial Discrimination, Apartheid and Decolonization in co-operation with the Special Committee against Apartheid.

14. From 3 to 16 April 1985, a mission of the Special Committee against Apartheid visited Angola, the United Republic of Tanzania and Zambia to consult with Governments and liberation movements. The mission, organized in preparation for the International Conference on Women and Children under Apartheid, conducted an evaluation of the needs of assistance to women and children refugees, as well as to the front-line States (see A/AC.115/L.621).

15. The International Conference on Women and Children under Apartheid took place at Arusha, United Republic of Tanzania, from 7 to 10 May 1985. It was organized by the Special Committee against Apartheid in co-operation with the Government of the United Republic of Tanzania and OAU. It publicized the plight of women and children under apartheid, and called for increased moral and material assistance to them. The Declaration of the Conference was transmitted to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women (see A/AC.115/L.623).

16. At its twenty-ninth and thirtieth sessions, the Commission on the Status of Women considered reports by the Secretary-General on the situation of women and children living under racist minority régimes and in the occupied Arab territories and other occupied territories (E/CN.6/1982/10 and E/CN.6/1984/10).

17. The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace was held at Nairobi from 15 to 26 July 1985. The situation of women and children under apartheid was discussed at the Conference on the basis of the following reports:

(a) Report of the Secretary-General on the review and appraisal of the situation of women and children living under racist minority régimes (A/CONF.116/7 and Corr.1-3);

(b) Women and apartheid in South Africa and Namibia (A/CONF.116/BP/3).

18. As part of the Nairobi Forward-looking Strategies for the Advancement of Women, the Conference recommended that full international assistance should be given to the most oppressed group under apartheid - women and children, and that the United Nations system, Governments and non-governmental organizations should identify the basic needs of women and children under apartheid and other racist minority régimes, including women in refugee camps in southern Africa, and provide them with adequate legal, humanitarian, medical and material assistance as well as education, training and employment. 2/

19. The Conference also recommended that assistance should be given to women's sections in national liberation movements in order to strengthen their work for women's equal opportunities, education and training so as to prepare them to play an important political role in the present struggle and in nation-building after liberation". 2/

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II. MEASURES AND SOURCES OF ASSISTANCE TO SOUTH AFRICAN AND NAMIBIAN WOMEN

A. Legal and humanitarian assistance

20. The United Nations Trust Fund for South Africa, which was established in pursuance of General Assembly resolution 2054 B (XX) of 15 December 1965, is made up of voluntary contributions from States, organizations and individuals, Governments of countries acting as hosts to refugees from South Africa and other appropriate bodies. It is used for the following purposes:

- (a) Legal assistance to persons persecuted under repressive and discriminatory legislation of South Africa;
- (b) Relief to such persons and their dependants;
- (c) Education of such persons and their dependants;
- (d) Relief of refugees from South Africa;
- (e) Relief and assistance to persons persecuted under repressive and discriminatory legislation in Namibia.

21. Grants under this fund are provided only to the voluntary agencies engaged in rendering humanitarian and legal assistance to the victims of apartheid and racial discrimination.

22. In 1985, the Trust Fund received \$1,931,611 in contributions and pledges and extended eight grants for purposes within its terms of reference.

23. In resolution 40/64 H of 10 December 1985, the General Assembly appealed for generous and increased contributions to the Trust Fund and for direct contributions to the voluntary agencies engaged in assistance to the victims of apartheid and racial discrimination in South Africa and Namibia.

24. In 1982 and 1985 the Special Committee against Apartheid organized two missions to the front-line States to assess the needs of South African and Namibian refugee women in the front-line States. In 1983 and 1984, the Special Committee against Apartheid undertook three missions of consultation to various capitals to publicize the plight of South African and Namibian women under apartheid and to draw the attention of Governments and organizations to specific projects of assistance to women and children presented by the women's sections of the national liberation movements of South Africa and Namibia recognized by OAU. As a result, French non-governmental organizations provided material assistance to some projects for Namibian women.

25. The Special Fund of the Special Committee against Apartheid for Assistance to Women under Apartheid was established in 1983. The Fund would need additional contributions to effectively assist refugee women from South Africa and Namibia.

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26. The General Account of the United Nations Fund for Namibia regularly provides, inter alia, relief assistance to Namibians in the fields of health and medical care, nutrition and social welfare, as well as basic relief items to Namibian refugee settlements.

B. Education and training

27. The United Nations Educational and Training Programme for Southern Africa was established by the General Assembly in resolution 2349 (XXII) of 19 December 1967 by integrating earlier special programmes to assist persons from Namibia, South Africa, Southern Rhodesia and Territories under Portuguese administration in Africa. The Programme is now granting new scholarships only to students from South Africa and Namibia, including a high percentage of women (40 per cent).

28. In 1985, the Programme received \$3,124,430 in contributions and pledges from Governments, institutions, organizations and individuals. In addition, 29 States have made offers of scholarships for training in their own countries. During this period, 929 students were sponsored under the Programme, including 400 women. The Programme provides scholarships for vocational and technical training, as well as for university, graduate and post-graduate studies in priority fields of study.

29. In resolution 40/54 of 2 December 1985, the General Assembly expressed its appreciation to all those that have supported the Programme by providing contributions, scholarships or places in their educational institutions and appealed to all States, institutions, organizations and individuals to offer greater financial and other support to the Programme in order to secure its continuation and steady expansion.

30. The United Nations Fund for Namibia is administered by the United Nations Council for Namibia in accordance with its mandate to prepare Namibia for independence. The Fund, which is financed by voluntary contributions by Governments and organizations, has three accounts, namely the General Account, the Nationhood Programme and the United Nations Institute for Namibia. The Fund provides for educational, social and relief assistance to Namibians, including a substantial number of Namibian women.

31. In the context of the Nationhood Programme, which includes training and research programmes, more than half of the 900 trainees have been women who have attended literacy courses, vocational training courses, as well as vocational rehabilitation courses for war victims and other disabled persons.

32. Since its inception in 1976, the United Nations Institute for Namibia has trained Namibians through a number of diploma courses in management and development studies. It has also organized teacher training courses. The Institute has been the source of a large pool of candidates for further training at higher levels in a variety of fields important for the future independent Namibia. Namibian women constitute more than half of those trained at the Institute and elsewhere.

33. Since 1970, the United Nations Educational and Training Programme for Southern Africa has maintained a close liaison with the Office of the United Nations High Commissioner for Refugees (UNHCR), which provides educational assistance to

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refugees up to the first level of secondary education, while the Programme provides assistance at the higher secondary, university and post-graduate level. The UNHCR programme for student refugees from South Africa and Namibia in the front-line States has continued to expand despite financial difficulties. UNHCR has provided and continues to provide material assistance for projects aimed at assisting refugee women from South Africa and Namibia in achieving local integration through self-reliance.

34. UNHCR has also co-operated with UNESCO in the preparation of educational projects for refugees.

35. UNESCO, on the other hand, has maintained close co-operation with the national liberation movements of South Africa and Namibia in the field of education. From 1984 to 1986, UNESCO has been the executing agency for eight projects in the field of education financed by UNDP.

36. ILO has been and continues to be the executing agency for a number of projects involved in vocational training and rehabilitation, occupational safety and health as well as assistance to women from South Africa and Namibia. The projects are financed by UNIDO, the United Nations Fund for Namibia, UNHCR and various Governments. In 1984, the ILO International Centre for Advanced Technical and Vocational Training organized a training programme for a group of Namibian women from the South West Africa People's Organization (SWAPO).

37. FAO has been providing material assistance, including fellowships in food economics, science and nutrition, technical assistance and food supply to the projects of the national liberation movements of South Africa and Namibia located in the front-line States. Through a number of projects, some of which were funded by UNDP, FAO has been focusing on assistance to the national liberation movements with a view to achieving self-sufficiency in the refugee communities and to acquiring skills needed for the agricultural development of their home countries once independence or majority rule have been achieved (see A/39/293).

38. The World Intellectual Property Organization informed the General Assembly that fellowships in the fields of copyright and industrial property were awarded in 1983 to several South African and Namibian refugees in the front-line States.

C. Dissemination of information

39. Over the years, the United Nations and its agencies have spared no effort in drawing the attention of international public opinion to the plight of black women under apartheid. Various United Nations bodies, as well as specialized agencies, have contributed to this publicity campaign through a variety of publications and audio-visual programmes.

40. As mentioned above, several conferences and seminars were organized or co-sponsored by the Special Committee against Apartheid with a view to drawing the attention of international public opinion to the grave situation of women under apartheid. The missions of consultation which the Special Committee against Apartheid undertook during 1983 and 1984 significantly contributed to the promotion of public awareness of the plight of black women under apartheid.

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41. Moreover in the past few years a number of studies on different subjects relating to black women and children under apartheid were prepared by experts and published by the Centre against Apartheid and Department of Public Information. Other promotional material, including pamphlets, posters, films, slide shows and television spots were also produced or co-sponsored by the Department of Public Information and the Centre against Apartheid.

III. CONCLUSION

42. Women and children play a crucial role in any society. In South Africa and Namibia, where black women are discriminated against both as women and as blacks, their role in the promotion of a peaceful, just and lasting settlement of the conflict in southern Africa can be decisive. Black women and children of South Africa and Namibia have rightly deserved the special attention and respect of international public opinion. It is of utmost significance, therefore, that the growing international moral and material support that they have been receiving be translated into effective humanitarian, legal, educational and relief assistance.

Notes

1/ See Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80.IV.3 and corrigendum), chap. I.B.

2/ See Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I.A.

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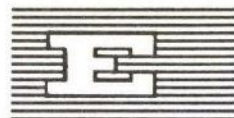
UNITED NATIONS
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COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 24 February-5 March 1986
Item 4 of the provisional agenda

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN ACCORDANCE WITH THE
AIMS OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF
DISCRIMINATION AGAINST WOMEN

Reports on the status of women in the Professional
category and above in the United Nations system

Note by the Secretariat

Corrigendum

Page 1, last line

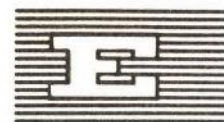
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Distr.
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E/CN.6/1986/15
7 February 1986

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 24 February-5 March 1986
Item 8 of the provisional agenda*

PROGRAMME OF FUTURE WORK, INCLUDING THE PROVISIONAL AGENDA
FOR THE THIRTY-SECOND SESSION

Programme budget for the biennium 1986-1987: programme of work
of the Department of International Economic and Social Affairs
relating to the advancement of women

Note by the Secretariat

1. At its twenty-fifth session, held from 29 April to 1 June 1985, the Committee for Programme and Co-ordination reviewed the proposed programme budget for the biennium 1986-1987, 1/ of which section 6 (Department of International Economic and Social Affairs), programme 5 (Global social development issues), includes three subprogrammes relating to women. The Committee recommended that the General Assembly should approve the programme narrative of section 6 without any change in those three subprogrammes. 2/ At its fortieth session, the General Assembly approved the proposed programme budget for the biennium 1986-1987 as recommended by the Committee for Programme and Co-ordination.

2. The programme of work for the current biennium is presented below. The programme emphasizes follow-up to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, in particular the implementation and monitoring of the Nairobi Forward-looking Strategies for the Advancement of Women, which were adopted by the Conference and endorsed by the General Assembly at its fortieth session. In addition, research is to be carried out on the establishment and maintenance of instruments relating to the status of women and on fostering the integration and participation of women in all aspects of development and peace.

* E/CN.6/1986/1.

PROGRAMME BUDGET FOR THE BIENNIUM 1986-1987

Section 6. Department of International Economic and Social Affairs

Programme 5. Global social development issues

Subprogramme 3. Analysis of the rights and status of women

(a) Resource requirements: Regular budget: \$321,400 (4 per cent of programme total)

(b) Reference: Medium-term plan 1984-1989 (A/37/6 and Corr.1), paras. 21.17-21.21a

(c) Programme elements:

3.1 Elimination of all forms of discrimination against women

Output:

(i) Reports to the Commission on the Status of Women and to the General Assembly on the status of the Convention on the Elimination of All Forms of Discrimination against Women (second quarters, 1986 and 1987);

(ii) Reports to the States Parties to the Convention on the Elimination of All Forms of Discrimination against Women on elections to the Committee on the Elimination of Discrimination against Women at meetings of States Parties to the Convention (first quarter, 1987);

(iii) Reports to the Commission on the Status of Women transmitting lists of confidential and non-confidential communications (fourth quarter, 1987).

3.2 Research and policy analysis on the rights and status of women

Output: Sales publications on enforcement measures of the Convention on the Elimination of All Forms of Discrimination against Women at the national level (fourth quarter, 1986); legislative provisions in social, economic and political spheres and in civil codes (second quarter, 1987); women and children as victims of abuse, maltreatment and violence (fourth quarter, 1987); and family violence and its effects on women (fourth quarter, 1987).

Subprogramme 4. Integration of women in development at national, regional and international levels

(a) Resource requirements: Regular budget: \$1,607,200 (20 per cent of programme total)

(b) Reference: Medium-term plan 1984-1989 (A/37/6 and Corr.1), paras. 21.22-21.26

(c) Programme elements:

4.1 Follow-up of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women

Output:

(i) Report to the Commission on the Status of Women on progress in the implementation of the Forward-looking Strategies (third quarter, 1987);

(ii) Report to the Commission on the Status of Women on concrete measures to promote specific development projects for the advancement of women (fourth quarter, 1987).

4.2 Research and policy analysis on the role of women in development

Output: Sales publication on the promotion of women's participation in development (third quarter, 1986)

4.3 Collection and dissemination of information on the role of women in development

Output:

(i) Technical publication: Revision of the directory of national machineries for the implementation of the Forward-looking Strategies for the Advancement of Women (second quarter, 1986);

(ii) Technical publication: Revision of the directory of focal points within the United Nations system on questions relating to women (first quarter, 1987);

(iii) Advancement of Women Bulletin (four issues per year);

(iv) Information Notes on the Advancement of Women (monthly).

4.4 Promotion of interorganizational programmes for the advancement of women

Output:

(i) Report to the Commission on the Status of Women on progress in the implementation of new strategies and significant developments pertaining to the advancement of women by the United Nations system (fourth quarter, 1987);

(ii) Report to the forty-first session of the General Assembly on progress in technical co-operation activities of the United Nations system for the advancement of women (second quarter, 1986).

Subprogramme 5. Participation of women in promoting international peace and co-operation

(a) Resource requirements: Regular budget: \$241,100 (3 per cent of programme total)

(b) Reference: Medium-term plan 1984-1989 (A/37/6/Add.1), paras. 21.27-21.30

(c) Programme elements:

5.1 Monitoring, review and appraisal of the implementation of the Declaration on the Participation of Women in Promoting International Peace and Co-operation

Output:

(i) Report to the General Assembly, through the Commission on the Status of Women, on actions taken by Member States with regard to the Declaration on the Participation of Women in Promoting International Peace and Co-operation (fourth quarter, 1987);

(ii) Report to the Commission on the Status of Women on concrete proposals for increasing women's role in the maintenance of peace (third quarter, 1987).

5.2 Monitoring, review and appraisal of the implementation of the Declaration on the Protection of Women and Children in Emergency and Armed Conflict

Output:

(i) Report to the Commission on the Status of Women on the condition of women and children in emergency and armed conflict situations (second quarter, 1987);

(ii) Reports to the Commission on the Status of Women on measures of assistance provided to women inside South Africa and Namibia and to women from South Africa and Namibia who have become refugees as a result of the practice of apartheid (third quarter, 1987);

(iii) Report to the Commission on the Status of Women on the situation of Palestinian women living within and outside the occupied Arab territories (fourth quarter, 1987).

5.3 Research and policy analysis on the participation of women in promoting international peace and co-operation

Output: Technical publication on the participation of women in decision-making processes related to peace and disarmament at national, regional and world levels (first quarter, 1987).

Notes

1/ Official Records of the General Assembly, Fortieth Session, Supplement No. 6 (A/40/6), vol. I.

2/ Ibid., Supplement No. 38 (A/40/38 and Corr.1), paras. 630 and 633.

UNITED NATIONS
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E/CN.6/1986/2/Add.1
18 December 1985

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 24 February-5 March 1986
Item 3 of the provisional agenda

RESULTS OF THE WORLD CONFERENCE TO REVIEW AND APPRAISE THE
ACHIEVEMENTS OF THE UNITED NATIONS DECADE FOR WOMEN:
EQUALITY, DEVELOPMENT AND PEACE

Reporting system for periodic review and appraisal of progress
in the advancement of women, at national,
regional and international levels

Note by the Secretary-General

Addendum

1. This addendum has been prepared pursuant to General Assembly resolution 40/108, in which the Assembly requested the Secretary-General, in preparing the report on the integrated reporting system for periodic review and appraisal of progress in the advancement of women (E/CN.6/1986/2), which is before the Commission on the Status of Women, to include proposals for a reporting system to facilitate the monitoring of the implementation of the Forward-looking Strategies for the Advancement of Women* by Governments, organizations of the United Nations system, intergovernmental organizations and non-governmental organizations, taking into account the experience gained during the United Nations Decade for Women: Equality, Development and Peace, the views of Governments, and the need not to duplicate existing reporting obligations, bearing in mind the need to carry out periodical in-depth sectoral reviews of progress achieved and obstacles encountered in implementing the Forward-looking Strategies to the year 2000.

*See Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), document A/CONF.116/28/Rev.1, chap. I, sect. A.

2. The attention of the Commission is drawn to the report of the Secretary-General on alternative measures to strengthen the Commission (E/CN.6/1986/13) in discharging its functions, which was prepared also pursuant to General Assembly resolution 40/108. In this report, the functions of the Commission are discussed and, in view of the new task of reviewing the implementation of the Forward-looking Strategies, some measures to strengthen the Commission are presented.

3. As described in document E/CN.6/1986/2, the integrated reporting system has evolved to encompass a broad range of issues concerning the status of women, responding to requests of Governments and dealing with activities of the United Nations system in women's issues. The aim has been to centralize the responsibility for harmonizing and integrating information on these activities and on the status of women as a basis for improved co-ordination, and to avoid duplication of effort.

4. Following the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, held at Nairobi, in 1985, two activities that are of major importance are monitoring, and review and appraisal. In view of their overriding importance and close connection, these two exercises should be adopted as the primary objectives of the integrated reporting system. To meet these objectives effectively, and bearing in mind the comprehensive range of issues covered by the Forward-looking Strategies, substantial upgrading, streamlining and systematization of the reporting system will be required in the next four years to enable the United Nations system to respond adequately and effectively to the concerns of Governments. A core reporting system, to be established by the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, would therefore need to take into account the nature of the work involved in the monitoring and review and appraisal, the methods and procedures to be adopted for collecting and analysing information and the subsequent presentation of the findings.

Monitoring

5. The monitoring exercise, a continuing process of gathering and presenting information on the situation of women, should be based, as indicated in the Strategies, on reviews, at the regional, subregional and national levels, of action taken, resources allocated and progress achieved in implementing the Strategies.

6. The Strategies recommended (para. 318) that the specialized agencies and other United Nations organizations, including the regional commissions, should establish monitoring capabilities and procedures to analyse the situation of women in their sectoral or geographical areas, and submit their reports regularly to their respective governing bodies and to the Commission.

7. The Strategies also stipulated (para. 317) that action taken and progress achieved at the national level should reflect consultation with non-governmental organizations and integration of their concerns at all levels of government planning, implementation and evaluation, as appropriate. It would therefore be essential for national machineries to be established and/or strengthened to ensure full participation in the monitoring exercise, and in particular to develop capabilities to monitor the priority areas to be recommended by the Commission.

8. The Strategies recommended (para. 319) that progress in the implementation of international standards, codes of conduct, strategies, conventions and covenants as they pertain to women should also be monitored by the Commission.

9. Since the monitoring exercise would be co-ordinated and the basic reports prepared by the Secretariat in collaboration with other bodies of the United Nations, it would be essential that methods and procedures be established to ensure harmonization of activities and to avoid duplication of effort. Moreover, to avoid the difficulties encountered with the review and appraisal for the Nairobi Conference (E/CN.6/1986/2), it would be necessary to establish mechanisms to facilitate the work of all the bodies concerned. The success of the review and appraisal would largely depend upon the effectiveness of the monitoring exercise.

10. The General Assembly, in its resolution 40/108, urged the Administrative Committee on Co-ordination to review periodically the system-wide implementation of the Forward-looking Strategies and to hold regular inter-agency meetings on women within the framework of the Administrative Committee on Co-ordination. Such meetings are being planned to discuss the methods and procedures to be adopted by the United Nations system in the monitoring of the Strategies. The participation of focal points within the United Nations system is also envisaged.

11. The monitoring exercise, which would be conducted to ensure adherence to an integrated reporting system, would therefore entail the following, as a first step:

(a) The establishment of standardized monitoring capabilities and procedures at national, regional and international levels;

(b) Adequate co-ordinating mechanisms at the global level to harmonize activities of the United Nations system;

(c) Collection and analyses of comparable information.

12. The results of the monitoring exercise would be presented as part of the integrated reporting system, to be centralized by the Advancement of Women Branch. In response to existing mandates, the reports ultimately required for submission to the Commission as components of the integrated reporting system would include the following:

(a) Compilation of selected statistics and indicators on the status of women;

(b) Results at the regional level;

(c) Results at the sectoral level;

(d) Results at the global level;

(e) Implementation of international standards, codes of conduct, strategies, conventions and covenants;

(f) Special issues, such as the participation of women in promoting peace and international co-operation, including the situation of Palestinian women, women and children in emergency and armed conflict, women and apartheid;

(g) Planning and programme activities of the United Nations system, including the status of women in the United Nations system.

13. In view of the broad scope of the issues covered, the Commission may wish to consider priority areas for initiating the monitoring exercise. Pursuant to the Commission's recommendations, such areas would provide the basis for the United Nations system to establish methods and procedures for the monitoring exercises. In its deliberations, the Commission may also wish to take into account the monitoring capabilities at the national level.

Review and appraisal

14. The review and appraisal would be an evaluation of progress made in achieving the goals and objectives of the Strategies and would be based mainly on the results of the monitoring exercise in accordance with the priority areas to be recommended by the Commission. The review and appraisal would examine periodically the effectiveness of actions taken to implement the Strategies and make recommendations for priority areas for further action.

15. Efforts would be made to focus on key cross-sectoral issues identified in the Strategies as being obstacles to the advancement of women, such as the deteriorating economic conditions, the unequal distribution of benefits of development between men and women, the problem of poverty in relation to women, the effect of a lack of peace, and the lack of women in decision-making. The review and appraisal would consider the issues selected from the perspective of the theme of the Decade for Women: equality, development and peace.

16. This major exercise would be undertaken by the Secretariat in collaboration with the regional commissions and other bodies of the United Nations system. Again, in response to General Assembly resolution 40/108, the machinery of the Administrative Committee on Co-ordination will be used for purposes of co-ordination.

17. In view of the time needed to collect, analyse and synthesize the information, the review and appraisal should only be undertaken every five years. Further consideration of the periodicity of the review and appraisal would need to take into account the deliberations on strengthening the Commission in discharging its functions.

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ALTERNATIVE MEASURES TO STRENGTHEN
THE COMMISSION ON THE STATUS OF WOMEN

Report of the Secretary-General

Introduction

1. The General Assembly, at its fortieth session, adopted resolution A/40/108 in which it endorsed the Nairobi Forward-looking Strategies for the Advancement of Women. ^{1/} It recommended, *inter alia*, that the Secretary-General should prepare a report, to be submitted to the Commission on the Status of Women at its thirty-first session, bearing in mind the remarks and concrete recommendations made during the debate at the fortieth session, in particular the proposals concerning increasing the number of Members and the frequency of meetings of the Commission and alternative measures to strengthen the Commission in discharging its functions following the United Nations Decade for Women and also recommended that the recommendations of the Commission on the matter be reported to the General Assembly at its forty-first session through the Economic and Social Council. The present report has been prepared in response to that request. The report contains a reiteration of the terms of reference and composition of the Commission; a brief history of the Commission's work; an examination of the rationale for strengthening the Commission; and a summary of the various proposals put forward in that regard at the fortieth session of the General Assembly.

Terms of reference and composition of the Commission

2. The Commission on the Status of Women is a functional commission of the Economic and Social Council. Its terms of reference, established on 21 June 1946 by the Economic and Social Council in its resolution 11 (II), are: "to prepare recommendations and reports to the Economic and Social Council on promoting women's rights in political, economic, civil, social and educational fields. The Commission shall also make recommendations to the Council on urgent problems requiring immediate attention in the field of women's rights with the object of implementing the principle that men and women shall have equal rights, and to develop proposals to give effect to such recommendations." The Commission also receives confidential and non-confidential lists of communications on alleged violations of the rights of individual women and groups of women, in accordance with Economic and Social Council resolutions 76 (V), 304 (XI) and 1983/27.

3. Originally, the Commission had 15 members. It was increased by the Council to 18 in 1951 (resolution 414B (XIII), section V), to 21 in 1961 (resolution 845 (XXXII), section I) and to 32 in 1966 (resolution 1147 (XLI)). The term of office of members is four years. The 32 members are elected by the Economic and Social Council on the basis of equitable geographical distribution according to the following pattern: (a) eight members from African States; (b) six members from Asian States; (c) six members from Latin American States; (d) eight members from Western European and other States; and (e) four members from socialist States of Eastern Europe. Each of 32 Member States of the United Nations elected by the Council for membership on the Commission according to the above pattern has one representative on the Commission.

4. The Commission is a functional Commission of the Economic and Social Council. Between 1946 and 1970 the Commission met on an annual basis. At its forty-seventh session, the Council decided, under an item on "measures to improve the organization of the work of the Council", that the Commission, together with other bodies, should meet biennially as of 1971.

Background

5. Following its establishment in 1946, the initial work of the Commission focused on the setting of international standards in the form of legal instruments, such as the Convention on the Political Rights of Women (General Assembly resolution 640 (VII)). The Commission's work in this area in the recent past culminated in the adoption of the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180 of 18 December 1979).

6. In the early 1960s, the Commission began to devote new efforts to the role of women in development on the grounds that only with the full and active participation of half of humanity would development be successful. In this connection, the Commission embarked on a long-term programme to promote the role and integration of women in economic and social development. This programme was further enhanced by the World Plan of Action on the Implementation of the Objectives of the International Women's Year, 2/ adopted in 1975 by the World Conference for the International Women's Year held at Mexico City. The Commission thereafter acted inter alia as the main United Nations body to monitor the implementation of the Plan at the regional, national and international level. This role was in keeping with that envisaged in resolution 4, adopted at the Mexico City Conference, in which it was recommended that the Commission or other representative body in the United Nations, designed to specifically deal solely with problems relating to the status of women, should continue to operate so as to ensure the implementation of ongoing projects designed to carry out the programmes set forth in the World Plan of Action and to provide an international forum for the interchange of views and the formulation of internationally acceptable principles pertaining to the status of women.

7. A third stage of the Commission's activities began in 1975 with the proclamation by the General Assembly of the United Nations Decade for Women: Equality, Development and Peace (1976-1985) (resolution 3520 (XXX) of 15 December 1975) and in 1980 with the adoption of the Programme of Action for the Second Half of the United Nations Decade for Women 3/ at the mid-Decade Conference held at Copenhagen, which further emphasized the interrelatedness of the three themes of the Decade. Having decided on subthemes for the Decade, Employment, Health and Education, Member States looked to the Commission on the Status of Women to further play the central role in the review and appraisal of progress towards the advancement of women, not only in relation to the themes

but also to the subthemes of the Decade. In addition to the widening, in practice, of the scope of the Commission's work, the Copenhagen Conference, in its resolution 40, also requested the Commission to contribute, through its work, to the establishment of the new international economic order and the formulation of the International Development Strategy for the Third United Nations Development Decade. Furthermore, the Commission in 1983 was authorized by the Economic and Social Council to consider emerging trends and patterns of communications on alleged violations of women's rights and to make recommendations in this regard to the Council.

8. Subsequently, the Commission was designated by the Economic and Social Council and the General Assembly to serve as the Preparatory Body for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, which was held at Nairobi from 15 to 26 July 1985 and which marked the end of the Decade. The Commission met four times in its capacity as preparatory body, in 1983, 1984 and 1985 and in a resumed third session in April 1985.

9. The Nairobi Forward-looking Strategies for the Advancement of Women 4/ adopted by the end-of-the-Decade Conference and endorsed by the General Assembly at its fortieth session, called for the functions of the Commission to be further expanded to include the monitoring of the implementation of the Forward-looking Strategies to the year 2000.

10. In addition to its original terms of reference, as indicated in paragraph 2 above, the functions of the Commission have therefore, over the years, been expanded to include:

- (a) Monitoring the role and integration of women in economic and social development;
- (b) Monitoring the World Plan of Action at the national, regional and international levels;
- (c) Identifying emerging trends and patterns of communications on alleged violations of women's rights;
- (d) Reviewing and appraising progress made in achieving the goals of the United Nations Decade for Women: Equality, Development and Peace;
- (e) Monitoring of the Nairobi Forward-looking Strategies for the Advancement of Women to the year 2000.

Rationale for strengthening the Commission

11. In light of the history of the Commission and the results achieved at the Nairobi Conference, a number of Member States advocated strengthening the Commission at the fortieth session of the General Assembly. Attention was drawn to the dramatic increase in the workload of the Commission in the recent past. It was pointed out that there was a need for more in-depth consideration by the Commission of specific issues. The Commission's long-standing pivotal role in co-ordinating, monitoring and promoting the implementation of measures for the advancement of women was underlined, and it was stressed that the Commission's role in that regard, and as a forum for the exchange of ideas, should be enhanced. The Commission, it was argued, should continue to serve as the focal point in the United Nations for deliberations on women's questions and policy formulation. However, to do this in future, it would be necessary to decide how best to equip the Commission to carry out its multiple and varied tasks and to

implement its mandates, including its functions in relation to the Forward-looking Strategies over the next 15 years. Moreover, many Member States believed that the Forward-looking Strategies document was likely to become the cornerstone of the Commission's agenda in the years ahead.

Proposals for strengthening the Commission

12. During the debate at the fortieth session of the General Assembly on agenda items 92 on the United Nations Decade for Women and 100 on the elimination of all forms of discrimination against women, Member States ^{5/} made a number of proposals for strengthening the Commission on the Status of Women and suggested that the Commission should consider the matter at its present session. In broad terms, Member States called for adjusting the heavy agenda of the Commission, its composition or its current pattern of meetings or some combination of these.

13. As regards the agenda of the Commission, it was suggested that the number of agenda items taken up at each session could be limited by alternating agenda items on a priority basis over a period of time as one means for achieving a more focused agenda.

14. It was proposed that the membership of the Commission should be expanded to reflect more accurately the current composition of the United Nations, it being noted that the membership of two of the other five functional Commissions of the Economic and Social Council had been increased during the last 10 years (the membership of the Commission on Human Rights was increased from 32 to 43 in 1979 and that of the Commission on Narcotic Drugs was increased from 30 to 40 in 1983).*

15. With respect to the timing and number of Commission meetings, several representatives considered that the Commission should meet annually; others proposed that the biannual session should be extended from eight days to two or three weeks; and still others suggested that special sessions of the Commission should be held every five years. Several representatives called in particular for a special session in 1987, a proposal that was linked by some delegations to the resolutions and declaration contained in an annex to the report of the 1985 World Conference. ^{6/} Another delegation supported such a special session in 1987 in order to enable the Commission to approve the medium-term plan on the role of women in development called for by the Economic and Social Council in its resolution 1985/46. In this connection the Commission may wish to refer to the report of the Secretary-General on the framework for the preparation of the system-wide medium-term plan on women and development also before it (E/1986/8).

16. Finally, it was suggested that the name of the Commission should be changed to reflect more adequately the Commission's evolving functions. The new name proposed was the Commission on the Advancement of Women.

17. It should be pointed out that most of the ideas for strengthening the Commission, as outlined above, were linked to the added task of reviewing the implementation of the Forward-looking Strategies. A number of representatives expressed views on ways to complement the Commission's role in that regard and outlined some of the special arrangements that would be needed. For instance,

*The recent experience of the Economic and Social Council in promoting more active participation of observers may also be relevant in this context.

several representatives suggested that special sessions of the General Assembly should be held every five years to review the implementation of the Forward-looking Strategies. Others proposed that consultations should be held every five years during the General Assembly. A number of representatives called for periodic regional and subregional reviews or conferences. Many representatives emphasized the need to hold a global conference in the year 2000 to assess the implementation of the Forward-looking Strategies, and some considered that such a global conference should be preceded by world conferences and associated meetings of non-governmental organizations in 1990 and 1995. Others supported the proposal contained in paragraph 340 of the Forward-looking Strategies to hold at least one world conference between 1985 and the year 2000. One representative suggested that meetings of the non-aligned countries and other developing countries should be held every five years.

18. In summary, and the related ideas referred to in paragraph 16 notwithstanding, the proposals to strengthen the Commission were as follows:

(a) Agenda of the Commission: to plan the agenda of the Commission with a view to alternating or rescheduling items to allow for more focused in-depth consideration;

(b) Length of sessions:

(i) To extend the Commission's biennial sessions to two weeks;

(ii) To extend the Commission's biennial sessions to three weeks;

(c) Membership: to enlarge the Commission;

(d) Timing and number of sessions:*

(i) To hold annual sessions;

(ii) To continue to hold biennial sessions to the year 2000 and in addition:

a. To hold special sessions every five years;

b. To hold a special session in 1987;

(e) Designation of the Commission: to change the name of the Commission to the Commission for the Advancement of Women.

19. It should be noted that the proposals summarized above were taken from the statements made by Member States during the debate in the Third Committee on agenda items 92 and 100 of the General Assembly, are not necessarily mutually exclusive. They are summarized above as distinct proposals for ease of analysis. For purposes of comparison, a table is annexed to this report on the size of membership and schedule of meetings of the other functional commissions of the Economic and Social Council.

*Member States suggested that special sessions might be convened in 1989, 1993 and 1997 or in 1990, 1995 and 2000, in which case the regular sessions in 1990 and 2000 might be extended from 8 days to 15 days.

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15 to 26 July 1985 (A/CONF.116/28 and Corr. 1-4), chap. I, sect. A. The report will be issued as a United Nations sales publication.

2/ Report of the World Conference of the International Women's Year, Mexico City, 19 June-2 July 1975 (United Nations publication, Sales No. E.76.IV.1), chap. II, sect. A.

3/ Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14 to 30 July 1980 (United Nations publication, Sales No. E.80.IV.3), chap. I, sect. A.

4/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15 to 26 July 1985 (A/CONF.116/28 and Corr. 1-4), annex I, chap. I, sect. A.

5/ In statements to the Third Committee (Social, Humanitarian and Cultural Questions) of the General Assembly, 40 Member States dealt with questions contained in the present report.

6/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15 to 26 July 1985 (A/CONF.116/28 and Corr. 1-4), annex I. The report will be issued as a United Nations sales publication.

Annex

MEMBERSHIP, REGIONAL DISTRIBUTION AND MEETINGS OF THE
FUNCTIONAL COMMISSIONS OF THE ECONOMIC AND SOCIAL COUNCIL

Commission	Head- quarters	Size of membership					Regional representation					Meetings		
		1946	1950- 1951	1961	1965- 1966	1985	Africa	Asia	Latin America	Western European and other Socialist States of Eastern Europe	Frequency	Sessions in 1985	Duration (days)	
Statistical Commission	New York	12	15	18	24	24	5	4	4	7	4	Biennial	23	8
Population Commission	New York	12	15	18	27	27	7	5	5	7	3	Biennial	23	8
Commission on Social Development	New York	18	-	21	32	32	8	6	6	8	4	Biennial <u>a/</u>	29	8
Commission on Human Rights	Geneva	18	-	21	32	43 (1979)	11	9	8	10	5	Annual	41	30
Commission on the Status of Women	Vienna	15	18	21	32	32	8	6	6	8	4	Biennial <u>b/</u>	30 (1984)	8
Commission on Narcotic Drugs	Vienna	15	-	21	24	40	no electoral quotas					Biennial <u>b/</u>	31	

a/ Annually until 1971.

b/ Plus 3 special sessions.

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RESULTS OF THE WORLD CONFERENCE TO REVIEW AND APPRAISE
THE ACHIEVEMENTS OF THE UNITED NATIONS DECADE
FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Measures for the integration of the needs and concerns
of women in planning and programme activities
of the United Nations system

Report of the Secretary-General

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INTRODUCTION

1. Deeply concerned that international efforts on behalf of women should keep pace with the heightened national efforts to concentrate on more effective national machineries and resources to ensure the integration of women into all stages of planning, monitoring and development activities, the Economic and Social Council, in its resolution 1984/12, requested the Secretary-General to examine the ways in which the needs and concerns of women could be integrated into all planning and programme activities of the United Nations system, and the implications of so doing. The Council further requested the Secretary-General to provide in the programme budget for the biennium 1986-1987 and the revised medium-term plan for the period 1984-1989 for a special financial component, within existing budgetary resources, that would reflect the need for ongoing analysis of the impact of programmes on the advancement of women.
2. It will be recalled that the Economic and Social Council, in its resolution 1980/38, referring to the fundamental purpose and functions of the Commission on the Status of Women that had been set out in its resolutions 5 (I) of 16 February 1946 and 48 (IV) of 29 March 1947, and reaffirming the need for reports based on the integrated reporting system for the continued performance of these functions by the Commission, had requested the Advancement of Women Branch to provide, for each session of the Commission, a progress report on the implementation of new strategies for women and on its work aimed at the follow-up and harmonization of activities of the various bodies of the United Nations system, including institutes and regional commissions, which contributed to the promotion of the rights of women.
3. In view of the importance of strategies for women in providing a direction towards which the integration of their needs and concerns should be geared, and the significance of work on the follow-up and harmonization of activities within the system for effective integration of those needs and concerns, as reflected in the above-mentioned request of the Council, the present report is prepared in response to both resolutions 1984/12 and 1980/38. It is designed to provide the Commission with: (a) a review of ways in which women's needs and concerns are being integrated into the activities of the organizations of the system; and (b) a review of the implementation and development of new strategies for women and harmonization activities of the Branch for the Advancement of Women. The attention of the Commission is drawn, moreover, to the two notes dealing with the financial aspects of the programme budget for the biennium 1986-1987 and the medium-term plan for the period 1984-1989.
4. The report is based on information gathered for the preparation of documentation for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi in July 1985, and on official documents of the United Nations system and statements made by the representatives of the organizations of the system at the Conference.

I. INTEGRATION OF WOMEN'S NEEDS AND CONCERNS INTO THE PLANNING AND PROGRAMMING ACTIVITIES OF THE UNITED NATIONS SYSTEM

A. General trends

5. Within the context of the overall efforts at a system-wide harmonization of planning and programming, a number of ways were used by the various organizations of the United Nations system to integrate women's needs and concerns into their planning and programming activities.

6. The nature and scope of an individual organization's substantive area of responsibility determined the need and the extent to which the women's dimension was integrated into the organizations' planning and programming activities.

7. The nature of the goals to be attained by each means varied. Some efforts were directed at facilitating harmonization of policies and approaches, others were aimed at formulating mutually supporting programmes and at co-ordinating operational activities or at improving understanding of women's issues.

B. Selective ways

8. An integrated reporting system has been developed since 1968, when the Economic and Social Council, in its resolution 1325 (XLIV), first requested that a report be submitted to the Commission on the Status of Women on the implementation of the Declaration of the Elimination of Discrimination against Women. The last report of this kind was submitted to the Nairobi World Conference. ^{1/} A note by the Secretary-General on the reporting system for periodic review and appraisal is before the Commission (E/CN.6/1986/2 and Add.1).

9. The establishment of a focal point within each organization was designed to facilitate both internal and system-wide harmonization of policies, plans and approaches, complementarity of programmes and concerted actions. The existing network of focal points proved to be vital for the preparation of the basic documentation for the Nairobi World Conference and for promoting joint planning and programming, as well as continuous consultations at the working level among the organizations of the system.

10. The establishment of an identifiable section on women in the medium-term plans of the various organizations of the system represents another way of integrating women's needs and concerns into planning and programming activities. A review of the issue of women and development in the medium-term plans of the organizations of the United Nations system was reported on to the Economic and Social Council at its first regular session of 1985 (E/1985/45). One of the major conclusions of the report was that, despite the large number of activities relating to women and development undertaken by the organizations of the system, there was a lack of coherence in terms of direction. In response to a request in Economic and Social Council resolution 1985/46, a system-wide medium-term plan will be presented to the Council at its first regular session of 1987, in time to affect the medium-term plans of the system for 1990-1995 cycle. In line with the Council's request, a paper outlining the framework of the plan is before the Commission at its current session and will subsequently be submitted to the Committee for Programme and Co-ordination for review and guidance. As a follow-up to the system-wide medium-term plan planned for completion by 1987, a cross-organizational programme analysis of the advancement of women will be undertaken in 1989.

11. The Department of Technical Co-operation for Development has, since 1981; provided a comprehensive guideline for the integration of women into technical co-operation activities. In 1982, the United Nations Development Programme reported the first results of its major attempt to obtain information on trends in women's involvement in its assisted projects from the project institutional memory (PIM), which is one of the components of its computerized programme and projects management system (PPMS). This review was made against guidelines issued in 1977 and the 1981 supplement to these guidelines. Over the years, many other organizations issued guidelines in their respective areas of competence, with emphasis on a variety of subjects and measures. Continuing efforts are being undertaken to improve this mechanism. The most recent endeavour in this respect is reflected in the report of the Administrator of the United Nations Development Programme (UNDP) on women in development, submitted to the Governing Council of UNDP at its thirty-second session (DP/1985/55).

12. A review and appraisal of the research activities of the system was included in a report 2/ submitted to the Nairobi World Conference. This review revealed that a wide variety of research activities for the advancement of women undertaken by the system seemed to have been concentrated more heavily on development, though a number of organizations had also conducted research in the area of equality and peace.

13. Work on the development of data and statistical indicators was described in a report 3/ submitted to the Nairobi World Conference. The report contained selected statistics and indicators on the status of women, describing the state of development of concepts and methods for compiling statistics and indicators, the methods followed in preparing the data base used to compile the report and their implications for further work at the national and international levels. International data collection on women is co-ordinated by the Sub-Committee on Statistical Activities of the Administrative Committee on Co-ordination. The Statistical Commission at its twenty-third session accorded high priority in the 1986-1987 programme of the Statistical Office of the Department of International Economic and Social Affairs to new work on the data base and on the dissemination of statistics on women.

14. Organizations of the United Nations system carry out data analysis activities individually as well as in co-operation with the relevant organizations within and outside the system. The results of these activities have been synthesized and used for the preparation of the basic documentation for the Nairobi World Conference. Experience gained during this exercise suggests, however, that continuous and intensified system-wide efforts are required in order to facilitate comparability and cross-referencing of data, as well as complementarity of activities. To this end, the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, in co-operation with other organizations of the United Nations system, is continuing its efforts to co-ordinate effective system-wide data collection and analysis on the situation of women.

15. With regard to the dissemination of information, some organizations produce both special and recurrent publications on their activities to promote the integration of women's needs and concerns in their respective area of competence, while others are gradually including in their general publications reports on their activities relating to the advancement of women or articles on women's issues. Although these publications are addressed to a variety of groups, such as policy-makers, planners, programmers, project managers and researchers, they are also exchanged among the organizations in the system. No attempt has been made, however, to assess the extent to which such

publications have been useful for the promotion of harmonized approach and joint planning and programming of the activities of the system in this area.

16. Some organizations have conducted training or workshops for their staff or have issued guidelines on how to integrate the women's dimension into their planning and programming activities. In order to harmonize approaches, joint planning and complementarity of programmes, inter-agency training or workshops may be desirable in the future.

17. Inter-agency consultations on women's issues have been conducted in conjunction with the sessions of the Commission on the Status of Women, and consideration of the women's dimension in the inter-agency co-ordinating mechanisms for activities in a number of mainstream development sectors, such as water and energy, has gradually become an important item. In addition, informal consultations have been much enhanced by the existence of focal points in many organizations of the system.

C. Conclusions

18. Substantial efforts have been made by the various organizations of the United Nations system to integrate women's needs and concerns into their planning and programming activities, though results may not be very satisfactory at this stage. It is fair to admit, therefore, that there is need for improvement through a thorough review of both the process and the means by which this integration takes place.

19. Integrating the planning and programme activities of the organizations of the system constitutes a simultaneous and interdependent process taking place at the governmental and secretariat levels. At the governmental level, the process takes place in the General Assembly, the Economic and Social Council, the Commission on the Status of Women, the Committee for Programme and Co-ordination, and the governing bodies of the various agencies. At the secretariat level, the process takes place within the Administrative Committee on Co-ordination and its subsidiary bodies, both substantive (sub-committees and ad hoc groups) and functional (Consultative Committee on Substantive Questions - Programme and Operations), and the respective mechanisms in the various agencies.

20. The integrated reporting system, the establishment of focal points, cross-organizational review of selected major issues of the medium-term plan, cross-organizational programme analysis, and the establishment of specific guidelines and integrated reports by UNDP resident co-ordinators have proved to be useful means of enhancing co-operation and the harmonization of planning and programming activities within the system at the secretariat level. They have identified gaps and overlaps, as well as incoherence in approaches and direction, which are crucial for an effective integration of women's needs and concerns into the planning and programming activities. Efforts are being intensified to improve these activities through clear identification and formulation of problems dealt with, the strategies proposed and the expected impact in the medium-term plan, as well as more specific programme elements with time-limited objectives and measurable output in the programme budget. Such plans and programmes would serve as a firm basis for the exercise of co-ordination of planning and programming activities at the governmental level. The preparation of a system-wide medium-term plan for women and the cross-organizational programme analysis on the advancement of women constitute a major challenge for the Secretariat in trying to provide an accurate analysis of the issues and alternative solutions to facilitate decisions on direction and guidance by intergovernmental bodies on this matter.

21. In addition to inter-agency meetings on women, the women's dimension has gradually become a subject of inter-agency co-operation and the co-ordination mechanism in a number of mainstream development sectors. Pursuant to General Assembly resolution 40/108, the Administrative Committee on Co-ordination will periodically review the system-wide implementation of the forward-looking strategies and will continue to hold regular inter-agency meetings on women in conjunction with the sessions of the Commission on the Status of Women and when deemed necessary and possible.

22. Experience suggests that the network of focal points in the United Nations system needs to be improved and further developed in order to reinforce its catalytic and promotional roles and activities for effective integration of women's needs and concerns into all planning and programming activities of the system. It is also necessary to expand its scope into the establishment of links with the national focal points or machineries and the UNDP resident co-ordinators, in order to enhance effective integration into the planning and programming of the United Nations system's operational activities at the national level. To this end, the focal points within each organization should themselves be strengthened in order to enable each of them to develop an effective internal network for integrating women's needs and concerns into their respective medium-term plan and programme budget and to play its role effectively within the system-wide network.

II. IMPLEMENTATION AND DEVELOPMENT OF NEW STRATEGIES FOR WOMEN AND HARMONIZATION ACTIVITIES OF THE BRANCH FOR THE ADVANCEMENT OF WOMEN DURING THE BIENNIUM 1984-1985

A. General trends

23. Strategies for women have evolved into a comprehensive set of sectoral and regional strategies within the conceptual framework provided by the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace. These strategies have benefited from the extensive studies and research undertaken during the Decade, which not only made visible the situation of women and the obstacles to their advancement, but also indicated emerging trends in their changing roles in society.

24. Studies and research, as well as activities aimed at improving the statistical data and indicators on the situation of women undertaken by the United Nations system and other governmental and non-governmental institutions, revealed the needs and concerns of women in a variety of socio-cultural situations, environmental contexts and economic conditions, as well as within various age groups. They also highlighted the interrelationship between these needs and concerns and the global socio-economic and political situation and thereby contributed significantly to the formulation of sectoral and regional strategies within the United Nations system, as well as strategies at the regional and national levels.

25. Specific strategies of some organizations and bodies of the United Nations system designed to achieve the goals and objectives of the Decade have been gradually translated into plans, programmes and operational activities. Depending on the degree of specificity in terms of targets and actions required, separate programmes may be established instead of adopting an approach that integrates elements within a programme or project.

26. In order to harmonize policies and plans and co-ordinate actions within the United Nations system, efforts have been made by various organizations to draw the attention of their respective governing bodies to emerging issues and

policy options relating to women. Women's issues have gradually become a standing item on the agenda of those bodies or a prominent issue to be reported to them and to the inter-agency co-ordinating mechanisms. Harmonization activities of the Advancement of Women Branch as a focal point in the United Nations system on matters relating to the advancement of women have been enhanced by its mandates to serve as secretariat for the Nairobi World Conference, during which time the organizations of the system individually as well as collectively accelerated their efforts for the advancement of women.

B. Development of sectoral and regional strategies

27. Sectoral and regional strategies have been refined during the second half of the Decade, particularly in the period 1983-1985, when efforts were intensified to review and appraise progress achieved and obstacles encountered during the Decade. The preparatory activities for the Nairobi World Conference were instrumental in refining the existing strategies as well as in generating new strategies.

1. United Nations Secretariat

28. The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, serving as the focal point for women's issues within the United Nations system and as secretariat for the Nairobi World Conference, prepared, in co-operation with relevant organizations of the United Nations system and along the guidelines provided by the Commission on the Status of Women Acting as the Preparatory Body for the Conference, a conceptual framework for renewed commitment by the international community to the advancement of women. It was structured to reflect equality in the pursuance of, and close interdependence between, the themes of the Decade (Equality, Development and Peace) and its subthemes (employment, health and education) to highlight areas of special concern, as well as areas conducive to, and requiring, international and regional co-operation. It was submitted in the form of a report 4/ to the Preparatory Body at its third session, and served as a basis for the formulation of the Nairobi Forward-looking Strategies for the Advancement of Women. 5/

29. The Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, in co-operation with relevant organizations of the system and other governmental and non-governmental organizations and institutions, continued to develop and refine strategies for elderly women, young women, physically and mentally disabled women and other groups of vulnerable women, making a total of 17 groups. The results of these efforts were reflected in chapter IV ("Areas of special concern") of the report referred to in paragraph 28 above (A/CONF.116/PC.21). Following the guidelines provided by the Sixth United Nations Congress on the Prevention of Crime and the Treatment of Offenders in its resolution 9, 6/ in which the Congress made recommendations regarding the fair treatment of women as victims of crime in criminal justice processes, and in response to Economic and Social Council resolution 1984/49, the Centre also developed strategies aimed at true equality of women, de facto and de jure, in the criminal justice system, as a necessary precondition for justice. The results of this endeavour were also reflected in the Nairobi Forward-looking Strategies and were submitted as a report of the Secretary-General (A/CONF.121/16) for consideration by the Seventh United Nations Congress on the Prevention of Crime and the Treatment of Offenders. The recognition by the international community of the importance

of this matter is reflected in resolution 6 of the Seventh Congress, on fair treatment of women by the criminal justice system, 7/ and General Assembly resolution 40/36, on domestic violence.

30. Research activities undertaken by the Population Division of the Department of International Economic and Social Affairs in matters affecting patterns of reproduction and their general reference to women and mortality, urbanization, population policies and the labour force have been expanded, following the recommendations on the status of women made by the International Conference on Population, held at Mexico City in 1984, to include the study of gender inequality and demographic behaviour under a new programme element on interrelationships between the conditions of women and population dynamics. The regular publications of the Statistical Office of the Department of International Economic and Social Affairs include statistics concerning women, and efforts are being intensified to develop statistical concepts and methodologies so as to facilitate a better understanding of the actual conditions of women and a fair assessment of their status and role in the family and society and the extent to which they contribute to and benefit from social economic development at national, regional and international levels.

31. The Department of Technical Co-operation for Development has identified, designed and implemented specially designed components for women in the projects for which it provides technical co-operation. Several such components are now being implemented in the area of statistics. The Department has reaffirmed its strategies, which stress pragmatic and integrated action at both central and local village levels. It also stresses the importance of close co-operation and networking with other relevant organizations, especially at the field level and in particular with the United Nations Development Fund for Women, as an essential factor in ensuring both the multidisciplinary approaches required, and the sharing of experience and lessons learned. The Department is also giving high priority to training users and producers of statistics on women. In the programme for the biennium 1984-1985, the Department, in conjunction with the Statistical Office of the Department of International Economic and Social Affairs, organized a workshop for Portuguese-speaking countries on statistics and indicators on women and development, held at Praia, Cape Verde, in December 1985.

32. In addition to its assessment of the impact of changing economic trends and the incorporation of women into production activities, its new mandates have provided the impetus for the activities of the Centre for Transnational Corporations for the advancement of women. In co-operation with the International Labour Organisation, it has conducted studies on transnational corporations and the employment of women in order to highlight the impact of their operations on women in general and on female employment in particular. Increased participation by women in the planning of technical co-operation in this area is also being promoted.

33. To promote the development of strategies for securing women's equal participation both as agents and as beneficiaries in the development of science and technology, the Centre for Science and Technology for Development disseminated the report of the Ad Hoc Panel of Experts on Science and Technology and Women (A/CN.11/AC.1/IV/4), which contained an analysis of issues concerning women and science and technology, and a set of recommendations for action addressed to national Governments and local authorities, the United Nations system, scientific, engineering and technological professional societies and funding agencies and to women and organizations of women.

34. Although the United Nations Conference on Trade and Development (UNCTAD) has received no specific mandates with regard to the advancement of women, an inter-divisional task force has been set up to monitor the system's activities for the advancement of women and to facilitate the co-ordination of its contribution to such activities. UNCTAD is fully aware of the important role women can play in the world-wide effort to revitalize the world economy and reactivate the development process of the Third World. In co-operation with the International Research and Training Institute for the Advancement of Women (INSTRAW), a programme of policy-oriented work on the impact of technological development on the advancement of women is being implemented in order to promote the development of strategies for the integration of women in all aspects and at all levels of trade.

2. Regional commissions

35. Within the framework of activities for the preparation of the Nairobi World Conference, the regional commissions held a series of meetings, at both technical and governmental levels, in which they formulated and adopted regional strategies that were submitted to the Conference (A/CONF.116/9 and Corr.1). Though they constitute a multiple set of strategies designed to meet the various needs of the region in response to their respective socio-cultural background, natural environment, political ideology and level of economic development, they have, together with sectoral strategies, served as a basis for the formulation and adoption of the Nairobi Forward-looking Strategies for the Advancement of Women.

3. Other bodies and programmes

36. The General Assembly, in its resolution 39/122 of 14 December 1984, welcomed the statute of INSTRAW, an autonomous body that serves as a vehicle at the international level devoted to research and training activities, contributing to the greater participation of women in development, raising awareness of women's issues world-wide, and helping women to meet new challenges and take new directions. According to the Institute's programme budget for the biennium 1984-1985, the activities of INSTRAW have been focused more on a proper assessment, adequate appraisal and sufficient recognition of women's role and contribution to development, especially mainstream development sectors, as well as on the promotion of self-reliance and participation at decision-making levels. One subprogramme was devoted to the role of women in the International Drinking Water Supply and Sanitation Decade, and one to the role of women in the implementation of the Programme of Action of the United Nations Conference on New and Renewable Sources of Energy.

37. The General Assembly, in its resolution 39/125, decided that the activities of the Voluntary Fund for the United Nations Decade for Women would be continued through the establishment of a separate and identifiable entity in autonomous association with UNDP, reporting regularly to the Commission on the Status of Women. A forward-looking assessment of the Fund's activities (A/39/569) was conducted and the result provided valuable lessons for women and development for technical co-operation and for future directions for the work of the Fund. Participation in the UNDP country programming exercises was intensified, in order to provide appropriate support for the promotion of women's participation in the national development process aimed at both their advancement and the attainment of their country's objectives.

38. In the area of development assistance, the Administrator of UNDP submitted to the Governing Council at its thirty-second session in June 1985 a report (DP/1985/55) in which two issues were highlighted. One was the trends and patterns in women's participation in the activities supported by UNDP;

in the other the kind of assistance that was needed was identified as being that assistance supported the continuing institutionalization of a standing concern for women's participation in all aspects of project design and planning, and increased staff training on women in development. Also submitted to the Council at its thirty-second session was a summary report on an inter-organizational assessment of women's participation in development (DP/1985/10). The report contained a comprehensive set of findings and recommendations for action by Governments, United Nations system organizations and non-governmental organizations. Short and medium-term action required by both Governments and the United Nations system, as well as areas where initiatives by and competence of non-governmental organizations might assist technical co-operation efforts, were identified and alternative procedures for making proposals were described.

39. In line with the Declaration of Mexico and the recommendations of the International Conference on Population in 1984, which contain a separate section on women's concerns, the United Nations Fund for Population Activities (UNFPA) reaffirmed its 10-year-old strategy, calling for special attention to the participation of women in the design and implementation of all population projects. It emphasized that providing advice and the means for women to control their fertility was one of the most important avenues to improving women's status, and was a significant factor in attaining balanced population growth and an equilibrium between population and life-support systems.

40. The Industrial Development Board adopted consecutively at its seventeenth, eighteenth and nineteenth sessions conclusions and recommendations on the integration of women in development. 8/ Emphasis was placed on the importance of establishing programmes to ensure equal treatment of women in industry, on training programmes for UNIDO staff and on increasing the technical and managerial competence of women in industrial areas. The Fourth General Conference of UNIDO, in 1984, adopted a resolution on the integration of women in industrial development, 9/ presenting a series of actions to be performed by Governments and UNIDO, and calling upon the Executive Director to report periodically to the Industrial Development Board on the progress achieved on their implementation. A new programme element on the integration of women in industrial development was introduced in the programme budget of UNIDO for the biennium 1986-1987.

41. Within the framework of its medium-term perspective (1982-1987), the United Nations University, in co-operation with INSTRAW, is implementing a project entitled, "Household, gender and age (1983-1985)", to examine a more global dimension of the changing and multiple roles of women. The project analyses the changing relationships among members of the household and the interaction of households with major socio-economic transitions in the rest of society through the use of a life-course and time-budget approach. The result of the study is expected to contribute to better understanding and appreciation of the changing and multiple roles of women and the interdependence between this factor and the process of change prevailing in society at local and international levels.

42. In the area of shelter, the combined priority target of the Office of the United Nations High Commissioner for Refugees and the United Nations Centre for Human Settlements (Habitat) constitutes about a quarter of the world population. The large majority are women and children who lack adequate shelter, live under extremely unhealthy and unsanitary conditions in neglected rural settlements and in urban slums and squatter areas, often precarious places where floods, landslides and other "natural disasters" occur. The need

for concerted and co-ordinated action for the improvement of shelter conditions in these areas provides the impetus for the 1987 International Year of Shelter for the Homeless. National and local shelter strategies are aimed at a two-fold attack on poverty and unemployment, whereby employment opportunities and prospects for women in both formal and informal sectors can be increased. As most of the income-generating activities of the underprivileged women are in the informal sectors, emphasis is given to improved shelter and neighbourhood development that expands the possibilities for women to work in or near their homes. Habitat is also undertaking steps to examine how it can promote, monitor and evaluate, on a permanent basis, the role of women in human settlement development. It co-sponsored an advisory seminar on women and shelter, organized by the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs (Advancement of Women Branch) in December 1985, to enhance the participation of national machineries for the advancement of women in formulating recommendations for further development of strategies in this area.

43. UNICEF has reaffirmed its commitment to the strengthening of actions that yield direct social, health and economic benefits to women living in poverty: for their own well-being, for the improvement of women's condition as a necessary prerequisite for social development, and for children's well-being. Women-centred programmes are no longer seen as being separate from the primary mandates of UNICEF, but are now recognized as being integral to the successful achievement and long-term sustenance of the Child Survival and Development Revolution. A policy review paper on the UNICEF response to women's concerns (E/ICEF/1985/L.1) was submitted to the Executive Board at its 1985 session.* One of the major recommendations stressed the need to strengthen and reinforce the relationship between programmes for women and the child survival and development strategies. In addition, a set of specific measures for action was proposed.

44. The World Food Programme gives priority in food-for-work projects to women, based on the fact that they would: (a) confer on women security of ownership and/or control of, and continuous access to, the productive assets created or transformed by their labour; (b) reduce women's domestic work burden and improve productive capacity and female labour supply; (c) create employment opportunities that sustain, over the long-term, the benefits women derive from projects; and (d) provide on-site support services to women.

4. Specialized agencies

45. UNESCO has emphasized the need for considerable efforts to clarify the ways in which sexual discrimination works and how it can be countered; within the framework of its medium-term plan 1984-1989, it has expanded its activities in the area of research and studies related to women. It has also maximized its contribution to the global efforts for the advancement of women, particularly through education, science and technology and cultural endeavours. Education is viewed as one of the most potent factors for changing women's lives and, therefore, UNESCO is endeavouring to ensure that women have at least a basic education. Increasing emphasis is being placed on the messages transmitted by teachers and school books, mass media and cultural industries regarding the role of men and women. An increasing effort is being made to encourage the entry of girls and women into the fields of science and

*A revised version of this report (E/ICEF/1985/INF.3) was prepared for the Nairobi World Conference.

technology in order to enable women to shape the future of their society.* Efforts are being intensified to secure equitably shared responsibilities between women and men in decision-making in social, cultural, economic and political life, so as to arrive at a balance of power between men and women.

46. At the 71st session of the International Labour Conference a resolution was adopted on equal opportunities and equal treatment for men and women in employment. The resolution reaffirms the validity of the Declaration on Equality of Opportunity and Treatment for Women Workers and a Plan of Action adopted by the Conference at its 60th session in 1975, with a view to Promoting Equality of Opportunity and Treatment for Women Workers. It also describes specific actions to be undertaken by Member States and the International Labour Organisation (ILO). It invites the Governing Body of ILO to consider the possible need for additional standards on equality of opportunity and treatment and, when elaborating new standards to bear in mind the interests of women workers. A paper prepared by the International Labour Office served as a basis for discussion by the Conference at its 71st session under agenda item 7 "Equality of opportunity and treatment for men and women in employment". The measures for action by ILO set out in the resolution, as well as those contained in the Nairobi Forward-looking Strategies for the Advancement of Women, have been incorporated into the ILO programme budget for the biennium 1986-1987, which, among other things, will be focused on measures aimed at the advancement of women in employment within the framework of economic and social policies promoting full, productive and freely-chosen employment.

47. The World Health Organization (WHO) has consistently developed and elaborated strategies for women. In order to attain the objectives of the women's dimension of the strategy "Health for All by the Year 2000", namely, to improve women's health status, to increase resources for women's health, to facilitate women's health care roles, and to promote equality in health development, measures have been formulated within the three broad categories of the WHO Seventh General Programme of Work, covering the period 1984-1989. These include: (a) direction, co-ordination and management; (b) health system infrastructure; and (c) health science and technology. Emphasis has been placed on the underprivileged, the majority of whom are women and children. Recognizing how the various socio-economic factors related to the status of women affect and are affected by their health, emphasis has been placed on the integration of women into all aspects of health development and on the improvement of the situation of women with regard to their specific health needs. In view of the crucial role played by women as providers of health care inside and outside the family, in the control of epidemic diseases, in the implementation of promotive and preventive health measures, and in the control of their fertility, priority is given to the promotion of the participation of women at decision-making levels.

48. The Food and Agriculture Organization of the United Nations (FAO) has adopted the following three approaches: separate projects for rural women; components in other projects; and, most importantly, integrated projects which, at the initial stage, identify the most relevant beneficiaries by gender throughout the broad range of activities in agriculture, fisheries and forestry. Projects for food production, marketing and credit, prevention of food losses, small-scale irrigation, and dairy development have been redesigned in order to emphasize women's role and interests, often through women's groups and organizations. The 1984 World Food Day observance was

*A document entitled "A report on science and technology; a future for women" was commissioned by UNESCO for the Nairobi World Conference.

devoted to women in agriculture and in food production. To further articulate women's contribution to food security, a film entitled The Forgotten Farmers: Women and Food Security was produced in connection with the fortieth anniversary of FAO. In its programme budget for the biennium 1984-1985, the subprogramme "home economic and social programmes" is replaced by a subprogramme entitled, "women in agricultural production and rural development". Separate data on women in development activities have been included in the FAO computer programme system and a periodic review of women and development activities has become part of the activities of the FAO Office of Programme Budgeting and Evaluation.

C. Harmonization activities of the Advancement
of Women Branch

49. The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, which, as reaffirmed in Economic and Social Council resolution 1984/12, is the focal point for women's issues in the United Nations system, has continued to promote harmonization of the following activities: backstopping of technical co-operation activities and provision of advisory services; elaboration and review of international standards; research, data collection and analysis; dissemination of information and experiences; review and appraisal of progress made and obstacles encountered; and formulation, elaboration and refinement of strategies for the advancement of women.

50. In the area of technical co-operation, the Branch has convened two regional seminars on forward-looking strategies and one interregional seminar on women and shelter, under the United Nations Programme of Advisory Services for the Advancement of Women. The regional seminars were designed to provide support to the formulation of regional strategies within the context of the regional contribution to the Nairobi Forward-looking Strategies for the Advancement of Women. The seminar on women and shelter was organized to provide representatives of national machineries for the advancement of women in developing countries with technical and conceptual information to facilitate the identification of special issues of concern to women on the question of shelter and to influence the institutionalization of a women's component in this sector. The seminar was also designed to make a direct contribution to the International Year of Shelter for the Homeless, 1987.

51. Furthermore, 30 fellowships have been awarded to young women from developing countries to attend seminars dealing with the review and appraisal of the Decade and the formulation of strategies for women to the year 2000. After the five-day seminar, many of the fellows spent from two to three weeks at the headquarters of the regional commissions to receive further training. Other fellows received two weeks of in-depth training at the interregional seminar cited in paragraph 50 above.

52. Representatives of the Branch also met regularly during the biennium with the resident co-ordinators of the operational activities for development of the United Nations system, on the occasion of the latter's missions to the United Nations Office at Vienna, to discuss mutual issues related to Economic and Social Council resolution 1981/12 of 6 May 1981, in which the Council recognized that the resident co-ordinators of the operational activities for development of the United Nations should ensure co-ordination among the organizations of the United Nations system for the implementation of the Programme of Action for the Second Half of the United Nations Decade for Women.

53. In the elaboration and review of international standards, the Branch serves, inter alia, as the secretariat for the Committee on the Elimination of Discrimination Against Women (CEDAW). In this respect, the Branch has

consulted the United Nations Centre for Human Rights with a view to exchanging information to improve the efficiency of and harmonize the servicing of such treaty bodies as CEDAW, the Human Rights Committee, and the Committee on the Elimination of Racial Discrimination, and to work closely together to exchange all documents issued for and by those treaty bodies. Moreover, the Branch has also assumed a focal point role with respect to system-wide procedures pertaining to communications on the status of women. Pursuant to Economic and Social Council resolution 1983/27, in which the Council recognized the desirability of strengthening the capacity of the Commission on the Status of Women to deal with such communications, the Commission has before it a note by the Secretary-General transmitting a non-confidential list of communications that deal with the principles relating to the promotion of women's rights in the political, economic, civil, social and educational fields (E/CN.6/1986/CR.28) and a confidential list of communications concerning the status of women (S.W. Communications List No. 22).

54. The results of the harmonization of activities in the areas of research, data collection and analysis are reflected in the report of the Secretary-General on the world survey on the role of women in development (A/CONF.116/4) and the report on statistics and indicators on the status of women (A/CONF.116/10). In the Second Committee of the General Assembly at its fortieth session, many representatives expressed their appreciation of the latter report and congratulated the organizations involved on their joint efforts in this first system-wide research on the topic. Another effort initiated by the Branch to promote harmonization of activities in data collection and analysis is the establishment of an information system on the status of women. Initial steps have been taken to establish a resource documentation centre in which available information will be classified in line with the existing international micro-computer data base being developed on an experimental basis in the Statistical Office of the Department of International Economic and Social Affairs, through co-operative efforts between the Population Division and the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, and INSTRAW. In 1985, financial support provided by the Government of Japan to the Trust Fund for Interest on the Contributions to the United Nations Special Account was used to purchase a computer system and programmes, to organize training and to provide related services for the establishment of a computerized data bank on women.

55. Regarding the dissemination of information and experience, the Branch has co-operated in a number of activities of the Joint United Nations Information Committee (JUNIC)/Non-governmental Organization (NGO) Programme Group on Women to prepare and disseminate special development education kits on priority issues for the advancement of women. From the perspective of harmonization, the Programme Groups are unique in that they combine the human and material resources of both the public information and programme offices of the United Nations system, with the counterpart non-governmental organization to produce specific material, primarily for in-school/university use and related training/voluntary action purposes. In adopting its work programme for 1986-1987, the Programme Group agreed to prepare a JUNIC/non-governmental organization kit on "Women and Peace" in honour of the International Year of Peace (1986) and a JUNIC/non-governmental organization kit on "Women and Shelter", in honour of the International Year of Shelter for the Homeless (1987). Another activity in this area undertaken by the Branch in the biennium 1984-1985 has been the issuance of the Bulletin on the United Nations Decade for Women, the monthly Decade Note and an up-dated directory, Focal Points within the United Nations System on Questions Relating to Women.

56. With regard to harmonization of activities of the organizations of the United Nations system, two major undertakings were completed during the biennium 1984-1985: first, the review and appraisal of progress made and obstacles encountered at the national level, as well as by the organizations of the United Nations system, in attaining the goals and objectives of the Decade and secondly, the elaboration and formulation of the conceptual framework for the Nairobi Forward-Looking Strategies for the Advancement of Women. The Branch served as a focal point for these activities and as a convenor of two inter-agency meetings held in conjunction with the meetings of the Commission on the Status of Women Acting as the Preparatory Body for the Nairobi Conference, so as to ensure appropriate interpretation, by the system, of mandates received from the Preparatory Body. The meetings have also been useful for ensuring appropriate and equitable distribution of responsibilities among the organizations and for promoting a harmonized approach to, and enhancing effective co-operation in, matters relating to the advancement of women to the year 2000.

D. Conclusions

57. The Nairobi Forward-looking Strategies for the Advancement of Women represent the culmination of a process of evolution of strategies for the advancement of women, which has been intensified during the United Nations Decade for Women: Equality, Development and Peace. They reflect findings of the review and appraisal of experiences gained by the international community and results of efforts to identify obstacles to, and formulate basic strategies and measures for, the advancement of women in all sectors and at all levels, local, national, regional and international. They provide a conceptual as well as a programmatic framework for the development of specific plans and programmes by Governments, organizations of the United Nations system and other governmental and non-governmental organizations and institutions.

58. The importance and usefulness of harmonizing their activities have been demonstrated by the organizations of the system during the process of consolidating their contributions to the review and appraisal of the Decade and to the formulation of the Nairobi Strategies. Effectiveness of the harmonization of activities should therefore be assessed periodically against time-limited objectives.

59. It became clear during this process that system-wide harmonization of activities required time and resources, as well as the ability of each organization to identify its specific role within the context of the system's overall catalytic and promoting role, in this case, for the advancement of women in all fields of life. It was also obvious, however, that once such an effort became institutionalized, it would become a time- and resource-efficient exercise, and would surely facilitate the evolvement of mutually supporting activities.

60. While the Nairobi Forward-looking Strategies constitute a product of harmonization of policy, planning and programming, as well as co-ordination of activities at governmental and secretarial levels, the experience gained during this formative stage strongly suggests that continuous efforts to improve effectiveness in these areas need to be made to meet the challenge of emerging issues and shifting priorities. They should cover two dimensions, which are closely interdependent. One concerns activities within the organizations of the United Nations system, namely, the Administrative Committee on Co-ordination and its subsidiary bodies or ad hoc groups, and the other concerns the activities of intergovernmental policy co-ordinating

bodies, namely, the Economic and Social Council and its subsidiary bodies, as well as the governing bodies of the agencies, particularly between the Commission on the Status of Women and these governing bodies. The effectiveness of harmonization and co-ordination at the secretariat level should be such as to facilitate the harmonization and co-ordination at the governmental level. This is essential for further elaboration and refinement of sectoral and cross-sectoral strategies at the national, regional and international levels, which need to be undertaken on a continuing basis.

Notes

1/ "Review and appraisal of progress achieved and obstacles encountered at the national level in the realization of the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace: report of the Secretary-General" (A/CONF.116/5 and Add.1-14 and corrigenda).

2/ "Review and appraisal of the progress achieved and the obstacles encountered by the United Nations system at the regional and international levels in attaining the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace: report of the Secretary-General" (A/CONF.116/8 and Corr.1).

3/ "Selected statistics and indicators on the status of women: report of the Secretary-General" (A/CONF.116/10).

4/ "Forward-looking strategies of implementation for the advancement of women and concrete measures to overcome obstacles to the achievement of the goals and objectives of the United Nations Decade for Women: report of the Secretary-General" (A/CONF.116/PC/21).

5/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

6/ Sixth United Nations Congress on the Prevention of Crime and the Treatment of Offenders, Caracas, Venezuela, 25 August-5 September 1980 (United Nations publication, Sales No. E.80.IV.3), chap. I, sect. B.

7/ Report of the Seventh United Nations Congress on the Prevention of Crime and the Treatment of Offenders, Milan, Italy, 26 August to 6 September 1985, chap. I, sect. E. The report is to be issued later as a United Nations sales publication.

8/ Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 16 (A/38/16), chap. XVI, conclusion 1983/12; *ibid.*, Thirty-ninth Session, Supplement No. 16 (A/39/16), chap. XVII, conclusion 1984/13; *ibid.*, Fortieth Session, Supplement No. 16 (A/40/16), chap. XVIII, conclusion 1985/15.

9/ Report of the Fourth General Conference of UNIDO, Vienna, Austria, 2-19 August 1984, chap. II, resolution 9.



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PARTICIPATION OF WOMEN IN PROMOTING INTERNATIONAL PEACE AND CO-OPERATION

Measures of assistance provided to women inside South Africa and
Namibia and to women in South Africa and Namibia who have become
refugees as the result of the practice of apartheid

Report of the Secretary-General

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INTRODUCTION

1. The present report has been prepared in pursuance of Economic and Social Council resolution 1984/17, entitled "Women under apartheid", in which the Council requested the Secretary-General to submit to the Commission on the Status of Women at its thirty-first session a preliminary report on measures of assistance provided to women inside South Africa and Namibia and to women from these countries who have become refugees as the result of the practice of apartheid.

I. GENERAL CONSIDERATIONS

A. Concern of the General Assembly

2. In resolution 35/206 N of 16 December 1980, entitled "Women and children under apartheid", the General Assembly urged all organizations of the United Nations system, Governments, international and regional intergovernmental organizations, women's organizations and anti-apartheid groups, non-governmental organizations and other groups to give the highest priority to the question of measures of assistance to women in South Africa and Namibia during the second half of the United Nations Decade for Women. Furthermore, it appealed to all Governments and organizations to support the various projects of the national liberation movements and front-line States designed to assist refugee women and children from South Africa and Namibia.

3. In resolution 36/172 K of 17 December 1981, the General Assembly invited all Governments and organizations to observe 9 August annually as the International Day of Solidarity with the Struggle of Women in South Africa and Namibia. It invited all Governments and organizations to co-operate with the Special Committee against Apartheid in promoting solidarity with and assistance to the women and children of South Africa in their struggle for liberation, and requested the Secretary-General to ensure the closest co-operation between the Centre against Apartheid, the Centre for Social Development and Humanitarian Affairs and the Department of Public Information of the Secretariat with a view to giving maximum publicity to the plight of women and children under apartheid and to their struggle for national liberation.

4. In accordance with General Assembly resolution 38/108 of 16 December 1983, the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, held at Nairobi in 1985, paid particular attention to the problems of women in Territories under racist and colonial rule and updated the documentation on this subject produced by the international conferences on women held at Mexico City and Copenhagen in 1975 and 1980, respectively.

- (b) Report of the Secretary-General on measures of assistance for women in southern Africa (A/CONF.94/6/Rev.1);
- (c) Report of the Secretary-General on the effects of apartheid on the status of women in South Africa and Namibia (A/CONF.94/7/Rev.1);
- (d) The effects of apartheid on the employment of women in South Africa and a history of the role of women in the trade unions (A/CONF.94/BP.16);
- (e) Summary report of the Montreal and Helsinki seminars on women and apartheid (A/CONF.94/BP.17).

On the basis of these reports, the Conference adopted resolution 45 entitled "Apartheid and women in South Africa and Namibia", 1/ in which it endorsed the comprehensive programme for measures of assistance for women in South Africa and Namibia (A/CONF.94/6).

9. On 9 August 1981, the Special Committee against Apartheid organized the first observance of the International Day of Solidarity with the Struggle of Women in South Africa and Namibia. Women leaders who attended this special meeting decided to form the International Committee of Solidarity with the Struggle of Women of South Africa and Namibia in order to promote stronger international support for the struggle of women under apartheid.

10. From 20 March to 3 April 1982, a special mission composed of representatives of the International Committee of Solidarity and the Special Committee against Apartheid visited the front-line States of Angola, the United Republic of Tanzania and Zambia to consult with Governments and national liberation movements and submitted a report on the needs for assistance, particularly as regards projects for refugee women and children from South Africa and Namibia (see A/AC.115/L.569).

11. An International Conference on Women and Apartheid was held at Brussels, from 17 to 19 May 1982. The Conference, organized by the Special Committee against Apartheid and the International Committee of Solidarity, reviewed the situation of the oppressed women of South Africa and Namibia and their struggle for national liberation, and considered measures designed to promote all necessary international assistance to them. In its Declaration, the Conference emphasized the urgent need for the widest publicity to be given to the plight of women in South Africa and Namibia and to their resistance against apartheid. It called for increased international assistance to alleviate their hardships and enable them to develop further their participation in the struggle for liberation. It appealed, in particular, for generous assistance by Governments, organizations and individuals for relevant projects of the national liberation movements and front-line States.

12. As a follow-up to the Conference, several missions of consultation were sent to States in Africa, Asia and the Pacific region and Western Europe in 1983 and 1984 in order to highlight the plight of the oppressed women of South Africa and Namibia and assistance to them by Governments and non-governmental and solidarity organizations (see A/AC.115/L.571).

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13. During the Year of South African Women (1984), an International Non-Governmental Organizations' Seminar on Women and Children under Apartheid was organized by the Non-Governmental Organizations Sub-Committee on Racism, Racial Discrimination, Apartheid and Decolonization in co-operation with the Special Committee against Apartheid.

14. From 3 to 16 April 1985, a mission of the Special Committee against Apartheid visited Angola, the United Republic of Tanzania and Zambia to consult with Governments and liberation movements. The mission, organized in preparation for the International Conference on Women and Children under Apartheid, conducted an evaluation of the needs of assistance to women and children refugees, as well as to the front-line States (see A/AC.115/L.621).

15. The International Conference on Women and Children under Apartheid took place at Arusha, United Republic of Tanzania, from 7 to 10 May 1985. It was organized by the Special Committee against Apartheid in co-operation with the Government of the United Republic of Tanzania and OAU. It publicized the plight of women and children under apartheid, and called for increased moral and material assistance to them. The Declaration of the Conference was transmitted to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women (see A/AC.115/L.623).

16. At its twenty-ninth and thirtieth sessions, the Commission on the Status of Women considered reports by the Secretary-General on the situation of women and children living under racist minority régimes and in the occupied Arab territories and other occupied territories (E/CN.6/1982/10 and E/CN.6/1984/10).

17. The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace was held at Nairobi from 15 to 26 July 1985. The situation of women and children under apartheid was discussed at the Conference on the basis of the following reports:

(a) Report of the Secretary-General on the review and appraisal of the situation of women and children living under racist minority régimes (A/CONF.116/7 and Corr.1-3);

(b) Women and apartheid in South Africa and Namibia (A/CONF.116/BP/3).

18. As part of the Nairobi Forward-looking Strategies for the Advancement of Women, the Conference recommended that full international assistance should be given to the most oppressed group under apartheid - women and children, and that the United Nations system, Governments and non-governmental organizations should identify the basic needs of women and children under apartheid and other racist minority régimes, including women in refugee camps in southern Africa, and provide them with adequate legal, humanitarian, medical and material assistance as well as education, training and employment. 2/

19. The Conference also recommended that assistance should be given to women's sections in national liberation movements in order to strengthen their work for women's equal opportunities, education and training so as to prepare them to play an important political role in the present struggle and in nation-building after liberation". 2/

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II. MEASURES AND SOURCES OF ASSISTANCE TO SOUTH AFRICAN AND NAMIBIAN WOMEN

A. Legal and humanitarian assistance

20. The United Nations Trust Fund for South Africa, which was established in pursuance of General Assembly resolution 2054 B (XX) of 15 December 1965, is made up of voluntary contributions from States, organizations and individuals, Governments of countries acting as hosts to refugees from South Africa and other appropriate bodies. It is used for the following purposes:

(a) Legal assistance to persons persecuted under repressive and discriminatory legislation of South Africa;

(b) Relief to such persons and their dependants;

(c) Education of such persons and their dependants;

(d) Relief of refugees from South Africa;

(e) Relief and assistance to persons persecuted under repressive and discriminatory legislation in Namibia.

21. Grants under this fund are provided only to the voluntary agencies engaged in rendering humanitarian and legal assistance to the victims of apartheid and racial discrimination.

22. In 1985, the Trust Fund received \$1,931,611 in contributions and pledges and extended eight grants for purposes within its terms of reference.

23. In resolution 40/64 H of 10 December 1985, the General Assembly appealed for generous and increased contributions to the Trust Fund and for direct contributions to the voluntary agencies engaged in assistance to the victims of apartheid and racial discrimination in South Africa and Namibia.

24. In 1982 and 1985 the Special Committee against Apartheid organized two missions to the front-line States to assess the needs of South African and Namibian refugee women in the front-line States. In 1983 and 1984, the Special Committee against Apartheid undertook three missions of consultation to various capitals to publicize the plight of South African and Namibian women under apartheid and to draw the attention of Governments and organizations to specific projects of assistance to women and children presented by the women's sections of the national liberation movements of South Africa and Namibia recognized by OAU. As a result, French non-governmental organizations provided material assistance to some projects for Namibian women.

25. The Special Fund of the Special Committee against Apartheid for Assistance to Women under Apartheid was established in 1983. The Fund would need additional contributions to effectively assist refugee women from South Africa and Namibia.

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26. The General Account of the United Nations Fund for Namibia regularly provides, inter alia, relief assistance to Namibians in the fields of health and medical care, nutrition and social welfare, as well as basic relief items to Namibian refugee settlements.

B. Education and training

27. The United Nations Educational and Training Programme for Southern Africa was established by the General Assembly in resolution 2349 (XXII) of 19 December 1967 by integrating earlier special programmes to assist persons from Namibia, South Africa, Southern Rhodesia and Territories under Portuguese administration in Africa. The Programme is now granting new scholarships only to students from South Africa and Namibia, including a high percentage of women (40 per cent).

28. In 1985, the Programme received \$3,124,430 in contributions and pledges from Governments, institutions, organizations and individuals. In addition, 29 States have made offers of scholarships for training in their own countries. During this period, 929 students were sponsored under the Programme, including 400 women. The Programme provides scholarships for vocational and technical training, as well as for university, graduate and post-graduate studies in priority fields of study.

29. In resolution 40/54 of 2 December 1985, the General Assembly expressed its appreciation to all those that have supported the Programme by providing contributions, scholarships or places in their educational institutions and appealed to all States, institutions, organizations and individuals to offer greater financial and other support to the Programme in order to secure its continuation and steady expansion.

30. The United Nations Fund for Namibia is administered by the United Nations Council for Namibia in accordance with its mandate to prepare Namibia for independence. The Fund, which is financed by voluntary contributions by Governments and organizations, has three accounts, namely the General Account, the Nationhood Programme and the United Nations Institute for Namibia. The Fund provides for educational, social and relief assistance to Namibians, including a substantial number of Namibian women.

31. In the context of the Nationhood Programme, which includes training and research programmes, more than half of the 900 trainees have been women who have attended literacy courses, vocational training courses, as well as vocational rehabilitation courses for war victims and other disabled persons.

32. Since its inception in 1976, the United Nations Institute for Namibia has trained Namibians through a number of diploma courses in management and development studies. It has also organized teacher training courses. The Institute has been the source of a large pool of candidates for further training at higher levels in a variety of fields important for the future independent Namibia. Namibian women constitute more than half of those trained at the Institute and elsewhere.

33. Since 1970, the United Nations Educational and Training Programme for Southern Africa has maintained a close liaison with the Office of the United Nations High Commissioner for Refugees (UNHCR), which provides educational assistance to

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refugees up to the first level of secondary education, while the Programme provides assistance at the higher secondary, university and post-graduate level. The UNHCR programme for student refugees from South Africa and Namibia in the front-line States has continued to expand despite financial difficulties. UNHCR has provided and continues to provide material assistance for projects aimed at assisting refugee women from South Africa and Namibia in achieving local integration through self-reliance.

34. UNHCR has also co-operated with UNESCO in the preparation of educational projects for refugees.

35. UNESCO, on the other hand, has maintained close co-operation with the national liberation movements of South Africa and Namibia in the field of education. From 1984 to 1986, UNESCO has been the executing agency for eight projects in the field of education financed by UNDP.

36. ILO has been and continues to be the executing agency for a number of projects involved in vocational training and rehabilitation, occupational safety and health as well as assistance to women from South Africa and Namibia. The projects are financed by UNIDO, the United Nations Fund for Namibia, UNHCR and various Governments. In 1984, the ILO International Centre for Advanced Technical and Vocational Training organized a training programme for a group of Namibian women from the South West Africa People's Organization (SWAPO).

37. FAO has been providing material assistance, including fellowships in food economics, science and nutrition, technical assistance and food supply to the projects of the national liberation movements of South Africa and Namibia located in the front-line States. Through a number of projects, some of which were funded by UNDP, FAO has been focusing on assistance to the national liberation movements with a view to achieving self-sufficiency in the refugee communities and to acquiring skills needed for the agricultural development of their home countries once independence or majority rule have been achieved (see A/39/293).

38. The World Intellectual Property Organization informed the General Assembly that fellowships in the fields of copyright and industrial property were awarded in 1983 to several South African and Namibian refugees in the front-line States.

C. Dissemination of information

39. Over the years, the United Nations and its agencies have spared no effort in drawing the attention of international public opinion to the plight of black women under apartheid. Various United Nations bodies, as well as specialized agencies, have contributed to this publicity campaign through a variety of publications and audio-visual programmes.

40. As mentioned above, several conferences and seminars were organized or co-sponsored by the Special Committee against Apartheid with a view to drawing the attention of international public opinion to the grave situation of women under apartheid. The missions of consultation which the Special Committee against Apartheid undertook during 1983 and 1984 significantly contributed to the promotion of public awareness of the plight of black women under apartheid.

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41. Moreover in the past few years a number of studies on different subjects relating to black women and children under apartheid were prepared by experts and published by the Centre against Apartheid and Department of Public Information. Other promotional material, including pamphlets, posters, films, slide shows and television spots were also produced or co-sponsored by the Department of Public Information and the Centre against Apartheid.

III. CONCLUSION

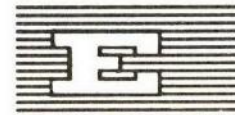
42. Women and children play a crucial role in any society. In South Africa and Namibia, where black women are discriminated against both as women and as blacks, their role in the promotion of a peaceful, just and lasting settlement of the conflict in southern Africa can be decisive. Black women and children of South Africa and Namibia have rightly deserved the special attention and respect of international public opinion. It is of utmost significance, therefore, that the growing international moral and material support that they have been receiving be translated into effective humanitarian, legal, educational and relief assistance.

Notes

1/ See Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80.IV.3 and corrigendum), chap. I.B.

2/ See Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I.A.

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COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 24 February-5 March 1986
Item 3 of the provisional agenda

RESULTS OF THE WORLD CONFERENCE TO REVIEW AND APPRAISE THE
ACHIEVEMENTS OF THE UNITED NATIONS DECADE FOR WOMEN:
EQUALITY, DEVELOPMENT AND PEACE

Reporting system for periodic review and appraisal of progress
in the advancement of women, at national, regional and
international levels

Note by the Secretary-General

Addendum

Corrigendum

Page 4

After paragraph 17, add the following text:

Conclusions

18. The establishment of effective methods and procedures for monitoring, and review and appraisal is essential for evaluating the implementation of the Forward-looking Strategies. The strengthening of machinery at the national level and the harmonization of activities of the United Nations system are required to complement the strengthening of the Commission in discharging its functions. The Commission may thus wish to consider the following:

(a) The establishment of priority areas, so as to enable the Secretariat to initiate, at the inter-agency level, methods and procedures for the monitoring exercise, bearing in mind the preparations required for the review and appraisal;

(b) The presentation of the findings of the monitoring exercise, as part of the integrated reporting system, within the context of the issues covered, as indicated in paragraph 12 above;

(c) The periodicity of the review and appraisal exercise so that suitable arrangements can be made for conducting the review and appraisal.

19. The Commission may wish to recommend the establishment and/or strengthening of national machineries to ensure full participation in the monitoring exercise, and in particular to develop capabilities to monitor the priority areas to be recommended by the Commission.

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COMMISSION ON THE STATUS OF WOMEN
Thirty-first session
Vienna, 25 February - 5 March 1986
Item 4 of the provisional agenda*

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN ACCORDANCE
WITH THE AIMS OF THE CONVENTION ON THE ELIMINATION OF ALL
FORMS OF DISCRIMINATION AGAINST WOMEN

Measures taken and results achieved in pursuit of equal
opportunity for women in the organizations
of the United Nations common system**

Note by the Secretariat

* E/CN.6/1986/1

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Introduction

1. In ECOSOC resolution 1984/11, the Secretary-General was requested to invite, through ACC, organizations within the United Nations common system to provide information concerning measures taken and results achieved in pursuit of equal opportunity for women. Such information should be presented to the Commission on the Status of Women at its thirty-first session (February-March 1986).
2. The item was subsequently placed on the work programme of CCAQ(PER) by the Organizational Committee of ACC, in response to which the present note has been prepared.
3. It should be noted at the outset that since the adoption of the ECOSOC resolution (May 1984), considerable information on the status of women in the organizations of the common system has already been made available by organizations, notably in the context of documentation for the United Nations World Conference to Review and Appraise the Achievements of the United Nations Development for Women: Equality, Development and Peace (A/CONF.116/) and of a study prepared by the secretariat of the International Civil Service Commission (ICSC) on special measures for the recruitment of women (ECSC/22/R.14 and Add.1). The present paper therefore consists largely of a compilation of information already provided, updated as necessary.

The current situation of women in the United Nations system

4. Annex I to this paper provides data on the number of women Professional staff at each grade level in the organizations of the United Nations common system (both in terms of numbers and as a percentage of the total), as at 31 December 1979 and 31 December 1984. 1/ An analysis of these data shows a clear overall increase in the number of women Professional staff in the organizations during the five-year period in question. In a few instances, there has been only a marginal increase (or even a decrease) at the P-1 and P-2 levels, but where this phenomenon occurs, it is usually offset by increases further up the scale - the natural result of career movement. On the whole, progress at the more junior levels (P-1, P-2 and P-3) has been encouraging, and at the P-4 level, the increase is in some instance quite appreciable. At the P-5 level and above, however, progress continues to be slow, this fact was pinpointed in the ICSC study, which noted that "there appears to be a barrier to the advancement of women beyond the P-4 level". 2/
5. Further statistics produced for the ICSC study showed that two-thirds of Professional women work in occupations that provide support services to the substantive programmes of the organization, and that the majority of these women come from two regions of the world (Western Europe, North America and the Caribbean). 3/

1/ Source: CCAQ personnel statistics for 1979 and 1985. At the time of preparing this paper, statistics reflecting the position at the end of 1985 were not yet available.

2/ ICSC/22/R.14, para. 17.

3/ Based on regional distribution in use in the United Nations Secretariat.

6. The organizations are aware of these three problem areas: need for greater representation at the senior levels, need for greater involvement in the substantive mainstream of the organizations' work and need for a broader geographical base. They are working actively to improve the situation in this regard. It must, however, be borne in mind that the situation varies very much from organization to organization. With regard to the establishment of targets, for example, it is by no means accepted by all organizations that target setting in itself is a practicable option. Some organizations have set such targets and have had varying degree of success in reaching them, but others question the use of targets and accordingly have not set any. Some organizations which established targets have had to review and sometimes defer them, due to various problems encountered (e.g. outbacks in recruitment in general). As a general statement, larger organizations with a broad spectrum of activities have had some success in meeting and achieving targets, other agencies with specific technical activities have, on the whole, been less successful in this regard and may need to examine other approaches.

7. At the same time, the organizations are conscious of the dilemma posed by the need to reconcile the two requirements of greater representation of women on the one hand, and broader geographical representation on the other. While the two requirements are not incompatible, the need to satisfy them has to be recognized as a constraining factor.

8. The same holds true of balancing the call for increased representation of women at senior policy-making levels within a specific time-frame (which may mean reporting to outside recruitment) with the policy, at least in some organizations, of promoting career development from within.

9. The factors described above do not represent insurmountable obstacles, but they do pose real problems. While the overall results may be less than satisfactory to some, the organizations believe that definite progress has been achieved in recent years, and that this progress can be sustained.

10. This paper describes a series of recent initiatives taken at the common system level and the level of individual organizations designed to improved the status of women and promote equal opportunity in service.

A. At the common system level

11. As noted in paragraph 3, the International Civil Service Commission (ICSC) considered at its twenty-second session (summer 1985) a study prepared by its secretariat concerning special measures for the recruitment of women. This study, which was part of a series of recruitment studies approved by ICSC, contained a number of detailed recommendations to the organizations in the areas of recruitment, career development and conditions of service. The Commission endorsed these recommendations and requested the organizations to provide information at its twentieth-fourth session (summer 1986) on progress made and measures taken in their regard. The Commission's eleventh annual report will be made available to the Commission on the Status of Women. At its fortieth session, the General Assembly welcomed the recommendations and requested the Commission to provide a progress report to the forty-first session.

12. The organizations' reactions to the ICSC recommendations have been largely positive. They have endorsed the spirit and general scope of the recommendations. At the same time it has to be noted that since some of the recommendations are very general, their applicability varies from organization to organization. A number of measures called for in the recommendations were already in force in some organizations. Details will be provided to the Commission at its twenty-fourth session in the context of the monitoring exercise referred to above.

13. At its second regular session of 1985, the Administrative Committee on Co-ordination (ACC) adopted a statement on the improvement of the status of women in the United Nations system. This statement inter alia reaffirmed the commitment of the organizations to undertake the necessary measures, within the framework of their individual legislative mandates, to address actively the problem of the status of women in their respective organizations, and to take steps to increase the participation of women in decision-making and substantive programme areas. Recognizing the potential for inter-agency co-operation in this regard, ACC had requested CCAQ(PER) as a first step:

(a) to convene a meeting of senior recruitment staff in order to recommend measures for inter-agency co-operation in the recruitment of women;

(b) to examine what special measures could be taken to facilitate the inter-organizational mobility of women staff members in the United Nations system.

ACC also decided to keep the item "improvement of the status of women in the United Nations system" in its programme of work for 1986.

14. In response to the ACC decision in (a) above, a meeting of senior recruitment staff is being organized in spring 1986. This represents at the same time a follow-up of ICSC recommendation (a) which calls for the holding of a meeting of the heads of recruitment to discuss common prospection procedures and strategies. While the scope of the meeting has to be reviewed by CCAQ(PER), it is envisaged that this will include the discussion of joint prospection procedures, exchange of roster data, strengthening of recruitment, recession, improvements in channels of contact with Member States (use of the United Nations system's field network in this respect), review and evaluation of publicity campaigns and recruitment literature, measures to increase the number of women in technical co-operation activities, etc.

15. By pledging efforts to increase the participation of women in decision-making and substantive programme areas, the ACC statement also addresses the concern expressed in the ICSC study that more women need to be brought into the mainstream of the substantive work of the organizations.

16. The issue of the inter-organizational mobility of women staff members will be reviewed further by the organizations at the sixty-fifth session of CCAQ(PER) (summer 1986). The general issue of enhancing mobility has been in the forefront of the organizations' concerns in recent years, since 1982 a series of measures aimed at removing constraints to mobility have been

adopted. While these measures were not specifically designed to promote the mobility of women (being aimed principally at increasing staff movement to and in the field), they have assisted women staff members equally with men.

17. Recognizing that constraints to spouse employment, either within or outside the organization, could in some circumstances inhibit the mobility of women, the organizations considered this issue in 1984 on the basis of a study prepared by UNICEF on employment opportunities for spouses (ACC/1984/PER/29). A series of recommendations were formulated by the organizations in this regard, including the need to advise staff members of employment opportunities for spouses at the duty station of assignment, the desirability of orientation and awareness training for relocated staff and spouses, and the need for flexibility in the granting of special leave without pay for staff members separated from their spouses for reasons of employment. It was agreed that the situation would be reviewed after several years.

18. In conclusion, the organizations have noted that the resolution adopted by the General Assembly at its fortieth session on the results of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women requests action by the organizations of the common system (establishment of new five-year targets, establishment of focal points on women's issues) which parallels certain of the recommendations of the International Civil Service Commission.

B. At the organization level

19. Along with recent development at the common system level, steps have been taken by a number of individual organizations to improve the status of women. Annex II provides in tabular form a breakdown by organization of progress in certain areas (targets established and achieved, and the establishment of a focal point for women's affairs). This table, which was originally prepared for the above-mentioned ICSC study, has been updated to reflect the position as of January 1986.

20. In addition, the information given below provides an overview of action being taken within the organizations to enhance the status of women, both in terms of recruitment targets and action programmes to increase the number of women at senior policy-making levels, and in the area of conditions of service in general. While attention is concentrated on initiatives taken during 1984 and 1985, it should also be recalled that policy statements on women were issued earlier by the United Nations, the ILO, UNESCO and UNDP.

(i) Measures to increase the representation of women in the organization

21. In the United Nations secretariat, the Secretary-General submitted a report to the fortieth session of the General Assembly (A/C.5/40/30) containing a detailed action programme, drawn up by the Office of the Co-ordinator for the Improvement of the Status of Women in the secretariat. The programme is designed to overcome the main obstacles to women's integration into the substantive work of the organization, and to introduce work plans for the forthcoming biennium aimed at the creation of a framework for the advancement of women as an integrated component of the organizations'

policy-making process. As an immediate step, the Secretary-General has set an overall target of 30 per cent for the recruitment of Professional women during the biennium 1986-1987. The action programme consists of two phases. The first, to be concluded by June 1986, will lead to concrete policy recommendations, timetables and procedural programmes. The second (up to June 1987) will see the full implementation of the policies and procedures development during the first phase, with the emphasis shifting to the monitoring of operational activities and the integration of these new approaches into the day-to-day operations of the organizations. The implementation of the programme will be monitored throughout by a high-level steering committee which will report directly to the Secretary-General on the progress made. The United Nations General Assembly, in resolution 40/258B, welcomed the programme.

22. In September 1984, the Executive Director of the United Nations Children's Fund (UNICEF) established a joint staff/management Task Force on the Situation of Women in UNICEF. The Task Force report was issued in April 1985 and the Executive Director responded in May 1985, endorsing most of the Task Force's recommendations, including the establishment of a target of one-third Professional women by 1990, with a significant increase at senior levels, as well as detailed monitoring mechanisms. As a follow-up to the Task Force report, UNICEF has issued to all its offices guidelines on monitoring the situation of women in UNICEF. The purpose of these guidelines is to assist heads of offices in undertaking appropriate action to ensure that the Executive Director's decisions on the situation of women are carried out.

23. The World Health Organization (WHO) commissioned an outside consultant to carry out a study on the recruitment of women in WHO, which was completed in January 1985. The Director-General reacted favourably to a number of recommendations made in the report and asked the steering committee which had participated in the original project to monitor progress in January 1986 and 1987. It should also be noted that in January 1985, the WHO Executive Board increased from 20 to 30 per cent the target for the proportion of women in the Professional and higher categories (see also Annex III).

24. UNESCO, which set a target of 27 per cent of Professional women by 1982, has maintained this target and deferred the target date to 1987. Other organizations which have established numerical targets include UNDP (30 per cent by end of 1980) and the ILO (25 per cent by 1985).

(ii) Measures to ensure equality of treatment in service

25. The areas singled out by ICSC for improving conditions of service for women included establishment of anti-discrimination and anti-harassment measures, facilitating the employment of spouses, reviewing leave arrangements (flexible working hours, part-time work) and supporting child-care facilities. As noted above, the organizations have all these recommendations under review, below is given a synopsis of action already taken.

(a) Anti-discrimination and anti-harassment measures

26. A number of organizations have issued guidelines on equal treatment for men and women, and those that have not are considering the possibility of doing so.

27. Most, if not all organizations, have established some form of conciliation mechanism to be used for the more or less informal hearing of complaints prior to a formal appeal. These conciliation procedures may take a variety of forms, e.g. Grievance Panel (United Nations), Ombudsman Panel (UNDP), Ombudsman (WHO), informal review system (ILO), or other arrangement. While not specifically designed to deal solely with women's grievance (except in the case of UNESCO, which has a mediator who reports directly to the Director-General), these conciliation procedures have sometimes proved useful in dealing with such cases. The work plan of the Office of the Co-ordinator for the Improvement of the Status of Women in the United Nations Secretariat (see also para. 20) includes a review of the adequacy of existing systems.

(b) Employment of spouses

28. As noted in paragraph 17 above, this subject was discussed recently at the common system level, with certain policy recommendations being formulated.

29. It will be recalled that in 1980 the United Nations amended its staff rules to introduce greater flexibility with regard to the employment of spouses and established guidelines regarding the assignment of married couples to the same duty station. These more flexible arrangements are also applied by UNDP, UNICEF and UNHCR. The ILO has similarly relaxed provisions concerning the employment of spouses and joint assignments for married couples.

30. WHO is currently undertaking a study, together with other specialized agencies, on the practical implications of relaxing policies prohibiting the employment of spouses.

31. In organizations which have a policy of rotation of staff among duty stations, the question of employment of spouses is a potentially serious issue (though one not necessarily confined on women). In recognition of this, a joint UNDP/UNICEF working group was recently set up to examine the feasibility of establishing a reciprocal arrangement between the two organizations for the employment of their staff members' spouses. The group is currently studying specific recruitment modalities.

(c) Flexible working hours and part-time work

32. Working arrangement such as flexible working hours and part-time work have been introduced in certain organizations which have found this desirable. Part-time work can help to increase the number of women staff members by allowing them to combine their family responsibilities with their professional career. In most cases, it has been introduced for locally-recruited staff only, although the United Nations has recently instituted part-time work for Professional language staff. The organizations continue to keep the matter under review.

(d) Child-care facilities

33. The organizations support in principle the establishment of child-care facilities, and the facilitation of their use, at the same time, the practical and financial considerations involved have to be carefully weighed. Child-care facilities have been established in Geneva, and more recently in New York, with assistance from organizations located in those duty stations. UNIDO has made available resources for establishing a child-care centre in Vienna, which is expected to become operational during 1986. Child-care facilities sponsored by the organizations will thus shortly be available in the three largest duty stations of the United Nations system. The guidelines issued by UNICEF to its field offices (see para. 22 above) draw attention to local initiatives undertaken by a few field offices in organizing breast-feeding/crèche facilities and call upon all other field offices to explore the possibility of instituting similar arrangements locally.

ANNEX I

Table A: Number of male and female staff by Professional grade: situation at end 1979

Table B: Number of male and female staff by Professional grade: situation at end 1984

Table C: Female staff by Professional grade as a percentage of total Professional staff at that grade: situation at end 1979 and 1984

Notes

a) Source: CCAQ Personnel Statistics

b) UG = all staff above the D-2 level

c) UN = UN Secretariat

d) OTHER UN = UNITAR, UNRWA, ITC, ICSC, ICJ and UN

e) Figures for the ILO include the International Centre for Advanced Technical and Vocational Training, Turin

f) Figures for WHO include PAHO.

Table A

Number of male and female staff by Professional
grade: situation at end 1979

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UN	Male	117	486	941	1353	1223	447	201	48
	Female	39	246	325	207	67	14	2	3
UNDP	Male	60	94	131	185	150	118	61	13
	Female	35	51	50	29	8	4	2	0
UNHCR	Male	16	67	57	39	36	7	7	1
	Female	7	19	6	7	2	1	0	0
UNICEF	Male	10	64	89	131	83	23	18	1
	Female	5	36	32	22	9	2	1	1
OTHER UN	Male	0	14	50	89	69	26	10	4
	Female	0	12	6	5	3	0	0	0
ILO	Male	46	97	159	440	457	128	18	13
	Female	7	23	62	56	17	1	1	0
FAO	Male	189	311	349	1114	855	269	35	17
	Female	42	85	78	53	16	4	0	0
UNESCO	Male	20	78	133	349	497	95	21	10
	Female	11	72	71	59	41	2	0	0
WHO	Male	29	126	215	598	541	125	32	16
	Female	31	76	147	79	27	4	1	0
ICAO	Male	0	22	68	238	207	27	5	1
	Female	0	8	34	4	0	0	0	0
UPU	Male	1	6	16	23	25	6	3	2
	Female	0	4	4	2	0	0	0	0
ITU	Male	7	21	43	146	165	41	1	9
	Female	0	4	12	7	2	0	0	0
WMO	Male	5	19	27	67	48	14	0	2
	Female	1	6	5	2	0	0	0	0
IMO	Male	1	3	9	29	45	6	6	3
	Female	0	5	8	1	0	0	0	0
WIPO	Male	1	5	11	16	15	10	1	3
	Female	0	3	0	2	1	0	0	1

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
IFAD	Male	0	1	6	10	21	8	1	5
	Female	0	1	0	1	0	0	0	0
IAEA	Male	7	27	103	150	111	15	6	7
	Female	4	24	12	12	1	0	0	0
GATT	Male	0	14	25	14	16	14	2	4
	Female	1	11	12	6	2	0	0	0

Table B

Number of male and female staff by Professional
grade: situation at end 1984

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UN	Male	126	487	870	1162	1178	431	147	58
	Female	44	257	390	312	101	27	4	3
UNDP	Male	92	107	111	193	219	148	68	15
	Female	62	76	48	57	20	5	2	1
UNHCR	Male	17	112	127	94	43	22	7	2
	Female	7	50	49	5	5	1	0	0
UNICEF	Male	48	175	229	219	104	43	20	4
	Female	36	93	91	54	16	0	2	0
OTHER UN	Male	0	10	55	90	84	29	09	6
	Female	0	11	16	8	2	0	0	0
ILO	Male	34	75	142	308	425	111	24	11
	Female	22	50	68	50	18	1	0	0
FAO	Male	150	242	383	908	885	272	53	14
	Female	39	111	93	66	17	5	0	0
UNESCO	Male	20	58	151	302	421	81	13	11
	Female	16	63	84	74	35	7	2	0
WHO	Male	17	97	188	426	571	121	37	17
	Female	23	55	111	91	37	4	1	0
ICAO	Male	1	19	70	265	156	33	6	1
	Female	0	14	24	9	1	0	0	0
UPU	Male	1	5	20	18	10	8	3	1
	Female	0	3	7	1	1	0	0	0
ITU	Male	6	25	45	126	141	30	0	8
	Female	0	6	14	6	1	0	0	0
WMO	Male	2	5	29	60	63	14	2	2
	Female	0	2	12	3	3	0	0	0
IMO	Male	2	2	10	30	46	5	6	1
	Female	3	1	7	4	0	0	0	0
WIPO	Male	0	6	14	24	19	11	1	4
	Female	0	1	5	3	1	0	0	0

Organization		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
IFAD	Male	1	2	8	16	25	9	5	3
	Female	1	1	1	3	0	1	0	0
IAEA	Male	16	45	144	193	129	26	8	6
	Female	5	30	33	7	4	0	0	0
GATT	Male	1	5	23	29	20	14	4	4
	Female	0	9	16	8	3	0	0	0

Table C

Female Staff by Professional Grade as a Percentage
of Total Professional Staff at that Grade, by Organizations:
Situation at end 1976 and end 1984

Organizations		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UN <u>1/</u>	1979	25	34	26	13	9	3	1	6
	1984	26	35	31	31	8	6	3	5
OTHER UN	1979	-	44	24	8	3	-	-	-
	1984	-	52	23	8	2	-	-	-
UNDP	1979	37	35	28	14	4	3	3	-
	1984	40	42	30	23	8	3	3	6
UNHCR	1979	30	22	10	15	5	13	-	-
	1984	29	31	28	5	10	4	-	-
UNICEF <u>2/</u>	1979	33	36	26	14	10	8	5	33
	1984	43	35	26	20	13	-	9	-
ILO	1979	13	19	28	8	4	1	5	-
	1984	39	44	32	14	4	1	-	-
FAO	1979	18	21	18	5	2	2	-	-
	1984	21	31	20	7	2	2	-	-
UNESCO	1979	36	48	35	15	8	2	-	-
	1984	44	52	36	20	8	8	13	-
WHO	1979	52	38	41	12	5	3	3	-
	1984	58	36	37	18	6	3	3	-
ICAO	1979	-	27	26	2	-	-	-	-
	1984	-	42	26	3	1	-	-	-

1/ UNIDO, which became a specialized agency as of 1 January 1986, has provided the following figures:

1979	64	40	19	6	-	4	-	-
1984	-	33	27	17	3	3	-	-

2/ UNICEF indicates some discrepancy between the CCAQ statistics and its own records, as follows:

1979	100	66	50	17	10	18	9	-
1984	75	56	58	30	24	-	15	-

Organizations		P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG
UPU	1979	-	40	20	8	-	-	-	-
	1984	-	38	26	5	9	-	-	-
ITU	1979	-	16	22	5	1	-	-	-
	1984	-	19	14	5	1	-	-	-
WHO	1979	17	24	16	3	-	-	-	-
	1984	-	29	29	5	5	-	-	-
IMO	1979	-	63	47	3	-	-	-	-
	1984	60	33	41	12	-	-	-	-
WIPO	1979	-	38	8	11	6	-	-	25
	1984	-	14	26	11	5	-	-	-
IFAD	1979	-	50	-	9	-	-	-	-
	1984	50	33	11	16	-	10	-	-
IAEA	1979	36	47	10	7	1	-	-	-
	1984	24	40	19	3	3	-	-	-
GATT	1979	100	44	32	30	11	-	-	-
	1984	-	64	41	22	13	-	-	-

ANNEX II

Targets, Focal Points and Women's Groups, by Organization

<u>Org.</u>	<u>Overall established target for</u>	<u>Overall target reached</u>	<u>Coordinator of focal point</u>	<u>Advocacy group of/ for women staff members</u>
<u>%</u>	<u>by(date)</u>	<u>YES</u> <u>NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>
United Nations	25a/ 1982	No	Branch for the Advancement of Women, Centre for Social Development and Humanitarian Affairs, Dept. of International Economic and Social Affairs	Coordinator for Improvement of the Status of Women in Secretariat Ad Hoc Group on Equal Rights for Women in the United Nations
UNIDO	25a/ 1982	No	Division of Policy Coordination Office of the Director, Focal Point for the Integration of Women in Industrial Development Interdivisional Working Group on the Integration of Women in Industrial Development	JAC Standing Committee on Women in the Secretariat

<u>Org.</u>	<u>Overall established target for</u>	<u>Overall target reached</u>	<u>Coordinator of focal point</u>	<u>Advocacy group of/ for women staff members</u>
<u>%</u>	<u>by(date)</u>	<u>YES NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>
UNDP <u>b/</u>	30 End of 1980	No	Technical Advisory Div. Bureau for Programme Policy and Evaluation, UNDP Chief, Programme Planning and Statistics Branch, Technical and Planning Division, UNFPA	UNDP Staff Council on the Status of Women
UNICEF	25 1982 33.3 1990	Yes		Task Force on the Situation of Women in UNICEF (Sept. 1984 - April 1985)
ILO	25 1985	No	Women in the Work Force	Sub-Committee of the Administrative Committee for promotion equality of opportunity and treatment between men and women (1981- 1983)

<u>Org.</u>	<u>Overall established target for</u>		<u>Overall target reached</u>		<u>Coordinator of focal point</u>		<u>Advocacy group of/ for women staff members</u>
	<u>%</u>	<u>by(date)</u>	<u>YES</u>	<u>NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>	
FAO	None established				Women in Agricultural Production and Rural Development Service - Economic and Social Policy Department	Equal Employment Opportunities Liaison Offices (FEO's) for each Dept. Appointed by the Director-General	APS Working Group on the Status of Women
UNESCO	27	1982 1987 <u>c/</u>		No	Coordinator for programme concerning women	Mediator (who reports directly to the Director-General in cases of grievances submitted by women)	UNESCO Staff Association Commission on Status of Women in the Secretariat
WHO	20d/ 30	1984		No		Joint Ad Hoc Committee on Recruitment of Women	50-50 Group
ICAO					None established		ICAO Women's Information Centre, established by the Staff Assoc.
UPU	None established						
ITU	None established						

<u>Org.</u>	<u>Overall established target for</u>	<u>Overall target reached</u>	<u>Coordinator of focal point</u>	<u>Advocacy group of/ for women staff members</u>
<u>%</u>	<u>by(date)</u>	<u>YES</u> <u>NO</u>	<u>For women in development/ women's concerns in substantive programming</u>	<u>Few status of women staff members</u>
WMO	None established			
IMO				
WIPO				
IFAD				
IAEA	None established			
GATT				

Note: The following organizations did not make information pertinent to the above headings available: IMO, WIPO, IFAD, GATT.

- a/ For posts subject to geographical distribution.
- b/ Includes UNFPA.
- c/ Target maintained and date advanced to 1987.
- d/ Increased by Executive Board, seventh-fifth session, January 1985.

ROUTING SLIP		DATE: 3/7/86	
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Mo. Herz		D1038	
APPROPRIATE DISPOSITION		NOTE AND RETURN	
APPROVAL		NOTE AND SEND ON	
CLEARANCE		PER OUR CONVERSATION	
COMMENT		PER YOUR REQUEST	
FOR ACTION		PREPARE REPLY	
X INFORMATION		RECOMMENDATION	
INITIAL		SIGNATURE	
NOTE AND FILE		URGENT	
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FROM: V.J. Riley, IRD10		ROOM NO.: E-806	EXTENSION: 7-4455



7: UN
Commission
on Status of Women

POSTAL ADDRESS-ADRESSE POSTALE: UNITED NATIONS, N.Y. 10017
CABLE ADDRESS-ADRESSE TELEGRAPHIQUE: UNATIONS NEWYORK

REFERENCE:

28 February 1986

Dear Mr. Riley,

.... I am pleased to enclose for your information the report of the Secretary-General on the Framework for the System-Wide Medium-Term Plan on Women and Development which is currently being considered by the Commission on the Status of Women at its thirty-first session. We were unable to circulate the document earlier due to the need for a modification in the schedule of preparations of the plan by the Economic and Social Council at its organizational session of 1986 which only recently took place.

Immediately following the Commission discussions, the formulation of the plan will be considered at an interagency consultation in Vienna from 6 to 8 March, 1986.

Yours sincerely,

A handwritten signature in cursive script, likely of Jacques Baudot.

Jacques Baudot, Director
Interorganizational Co-operation and
Joint Planning Branch, PPCO/DIESA

Mr. Vincent J. Riley, Adviser UNDP/UN
Operational Activities
World Bank
1818 H. Street, Room E.808
Washington, D.C. 20433

Copy to: Mr. David Loos, Special Representative
for UN Organizations



Economic and Social Council

Distr.
GENERALE/1986/8
12 February 1986

ORIGINAL: ENGLISH

Second regular session of 1986
Item 19 of the provisional agenda*

INTERNATIONAL CO-OPERATION AND CO-ORDINATION WITHIN THE
UNITED NATIONS SYSTEMProposed framework of the system-wide medium-term plan
for women and developmentReport of the Secretary-General

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* See Council decision 1986/110.

INTRODUCTION

1. Concerned about the need to revitalize its co-ordinating function, the Economic and Social Council decided, in its resolutions 1982/50 and 1983/78, to review periodically one or more major sectors in the medium-term plans of the organizations of the United Nations system, in order to ensure that the work programmes of the United Nations and the specialized agencies were compatible and complementary and to recommend relative priorities for the activities of the system. By decision 1984/101, the Council selected the area of women and development for review at its first regular session of 1985.

2. Accordingly, the Secretary-General submitted to the Council a cross-organizational review of the medium-term plans in the area of women and development (E/1985/45). In that report, it was recalled that the General Assembly, in resolution 3520 (XXX) of 15 December 1975, had invited all relevant organizations of the United Nations system to develop and implement during the first half of the United Nations Decade for Women (1976-1985) a joint inter-agency medium-term programme for the integration of women in development. Such a programme could have served as a framework for harmonizing the activities of the organizations of the system in that area. Yet, it was noted, there had been no formally adopted programmatic strategy, and the broad intergovernmental mandates in the area were not adequately translated into a co-ordinated framework for action. Despite the large number of activities relating to women and development undertaken by the United Nations system there was a lack of programme coherence and direction.

3. Following its consideration of the report, the Council adopted resolution 1985/46 on women and development, in which it, inter alia, called upon the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination (ACC), to take the initiative in formulating a system-wide medium-term plan for women and development, taking into account the priorities recommended by the Council, the recommendations of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women and the relevant decisions of the respective governing bodies of the organizations of the United Nations system. Subsequently, the World Conference, held at Nairobi from 15 to 26 July 1985, adopted the Nairobi Forward-looking Strategies for the Advancement of Women, in which it reiterated the call for a system-wide medium-term plan for women and development. 1/

4. The Council requested that the plan be submitted, through the Commission on the Status of Women at its thirty-first session, to the Committee for Programme and Co-ordination (CPC) at its twenty-sixth session and to the Council at its second regular session of 1986. However, the technical work required for the preparation of the plan could not be realistically completed in the period between the endorsement of the Forward-looking Strategies by the General Assembly at its fortieth session and the thirty-first session of the Commission on the Status of Women (24 February-5 March 1986). Moreover, at its fortieth session, the General Assembly, in resolution 40/204, invited the Commission on the Status of Women, at its thirty-first session, to make specific action-oriented recommendations based on the world survey on the role of women in development (A/CONF.116/4), as part of the

overall implementation of and follow-up to the Forward-looking Strategies, and requested the Secretary-General and the specialized agencies and other organizations of the United Nations system to take these recommendations into account when formulating the system-wide medium-term plan for women and development.

5. For these reasons, the Secretariat proposed a modified timetable for the preparation of the plan to the Council at its organizational session for 1986 (see E/1986/7). In accordance with the timetable approved by the Council in decision 1986/111, the present preliminary report outlining the proposed framework of the plan is being submitted through the Commission on the Status of Women at its thirty-first session to the Committee for Programme and Co-ordination at its twenty-sixth session and to the Council at its second regular session of 1986. The views of the Commission and CPC also will be before the Council at its second regular session of 1986. The system-wide medium-term plan will be presented to the Council at its second regular session of 1987, in time to affect the preparation of the individual medium-term plans of the system for the 1990-1995 planning cycle. The Council will also be able to take the plan into account in its consideration of the proposed programme budget of the United Nations for 1988-1989.

6. Preliminary consultations on the system-wide medium-term plan for women and development took place during an ad hoc inter-agency meeting held during the Nairobi Conference. Arrangements for the preparation of the plan were also discussed by the ACC Consultative Committee on Substantive Questions (Programme Matters) at its second regular session of 1985. That Committee welcomed the new initiative as providing a framework for system-side co-operation and an opportunity for focusing activities and programmes on priority issues. Extensive consultations among the organizations concerned, will begin immediately after the thirty-first session of the Commission on the Status of Women and will be guided by the views and recommendations of the Commission, CPC and the Council.

I. PURPOSES OF A SYSTEM-WIDE MEDIUM-TERM PLAN FOR WOMEN AND DEVELOPMENT

7. The only precedent for a system-wide medium-term plan, the system-wide medium-term environment programme (SWMTEP), suggests the particular importance of elaborating such a plan with a clear perception of the role it should play. The Commission on the Status of Women, CPC and the Council may wish to express their views on the broad orientations given below.

8. The system-wide medium-term plan should express the commitment of the United Nations system to implementing intergovernmental mandates and priorities in the area of women and development and translate that commitment into a co-ordinated programmatic strategy. The plan should serve as a policy framework for the plans and programmes of the system, as an instrument for improving programme coherence and as a yardstick against which to assess periodically the system's efforts in selected priority areas. It should also serve as a framework for integrating women's concerns into all planning and programming activities of the United Nations system. In order to achieve these purposes, the plan should have the following features:

/...

(a) The plan should indicate as precisely as possible the contribution that the United Nations system intends to make, notably through the implementation of the Forward-looking Strategies, to the realization of the objectives agreed upon by the international community. The experience gained in the monitoring of the implementation of various programmes of action in the economic and social fields suggests that the role of international organizations vis-à-vis the role of member States needs to be clarified;

(b) Given the far-reaching and long-term nature of the goals of the Forward-looking Strategies, the plan should define objectives that can be achieved by the system within a specified period of time. In this sense, the plan may be seen as an intermediate exercise by which the Forward-looking Strategies are translated into biennial programmes for implementation;

(c) Given time-limited objectives and the finite resources of the system, the plan should identify areas of concentration, within broad themes. This implies the identification of the core issues to be addressed through a variety of means of action, including research, standard setting, advocacy and operational activities. In this sense, the plan would set priorities for the system with respect to women and development during the period considered;

(d) Given the intersectoral and hence interorganizational nature of a number of policies pertaining to women and development, the plan should specify which objectives will be addressed by the United Nations system as a whole and which objectives will be primarily under the responsibility of one or more organizations. The plan will also indicate the role of the United Nations unit that has a central responsibility for women's issues;

(e) Although many programmes may include activities of relevance to women, objectives relating to women's concerns are not always specified in the plans of the system because of their primarily sectoral nature. Consequently, efforts with respect to women may be fragmented, and the extent to which women's concerns are integrated into sectoral programmes cannot be verified. The Council has recommended, in its resolution 1985/46, that future medium-term plans of the United Nations system should contain intersectoral presentations of the various programmes within organizations dealing with issues of concern to women. These intersectoral presentations and, in turn, the system-wide plan should serve to integrate these sectoral efforts into a coherent programme whose major objective would be women and development. The individual plans and programme budgets could be linked to the system-wide medium-term plan by means of cross-referencing;

(f) The plan could cover the six-year period 1990-1995. Its final review and adoption by the Council in 1987 would be in time for it to affect the preparation of the individual plans of the organizations of the system for the 1990-1995 planning cycle. The plan should also provide a framework for three programme budgets falling within the planning cycle and thus facilitate inter-agency programme co-ordination.

(g) Objectives should be formulated in such a way that progress in attaining them can be verified. Periodic reports on the overall implementation of the plan could be submitted to the Commission on the Status of Women or the Council, and progress in the attainment of specific objectives could be assessed periodically by the organizations concerned in the context of their own evaluation procedures.

II. PROPOSED FRAMEWORK

A. Policy framework

9. The Forward-looking Strategies for the period 1986-2000 identify measures to overcome the obstacles to the goals and objectives of the United Nations Decade for Women. These Strategies will determine the overall policy framework for the system-wide medium-term plan. While the Strategies are addressed to the international community at large, the organs, organization and bodies of the United Nations system are specifically called on to assist in their implementation. It is, therefore, expected of the organizations of the system to take careful account of the requirements and new emphases of the Strategies and to review their programmes in order to ensure that their direction corresponds to the orientation called for in the Strategies.

10. It should be added that, as noted above, the plan would also take into account the specific action-oriented recommendations that the Commission on the Status of Women has been requested to make on the basis of the world survey on the role of women in development. Hence, while the Strategies set the direction in which the system should proceed, the action-oriented recommendations of the Commission based on the survey also should help determine areas requiring increased emphasis or renewed focus as part of the implementation of and follow-up to the Forward-looking Strategies.

B. Structure

11. The system-wide medium-term plan for women and development would have an introduction stating the overall objectives and policies of the international community in this area emanating from the 1975, 1980 and 1985 world conferences on women. In order to promote an integrated approach to women and development, the introduction to the plan would highlight the interrelationships among the different programmes for women and development, as well as the interrelationships among these programmes and other programmes addressing global socio-economic concerns. The introduction would then identify the key issues to be addressed as well as the means of action that would best address those issues. The introduction would also analyse in broad terms the United Nations system's work in the elaboration and review of international standards; research, data collection and analysis; dissemination and exchange of information; review and appraisal of progress made and obstacles encountered; and technical co-operation, training and advisory services.

12. The core of the plan would be the programmatic strategy outlining the objectives addressed and the contribution to be made by the various parts of the system. At the programme level, the general orientation of the programme would be set out. At the subprogramme level - the actual analytical level of the plan - the legislative authority would be cited, the specific objectives to be achieved would be defined, the problems addressed would be analysed, and the strategies for the period 1990-1995 would be formulated. The objectives should be so drafted as to permit the degree of their attainment to be evaluated.

13. In requesting the plan, the Council specified its focus to be women and development, one of the three goals of the United Nations Decade for Women: Equality, Development and Peace. In the cross-organizational review (E/1985/45), five major groups of issues were used for the analysis: (a) equality; (b) access to productive resources, income and employment; (c) access to services; (d) participation in the decision-making process; and (e) information. Such an approach, which was endorsed by the Council, made it possible to subsume all programmes and activities concerned with the goal of equality and some of those concerned with peace. It is proposed to follow the same approach in preparing the system-wide medium-term plan. The five areas would constitute five of the six programmes of the plan; the sixth programme would deal with comprehensive approaches to women and development. The areas of the subtheme of the Decade - employment, health and education - as well as other priority areas endorsed by the Nairobi Conference - food, water and agriculture, industry, trade, science and technology, communications, shelter, energy, environment and social services - would be subsumed under the six programmes. The role of women in agriculture, in industrial development, in money and finance, in science and technology, in trade and in energy and the impact of women's integration in development on the strategy of self-reliance, issues that were analysed in the world survey on the role of women in development, would also be subsumed under the programmes.

14. Accordingly, the system-wide medium-term plan for women and development would encompass the following programmes:

Programme 1. Elimination of all legal and practical forms of discrimination

Subprogramme

1. International standards
2. Promoting understanding of the causes and consequences of discrimination and the means to overcome it
3. Promoting more positive attitudes towards the role of women in development (e.g. the mass media)

Programme 2. Access to productive resources, income and employment

Subprogramme

1. Overall trends and policies in women's employment
2. Food and agriculture*
3. Industry
4. Services (e.g. trade, commerce, money and finance)
5. Informal sector (with appropriate cross-referencing to the above subprogrammes)

Programme 3. Access to services

Subprogramme

1. Health, nutrition and family planning
2. Literacy and education
3. Housing, settlement, water, energy, community development and transport*
4. Social infrastructure, including the provision of adequate child-care services

Programme 4. Participation in the decision-making process

Subprogramme: Participation in groups, associations, co-operatives, trade unions and governmental and other public institutions at all levels

Programme 5. Research, data collection, analysis and information

Subprogramme

1. Development of statistics and indicators on women and development
2. Information networks on women and development
3. Dissemination of research or technical findings about women and development (abstracts of findings, bibliographic information, etc.)
4. Public information

* Including environmental aspects.

Programme 6. Comprehensive approaches to women and development

Subprogramme

1. Analysis of the interrelationship of factors affecting women and development (for example, the update of the world survey on the role of women in development)
 2. Promotion, monitoring and review and appraisal of basic policy guidelines (e.g. the Forward-looking Strategies)
 3. Strengthening national machineries
 4. Co-ordinating a system-wide approach to women and development
15. Although science and technology can be a crucial instrument for the integration of women in development, that area is not included separately because it is not a sector in the productive sense. Science would be included in programme 3, subprogramme 2, and technology would be included in all appropriate programmes.
16. The objectives and strategies for the subprogrammes would have to be formulated collectively by the organizations concerned, following the Commission's review of the framework of the plan. Since the organizations concerned should have reviewed their policies and plans in the light of the results of the Nairobi Conference, the inter-agency meeting following the Commission should be in a position to hold thorough discussions on the objectives of the various subprogrammes in the plan and the strategies to be adopted, including the contributions to be made by the various parts of the system.

Notes

1/ See Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A, para. 339.

28 February 1984

ENGLISH/FRENCH/SPANISH

COMMISSION ON THE STATUS OF WOMEN
ACTING AS THE PREPARATORY BODY
FOR THE WORLD CONFERENCE TO
REVIEW AND APPRAISE THE
ACHIEVEMENTS OF THE UNITED
NATIONS DECADE FOR WOMEN:
EQUALITY, DEVELOPMENT AND
PEACE

Second session

Vienna, 27 February-7 March 1984

P R O V I S I O N A L

LIST OF DELEGATIONS
LISTE DES DELEGATIONS
LISTA DE LAS DELEGACIONES

NOTE: Delegations are requested to send their corrections to the following list in writing to the Secretary of the Commission on the Status of Women Acting as the Preparatory Body for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Room C-0429.

Chairperson: Ms. Rosario G. Manalo (Philippines)

Vice-Chairpersons: Ms. Dagmar Molková (Czechoslovakia)
Ms. Luzmila Rodríguez de Troya (Ecuador)
Mme. Justice Lombe Chibesakunda (Zambia)

Rapporteur: Ms. Kathleen Taperell (Australia)

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Denmark	Ms. Hanne <u>Severinsen</u>	Mr. Michael <u>Bendix</u>	Mr. Niels <u>Koch</u> Ms. Annette <u>Lassen</u> Ms. Helle <u>Degn</u> Ms. Agnete <u>Andersen</u>

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Egypt	Mr. Mahmoud <u>Saad</u>		
German Democratic Republic	Ms. Helga <u>Hoerz</u>	Mr. Heinz <u>Duehring</u>	
Germany, Federal Republic of	Mrs. Ellen <u>Wolf</u>	Mr. Wolfgang Hoffman <u>Hoffmann</u> Mr. Bernd <u>Braun</u> Mr. Manfred <u>Gerwinat</u>	Mrs. <u>Thieme</u>
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Nicaragua	Sra. Ivonne <u>Siu</u>		

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NATIONAL LIBERATION MOVEMENTS
MOUVEMENTS DE LIBERATION NATIONALE
MOVIMIENTOS DE LIBERACION NACIONAL

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Pan Africanist Congress of Azania	Mrs. Joyce <u>Sifuba</u> , Ms. Z. <u>Mokgadi</u>

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Ms. Kay Fraleigh, Ms. Inge Heyl,
Ms. Rosy Weiss, Ms. Jeannine
Weber

International Confederation of Free Trade Unions

Ms. Marcelle Dehareng,
Ms. Gabrielle Traxler

International Council of Women

Ms. Elfriede Schönbauer,
Mrs. M. A. van den Boogert-
Selhorst, Miss R. Gaillard,
Mrs. Alicia Paolozzi

International Council on Social Welfare

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United Towns Organization

Ms. Muneer-Uddin Khan

Women's International Democratic Federation

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Kalmyk, Ms. Brigitte Kubisch

World Federation of Trade Unions

Mrs. Alena Nárovcová

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ORGANISATIONS NON-GOUVERNEMENTALES
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REMARKS

FROM - Maria Stadloth



COMMISSION ON THE STATUS OF WOMEN

28th Session

VIENNA INTERNATIONAL CENTRE

25 February - 5 March 1980

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 <u>C Building Ground Floor</u>			
Registration / Information	Ms. U. STEPAN	COE	3991/3992
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 <u>C Building 4th Floor</u>			
UNIDO Board Room			
Conference Officer	Mr. V. TOTH	C04	4621
Documents Officer	Ms. B. ZAKOSTELSKY	C04	4622
Technician		C05	4623
Documents Distribution		C04	4626
Delegates' Aide	Ms. S. HEIBLE	C04	4620
Snack Bar		C04	4629
Interpreters' Lounge		C05	4625

<u>Offices</u>	<u>Room</u>	<u>Extension</u>
<u>C Building - 7th Floor</u>		
Conference Room II		
Conference Officer	C07	4641
Documents Officer	C07	4632
Technician	C08	4633
Conference Room III		
Conference Officer	C07	4651
Documents Officer	C07	4652
Technician	C08	4653
Documents Distribution	C07	4646
Snack Bar	C07	4639
Interpreters' Lounge	C08	4645/4655
 <u>SERVICES</u>		
Security		
Central Office (24 hour service)	FOE20	3904
Main Lobby 'C' Desk	COE	3914/3915
Checkpoint 3 (Wagramerstrasse)		3923
Checkpoint 5		3925
Buildings Management (office hours)	GOE43	3095/3333
(night duty)	GOE05	4902
Technicians	GOE66	3000/3095
	GO110	4001/3095
Emergency		99
Medical Services	GOE48	2222