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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
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Item 5 of the provisional agenda. Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace, 1980
(b) Activities of specialized agencies

REPORT OF THE WORLD HEALTH ORGANIZATION ON ITS ACTIVITIES OF SPECIAL INTEREST TO WOMEN

SUMMARY

This report, prepared by the World Health Organization (WHO), reviews the Organization's activities related to women and development, and describes global and regional policies and strategies and current programme activities. Among the latter, the following are examined: maternal and child health; nutrition; health education; human reproduction; the development of health workers; the promotion of environmental health; and disease prevention and control.

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I. GLOBAL AND REGIONAL POLICIES AND STRATEGIES

1. The programme of the World Health Organization (WHO) for the promotion of women in health and development is being carried out essentially at the national level, since it is strongly felt that the activities related to the programme should entail an active involvement on the part of countries. The activities are focused on the role of women as providers and recipients of primary health care, and they seek to increase women's involvement in primary health care.

2. The WHO regional offices have established task forces on women in health and development; their role is to identify and register various activities in different programmes which are relevant to the problems of women and development and to ensure that this issue is taken into greater consideration in WHO's activities. Some regional offices have identified areas in which to concentrate their efforts.

3. In the WHO African region, the following specific activities have been identified:

(a) Encouraging women to increase their participation in health care at all levels of health service as a means of enhancing their status;

(b) Providing the best possible care for mothers while alerting Governments to the harmful effects of certain cultural rites, such as female circumcision, connected with pregnancy and delivery;

(c) Controlling sexually transmitted diseases;

(d) Taking measures to decrease the excessive workload of the large number of African women working in agriculture;

(e) Promoting environmental health through rural development programmes directed to the least well-off, in particular, through the provision of an accessible and safe water supply;

(f) Promoting religious and ethical practices which contribute to responsible parenthood, supporting research in human reproduction, and transmitting current knowledge of the relationship between the status of women, fertility trends and family planning.

4. These proposed activities were presented to the 1st meeting of the United Nations Interagency Working Group on the Integration of Women in Development in Africa, held in March 1978 at Addis Ababa.

5. In addition, the African regional office attempts to keep an up-to-date inventory of women's organizations in the region and actively collaborate with those organizations in implementing health programmes.

6. The WHO regional office for the Americas is currently engaged in a comprehensive study of the role of women in its regional programmes. The results will serve as the basis for planning a strategy, the major elements of which are to be:

(a) The extension of coverage by means of the primary health care approach, using technology appropriate to the region;

(b) The development of integrated family health services, including all aspects of maternal and child health care.

The strategy will take into account the measures proposed by the Conference on the Integration of Women in the Economic and Social Development of Latin America, held at Havana in June 1977, which include the following with regard to health: increasing people's awareness of their right to health; increasing the investment in public health programmes, with priority to be given to rural and marginal urban areas; reducing maternal and child mortality through improved nutrition, hygiene and health services for mothers and children, and encouraging breast-feeding during the early months of life, with due consideration given to the nutritional needs of the mother; supplementing health interventions by measures - including legal ones - to improve the status of women within the family, particularly those undergoing hardship due to trends in internal migration; encouraging the sharing of responsibility between spouses for the rearing of children as well as for deciding on the number and spacing of their children.

7. Women are expected to play an important role as recipients, organizers and providers of health care services.

8. In the South-East Asian region the concept of women in health and development is viewed from the perspective of the distribution of benefits in which women should have an appropriate share and the strategic role women can play in implementing development programmes.

9. The integration of women in the development process is still a problem in the region, despite the fact that national plans reflect an awareness of the need to take action for up-grading the status and welfare of women. Women are, however, not sufficiently involved in the planning process, which may account for low levels of implementation. Although women play a major role in the provision of health care - in Burma 50 per cent of those enrolled in medical institutions are women - they are strikingly under-represented in the decision-making process which determines the nature and scope of health services.

10. The major element of the strategy in the region is to promote primary health care as a means of increasing the participation of women - particularly rural women - in decision-making at the community level. It is also proposed that a survey of the extent of participation of women in health and development be conducted, in order to obtain baseline data for developing a more comprehensive strategy.

11. Neither the Western Pacific nor Eastern Mediterranean region has outlined policies or strategies directed towards women. Nevertheless, it is possible to detect certain trends in those two regions.

12. In the Western Pacific, women play very important roles in the provision of health care and in family planning services in the rural areas, as shown in current activities in Samoa and the Republic of Korea.

13. The rapid changes taking place in the oil-rich capital-surplus countries of the Eastern Mediterranean region are having a profound effect on women's lives. Powerful women's organizations have emerged in certain countries, which have initiated far-reaching programmes in favour of women. Nevertheless, there is still fundamental inequality of opportunity in education, employment and social development, and, as shown in several studies carried out in the region, that inequality has a detrimental effect on maternal and child health.

14. Modern health care and related services such as day care are not yet within reach of the majority of rural people, and health is not generally considered as a vehicle for development. Therefore, health programmes have not become an integral part of rural development activities.

15. There is an obvious need for a shift in policy which would accord health its proper place, develop links between women's organizations and the health sector, and promote participation and entry into the health services by women, who alone have ease of access to other women. A vigorous public education/information programme should be incorporated into the literacy programmes in which large numbers of rural women are already involved.

II. CURRENT PROGRAMME ACTIVITIES

16. Within the framework of the WHO's current programme of activities having a direct bearing on the health of women, there are two main categories:

(a) Activities that fall within the programme area of family health and are concerned with maternal and child health, family planning, nutrition and health education and include a special programme on human reproduction;

(b) Activities that meet the wide range of women's health needs but are not associated with their roles in reproduction and child care. These activities are not carried out within a separate programme but are an integral part of various WHO programmes.

A. Activities concerning family health

1. Maternal and child health

17. The thirty-first World Health Assembly (WHA31.55), in May 1978, urged WHO member States to give high priority to improving the health of mothers and children, particularly as part of primary health care. That recommendation was reinforced by the Declaration of Alma Ata, which states that primary health care is the key to attaining member States' social target of health for all by the year 2000, and emphasizes that maternal and child health care, including family planning, is an essential part of primary health care.

18. In May 1979, the thirty-second World Health Assembly (WHA32.42) urged member States to further develop their over-all health and socio-economic planning, giving due and explicit attention to meeting health and other needs of mothers, children

and the family, and to ensure appropriate distribution of national resources to this end; to promote the development of primary health care programmes having as an essential component concrete plans for maternal and child health care which includes care during pregnancy and childbirth, family planning and infant and child care, with appropriate emphasis on the improvement of nutrition, prevention of infections, promotion of the physical and psychological development of the child, and education for family life; to encourage new approaches for simpler, more direct and massive actions to bring to those families, mothers and children most in need the essential health and educational services that are still unavailable to them and review, when appropriate, present utilization of all health personnel, including that of traditional health workers, in order to ensure a better use of existing resources for maternal and child health; and to include in the planned efforts for maternal and child health, specific attempts to reach high-risk and underprivileged groups of mothers and children and their families, and to specifically support all efforts at improving the nutrition of pregnant and lactating mothers and their children.

19. The Health Assembly also requested the Director-General of WHO to support, in collaboration with the United Nations Children's Fund (UNICEF) and the United Nations Fund for Population Activities (UNFPA) and competent non-governmental organizations in official relations with the World Health Organization and with member States, the formulation and implementation of long-term maternal and child health programmes as part of the development of their strategies to reach the goal of health for all by the year 2000.

20. A number of projects developed within the Organization's Sixth General Programme of Work Covering a Specific Period (1978-1983) are illustrative of the translation of the above-mentioned policies into a programme of action. The overall objective is to improve the coverage, efficiency and effectiveness of family health care, in particular maternal and child health care (MCH) and family planning (FP), as part of comprehensive health service, with an emphasis on the primary health care approach.

21. In the WHO African region a major objective is to decentralize to the village level responsibility for MCH/FP programmes and related aspects, such as immunization, nutrition, health education and the control of diarrhoeal disease. Emphasis in training is on the preparation of a practical guide for MCH/FP care for use by individuals and community health workers of all types, and the revision of curricula for all levels of health personnel. Programmes to improve reproductive health through fertility regulation and infertility control are also being initiated. Each country will be assisted in defining its three to four major maternal and infant health problems and to develop measures to solve them.

22. The collaborative programme of WHO in the Western Pacific region supports the improvement of national health information systems, particularly communication systems to remote areas, and the standardization of the content of MCH information as well as improvement in the training of MCH workers in accordance with local needs - for example, in the management of perinatal events, infant and child nutrition and the control of pregnancy wastage. In addition, more information is being collected about birth weight and its nutritional implications for the mother, and on the incidence of and problems connected with pregnancy in adolescents.

23. In the WHO Eastern Mediterranean region the major health problems of women occur during the reproductive period. Many women in rural areas also suffer the effects of fatigue due to increased responsibilities in the wake of large-scale migration of men from the region. The health of young children is also endangered, particularly since rural women have little access to well-organized day-care facilities. The MCH facilities are being used increasingly as out-patient and referral clinics for sick children.

24. In Latin America emphasis is placed on the extension of MCH care to deprived populations, the development of trained workers for MCH/FP programmes, and appropriate worker training, including that of traditional birth attendants. The adoption of the "risk" approach 1/ in MCH care is of growing importance, particularly for women in the rural and marginal urban areas, who are exposed to too frequent pregnancies in addition to other threats to their health, such as malnutrition, poor sanitation and general conditions of poverty. Ongoing programmes directed to meeting the needs of such women include four area and 14 country projects aimed at strengthening MCH/FP services, especially in rural and marginal urban areas, to ensure continuity of care during pregnancy, delivery and the post-natal period. General health education, family planning advice and comprehensive care for infants and children are also provided.

25. In South-East Asia the major collaborative effort is devoted to reorganizing the training of health workers - in particular, primary health care workers and traditional birth attendants - in MCH/FP methods and appropriate techniques for fertility control and maternal care, including the "risk" approach to MCH care. Large numbers of women in this region are already involved in providing MCH/FP care in rural areas, and their numbers are expected to increase.

2. Nutrition

26. Adequate nutrition is a fundamental requirement for sound health, and in many countries one of the first steps to take in improving the health status of the population and, more particularly, of women and children, might be to raise nutritional standards. Urgent action is needed in this respect. WHO has set up a co-ordinated international programme of action-oriented research and training in nutrition, aimed at developing approaches and methodologies for dealing with malnutrition at the community level under different ecological and socio-cultural conditions. Much attention is being given to breast-feeding and its decline in many countries (although an arrest or reversal of this trend has been noted in a few), and to the health and nutrition problems associated with early or inappropriate weaning. At the thirty-first World Health Assembly in 1978, member States were asked to give, by means of health education and social legislation, the highest priority to the prevention of malnutrition in infants, young children and pregnant and lactating women, by the promotion of breast-feeding and the

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1/ The "risk" approach is a managerial tool for distributing existing resources in a flexible and rational manner, based on measurements of individual and community risk, and for developing local strategies and determining the appropriate content of MCH and family planning care in order to permit improved coverage.

endorsement of weaning at an appropriate time and in an appropriate manner, making maximum use of locally available and acceptable foods.

27. In accordance with the Health Assembly's request, WHO began in 1978 to develop with member States a research and development programme in nutrition, primarily oriented towards the needs of developing countries and initially aimed at the prevention of malnutrition in mothers and young children by the efficient utilization of local resources. WHO is trying to stimulate the mobilization of national, multilateral, bilateral, intergovernmental and non-governmental scientific and financial resources in support of a global effort to eliminate malnutrition.

28. In October 1979 WHO and UNICEF jointly organized a meeting on the feeding of infants and young children. The objectives of the meeting were twofold: to discuss and summarize the current state of knowledge concerning appropriate nutrition for infants and young children, the social, health and environmental factors affecting it, contemporary trends in feeding practices and the factors contributing to them, and their implications; and to consider what activities could be undertaken by Governments, United Nations agencies, non-governmental organizations, industry and other interested parties to improve the feeding of infants and young children.

3. Health education

29. The objective of the health education programme is to assist member States in encouraging and developing individual and community involvement and action in health and related socio-economic and development programmes so that their joint activities lead to an improved quality of life for individuals, families and communities. Activities within the programme area are particularly relevant to women, in view of their central position in the family and their traditional role in health work. Special attention is given to the health of mothers and children, including family planning and nutrition.

30. In line with the emphasis placed by the Sixth General Programme of Work (1978-1983) on the health problems of the developing and least developed countries, WHO has intensified its activities in health education which it considers a basic component of primary health care, in the promotion of family health, the promotion of environmental health and prevention and control of communicable and non-communicable diseases.

31. Three research projects being conducted by WHO have specific relevance for women:

1. Behavioural problems attached to shortened and extended duration of breast-feeding; Belgrade, Yugoslavia;

2. The impact of the age and sex of village leaders on the implementation of health programmes; Bangkok, Thailand;

3. A study to determine the effectiveness of health education by volunteers in family health education programmes; Sri Lanka.

4. Human reproduction

32. The WHO Special Programme for Research, Development and Research Training in Human Reproduction holds special significance for women's health. The availability of effective modern contraceptives has not only contributed to the lowering of infant and maternal mortality but has also made possible radical changes in the lives of women in society and in the family. Technological research in this field has largely concentrated on finding new methods or devices which are safe, effective and simple to use and administer. Also, improved technology has made abortion a safer and simpler procedure.

33. In 1978 the Special Programme increased its research on the safety of current methods of fertility control in developing countries, including studies never before conducted in those countries on long-term sequelae. Health-service research on family planning was also increased and activities for strengthening health-service institutions were intensified in developing countries. In addition, work is being continued on the effectiveness and acceptability of existing family planning methods, the development of new methods, the treatment of infertility and the health rationale for family planning.

34. In 1978 the thirty-first World Health Assembly asked the Director-General to intensify health-service research, so as to facilitate the integration of fertility regulation services in national primary health care systems, and to secure the co-operation of the pharmaceutical industries in order that Member States participating in the Special Programme derive the greatest possible scientific and economic benefits from the Programme.

B. Other activities

1. The development of health personnel

35. No health system can operate effectively unless it is provided with an adequate number of personnel who are trained to deal with the common health problems arising in the community they serve. The Organization's medium-term programme for the development of health personnel (1978-1983) is based on the principle that WHO should collaborate with member States, at their request, in satisfying their health needs through services provided by teams of health personnel. Furthermore, all health activities should be undertaken at the most fundamental level of service practicable, by the workers most suitably trained to carry them out.

36. The main goal of the programme is to effect a radical change in the development of health personnel in member States, making it relevant to present and foreseeable future community health needs. This goal is to be achieved by an integrated process in which services are planned and developed in ways that meet the health needs of entire populations while health workers are trained and employed in ways that meet the needs of those services. The first priority of the programme is to contribute to the solution of the health problems of developing countries; the second is to focus the development of all categories of health personnel on satisfying known health needs, and the third is to meet the health needs of the most deprived communities, particularly the rural ones.

37. The present shortage of workers, the poor use to which they are put, their maldistribution, and the inadequate and/or irrelevant training they receive are particularly acute in relation to MCH.

38. The special category of "MCH worker" at the primary level is gradually being phased out. A wide range of workers is now thought to be needed for MCH care, including workers in the formal health sector as well as those in other sectors, both formal and informal. At the community level this would include primary-health-care workers, crèche staff, extension workers, grandparents, members of women's organizations, school teachers and traditional birth attendants. However, in most instances, training in MCH has not as yet reached much beyond health workers.

2. The promotion of environmental health

39. A supply of safe water, accessible within a reasonable distance, plays a crucial role in the daily life of women in developing countries. Sanitation, personal hygiene and household cleanliness are inextricably linked to the availability of water. Water also plays an important role in food production, a primary task of rural women. The availability of safe water is one of the important concerns of the health sector, since it is estimated that 80 per cent of all illnesses in the developing countries are linked to water.

40. The provision of basic sanitary measures, including the provision of a community water supply and facilities for the disposal of waste, is one of the priorities of the Organization. The major activities in this area are:

(a) The promotion of co-operation between member countries in the initiation of activities in environmental sanitation and rural water supply;

(b) Personnel training in sanitary engineering and general sanitation;

(c) Co-operation in national planning;

(d) The collection of data at the regional and global levels on the current status of community water supplies and waste-water disposal facilities;

(e) The transfer of technology and methods.

41. WHO and UNICEF have completed a joint study of the water supply and sanitation components of primary health care which will serve as a basis for developing policy and strategy guidelines and for expanding existing collaborative programmes and developing new ones, particularly in the rural areas of developing countries. Among the findings of the study which are of particular importance to rural women are the following: there is need for sustained educational programmes directed towards target groups, principally mothers, concerning the hygienic use of water; more attention should be paid to the involvement of the users of water supplies, in particular, women (and their organizations) at the community level, in the planning of water supply programmes, so as to ensure that such programmes will respond to community needs, that the water will be used and the supply system will be adequately maintained. WHO and UNICEF plan to convene a consultant group of women to discuss measures to be taken in respect to water, sanitation and the environment.

42. The activities of the Organization in the field of environmental health also focus on food safety, an issue of direct relevance to women. Food can be the origin or vehicle of contaminants and agents (biological, chemical and physical) causing human disease. The main factors involved in problems concerning food safety are: the level of personal hygiene practised at the family level in the handling and preparation of food; the quality of basic sanitary facilities; and the diversity of foods eaten.

43. The work of the Organization in this field has focused on collecting, evaluating and generating scientific information relating to the safety of food, on translating this information into internationally acceptable standards and codes of practice, and on conducting educational activities.

3. Disease prevention and control

44. Most communicable diseases affect men and women equally, but some are greater hazards to women; for example, malaria most severely affects pregnant women and young children. In developing countries three parasitic diseases besides malaria are important in terms of women's health, namely, schistosomiasis (which has a bearing on infertility), ankylostomiasis and amoebic dysentery (which contribute to anaemia). Sexually transmitted diseases have been identified as a particular problem for women. The programme for their control includes a strong educational component related to the behavioural problems involved.

45. Diarrhoeal diseases constitute a serious public health problem in many countries, particularly for children, and contribute to high morbidity and mortality rates. In 1978 WHO developed a plan of action for an expanded programme on the control of diarrhoeal diseases. The immediate and medium-term objectives of the programme are to generalize the use of oral rehydrative therapy, which can virtually eliminate mortality from acute diarrhoeal diseases, to combine that therapy with proper feeding practices to minimize the ill effects (especially malnutrition) associated with the diseases in children, and to encourage suitable child-care practices, improve water supply and sanitation, promote health education, and develop other measures to interrupt transmission and prevent infection. In those efforts, the mother has a key role to play. Experience has shown that village women can dispense the rehydrative fluid at home and follow up treatment with proper feeding. Ready access to adequate information and technology is, however, still a major constraint which the availability of MCH care within primary health programmes should be able to overcome.

46. The programme for the prevention and control of communicable diseases has high priority in activities undertaken by WHO, in view of its particular relevance to developing countries. Special emphasis is placed on the development of the programme as an integral part of national health services, the training of national staff to ensure the sound application of known control measures and research and development where knowledge is not sufficient for adequate control measures to be applied.

47. In the programme for the prevention and control of non-communicable disease particular attention is paid to comprehensive prevention and control at the community level. Since most non-communicable diseases are associated with the

environment and social customs, measures for primary prevention should take full account of social and environmental factors; special efforts will be made to promote community participation and a well co-ordinated approach to health education of both the individual and the community as a whole.

48. The major non-communicable diseases of women are cancer of the uterus and the breast, certain kinds of cardiovascular disease and diabetes. Breast cancer and diabetes in pregnant women are more often problems of the economically developed countries, where considerable effort is being made to control them with existing health structures. Cancer of the uterine cervix in those countries is increasingly being controlled but remains a formidable problem in the developing countries, where the general inadequacy of medical care facilities limits potential control. WHO has set up a joint working group with the International Agency for Research on Cancer (IARC) for strengthening cancer control at the country level. Its programme operates at present in eight countries and deals with both uterine and breast cancer, including early detection of cervical cancer by cytological methods. It can be combined with fertility control programmes where appropriate. There is also new evidence of an increase in lung cancer in women who have taken up cigarette smoking in recent decades.

49. As for cardiovascular disease, the higher incidence of the heart complications of rheumatic fever in girls and of hypertension and cerebrovascular diseases in women is taken into consideration in the cardiovascular disease programme's co-operative projects for community control of rheumatic heart disease and hypertension.

50. The above-mentioned programme areas highlight some of the activities that WHO is currently undertaking in relation to women in health development. It should, however, be noted that all WHO activities have a direct or indirect bearing on women's health.

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(b) Activities of specialized agencies

REPORT OF THE FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS OF ITS ACTIVITIES OF SPECIAL INTEREST TO WOMEN

SUMMARY

This report was prepared by the Food and Agriculture Organization of the United Nations (FAO) in accordance with Economic and Social Council resolution 1978/34.

It comprises a review and evaluation of the FAO programme for the integration of women in agricultural and rural development. It includes a progress report on the work accomplished under the programme during the first half of the United Nations Decade for Women (1975-1980) globally and in the countries of the four regions delineated by FAO: Latin America; the Near East; Africa; and Asia and the Far East. It concludes with a survey of FAO policies, and future global programme trends and activities for the second half of the United Nations Decade for Women (1980-1985).

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Annex

Excerpts from the final report of the World Conference on Agrarian Reform and Rural Development relating to the integration of women in rural development

INTRODUCTION

1. This paper is a progress report on the work accomplished by the Food and Agriculture Organization of the United Nations (FAO) under its programme for the integration of women in rural development during the first half of the United Nations Decade for Women: Equality, Development and Peace (1975-1980), globally and in the countries of the four regions delineated by FAO: Latin America, the Near East, Africa, and Asia and the Far East. Its detailed review and evaluation is intended as a contribution to the fulfilment of four major requirements:

(a) The preparation of a progress report on activities undertaken in connexion with the United Nations Decade for Women: Equality, Development and Peace, 1980, and of a region-wide report for the Latin American regional preparatory meetings;

(b) The contribution by FAO of regional sectoral inputs to the United Nations Development Programme (UNDP) interagency programming exercise, "Forward-looking assessment of recent years' efforts to increase rural women's participation in development";

(c) The submission of a report to the Commission on the Status of Women;

(d) The preparation of a paper for general information purposes.

2. The specialized agencies have been called upon by the General Assembly and the Economic and Social Council, as well as by the Preparatory Committee for the World Conference of the United Nations Decade for Women: Equality, Development and Peace, to assist with the preparations for the World Conference to be held in 1980. The subtheme of the Conference is "Employment, Health and Education", and its general objective is to review and evaluate the progress made in the first half of the Decade (1975-1980) and to recommend necessary changes and readjustments for the second half of the Decade (1980-1985), in order to attain equality, development and peace.

3. The specialized agencies have also been requested by the Preparatory Committee to contribute to region-wide reports for regional preparatory meetings for the Conference, and in particular to evaluate progress in substantive areas and programmes for which they have special competence and responsibilities. In addition, they are asked to identify problems encountered in their operational areas in achieving the aims and objectives of the Decade and to recommend appropriate intervention for the second half of the Decade. A similar report has been requested from the specialized agencies by the Commission on the Status of Women.

4. The progress made by FAO in this area has been analysed by categories of resource availability and access to resources by rural women, in keeping with priority issues identified by FAO in its contributions to the review and analysis of agrarian reform and rural development in the developing countries, prepared by

the World Conference on Agrarian Reform and Rural Development. 1/ The analysis has implications for the objectives that will be emphasized in the follow-up to the Programme of Action of the World Conference.

5. Implications for future intervention are inherent throughout the present report, but specific reference is made to them in a separate section, which elaborates on the trend in the future programmes and activities of FAO towards accelerating the integration of women in rural development. Again, the goals and general strategies are very clear and specific, and are based on the Declaration of Principles and Programme of Action adopted by the World Conference on Agrarian Reform and Rural Development in July 1979. 2/

I. FAO MANDATES AND POLICY CONCERNING THE INTEGRATION OF WOMEN IN AGRICULTURAL AND RURAL DEVELOPMENT AND MACHINERY FOR ITS IMPLEMENTATION

A. Major resolutions and mandates

6. The concern felt by FAO regarding the need to improve the role and status of rural women was defined by the FAO Conference, which, at its eighteenth session in 1975, endorsed Council resolution 2/66 on the integration of women in agricultural and rural development and nutrition policies and adopted resolution 10/75 on the role of women in rural development. On 26 April 1976, the Director-General stated: "These resolutions require that FAO intensify its efforts in assisting Member Governments to improve the role and status of rural women, and that the integration of women ... should be a continuing consideration in the formulation, design, implementation and evaluation of programmes and projects." 3/

7. In the same document the Director-General established an FAO Interdivisional Working Group on Women in Development to advise him on policies and programmes for the inclusion of women in the ongoing and future development activities of the organization and to ensure the co-ordination of efforts for women within the various divisions and departments of FAO. The Working Group is made up of men and women representatives from all the relevant FAO units, and is chaired by the Assistant Director-General of the Economic and Social Policy Department.

8. In response to resolution 14/77, adopted by the FAO Conference nineteenth session, in 1977, the participation of women in agrarian reform and rural development was included as a principal item on the agenda of the World Conference on Agrarian Reform and Rural Development. In that resolution the FAO Conference called on countries to take action to achieve the full integration of women in

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1/ See WCARRD/4/Rev.1.

2/ See Report of the World Conference on Agrarian Reform and Rural Development, Rome, 12-20 July 1979 (WCARRD/Rep) (Rome, the Food and Agriculture Organization of the United Nations, 1979), part one.

3/ Director-General's Bulletin No. 76/18.

social and economic development and urged that women be included among members of governmental delegations attending the Conference. The preparations for the World Conference had served to increase awareness both in FAO and in the world of the untenable situation of rural women.

9. The FAO regional conferences, held in each of the regions every two years, also supported the integration of women in rural development objectives as high programme priority needs in their respective regions.

10. The World Conference on Agrarian Reform and Rural Development adopted a Declaration of Principles and a Programme of Action, which included a section dealing specifically with the integration of women in rural development. 2/ The Conference further recommended that, in co-operation with organizations of the United Nations system, FAO as lead agency in rural development should adopt specific measures for the monitoring of agrarian reform and rural development, for the analysis and dissemination of knowledge, for technical assistance activities and for assistance in mobilizing resources to help countries to implement the programme of action. After the results of this Conference are presented officially as a report to the FAO Conference in November 1979, the follow-up actions to be taken by FAO for its implementation will be known. The report is also being submitted to the Economic and Social Council and to the Administrative Committee on Co-ordination (ACC) and will provide those bodies with an indication of the response by the United Nations system to the follow-up to the World Conference on Agricultural Reform and Development.

B. Policy concerning the integration of women in rural development

11. Considering the above mandates of FAO governing bodies, FAO policy on the integration of women in agricultural and rural development must be seen within the context of rural development and agrarian reform policy as a whole. Until the World Conference of the International Women's Year was held in 1975, programmes for rural women were only of peripheral importance within FAO programmes. At that time the emphasis was on increased agricultural production and little account was taken of the repercussions of this style of development on the rural population. This implied that the main thrust of FAO activities was towards increasing men's productivity in agriculture, forestry and fisheries, while programmes for women tended to stress their household and reproductive roles, with less appreciation of the extent of women's contribution to food production, and the economic aspects of development.

12. Recent reassessments of rural development policy have stressed the need to correct the imbalance between productivity and development that is oriented towards human resources and have introduced the concept of "basic needs" as a base-line for the assessment of development efforts. In line with this policy, a primary objective of rural development is to improve the quality of life of all elements to the most marginal of the rural population, including rural women.

13. At its sixty-first session, the Economic and Social Council had endorsed the following statement of common goals:

> "A primary objective should be to improve the quality of life of the rural poor. This implies the involvement of the rural poor in the development process and requires their participation in the decision-making process and the implementation of those decisions. It presupposes that the rural poor will gain increased economic opportunities through productive and remunerative employment, increased access to resources and an equitable distribution of income and wealth. The mobilization of the energies and resources of the rural poor themselves emerges as the key factor in increasing both their productivity and their self-reliance. Such mobilization requires the formation, adaptation and strengthening of community structures, including organizations of the rural poor.
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> "Special attention should be given to the situation of women to enable them to contribute their full potential in improving the quality of life of all the rural poor, for the present and for future generations. Basic services for the most vulnerable groups, among them children, should also form part of community-based rural involvement programmes and can in fact be regarded as a starting point for them." (E/5809, para. 28.)

14. Since effective rural development requires the mobilization of the energies and resource of all members of the rural population, FAO considers the integration of women to be part of the development of human resources as a whole, and therefore a necessary part of all programmes directed towards the rural poor. The integration of women is not seen as a separate or isolated subject and FAO policy in no way promotes the continuation of sex-stereotyping as regards access by men and women to the training and resources they need in order to achieve a more satisfying rural life. Rather, FAO recognizes that roles within family systems are interdependent and that change in the role of one member is likely to result in changes for all the rest.

15. The stress on the integration of women in development should not be taken to imply that rural women are not at present integrated in the economic and social systems of their countries. On the contrary, it is important to understand their contribution to those systems, for which they perform the socially necessary functions of providing and maintaining the labour force. Women's contribution to the daily maintenance of their families includes the production, processing and preparation of food, the collection of fuel and water, responsibility for health, nutrition and sanitary practices, home improvement, household management and the budgeting of income. In addition to childbearing, their reproductive functions include child care and socialization. In the absence of social security and retirement pensions, women shoulder the burden of care for the aged, the ill and the dependent.

16. A peasant family's standard of living depends upon the daily maintenance activities of its members. Given the general condition of inadequate incomes and insufficient land among peasants, women's income-generating and money-stretching

activities represent a vital contribution to family subsistence. Were the same goods and services to be purchased on the market, the need for income would greatly increase, as would the cost to the collectivity of maintaining a labour reserve in rural areas. Thus the problem is not so much to integrate women in the rural economy as to integrate them in a different way. Full integration of women in development implies that they receive their fair share of the benefits of development and not just the burdens.

17. The Declaration of Principles and the Programme of Action adopted by the World Conference on Agrarian Reform and Rural Development 2/ add to, explicate and strengthen the above policy; the recommended national and international strategies for action incorporate or imply integration of women in rural development in all relevant sections. Thus, the follow-up to the Programme of Action will constitute the major basis for future FAO programme trends for 1980-1985.

C. Policy concerning the employment of women in the FAO secretariat

18. The Director-General of FAO has taken a positive position on seeking ways to increase the employment of women in the organization, both at headquarters and at the field level, in response to the FAO Council and Conference resolutions 2/66 and 10/75, which requested that "whenever possible, women should be directly engaged in the planning, decision-making, implementation and evaluation of FAO projects and programmes" and that the policy of the organization should be "directed towards bringing about the increased participation of women in professional positions in all its units". The Director-General's Bulletin No. 77/57 on the employment of women in the secretariat, issued in October 1977, set forth the policy "that men and women staff members shall be accorded equal opportunity and treated equally irrespective of their sex". The Bulletin makes specific mention of certain corrective measures and requests that the FAO Assistant Director-General for Administration and Finance monitor progress and report to the Director-General periodically. As a result, equal employment opportunity officers were appointed to represent each FAO department.

19. This action was taken in direct response to the World Plan of Action for the Implementation of the Objectives of the International Women's Year 4/ and to recommendations of the 1977 UNITAR colloquium on women and decision-making in the United Nations system.

20. The Joint Inspection Unit (JIU) report on women in the Professional category and above in the United Nations system (JIU/REP/77) was presented at the seventy-fourth session of the FAO Council, held from 27 November to 8 December 1978. The Director-General submitted comments on this report for consideration by the Council,

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4/ 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.

in which he encouraged "Member countries, particularly the under-represented countries, to assist him in improving recruitment of Professional women by seeking to prepare national women to qualify for employment, by inviting recruitment missions to their countries and nominating women candidates for employment with FAO, and for fellowships and training programmes offered by the Organization both at the national and regional levels". The Director-General also assured the Council that other recommendations of the Inspector included "equitable representation on all personnel advisory and administrative boards, justification of the rejection of a qualified woman candidate both upon recruitment and on promotion, and flexibility of staff rules to permit employment of married couples, provided both are qualified and posts are available, and provided that one does not work for the other".

21. The Council fully endorsed the comments of the Director-General on the JIU report, agreed with the recommendations made by the Inspector and also welcomed the steps taken by the Director-General to increase the participation of women in the secretariat.

22. Special consideration is being given to include more representation of women on internal committees, to increase the opportunities for career development, and to eliminate discrimination in language, on the basis of sex, from the Staff Rules and the FAO Administrative Manual.

II. ORGANIZATIONAL MACHINERY FOR PROGRAMME IMPLEMENTATION

23. Technical assistance and advice to its member countries in the various regions is provided by FAO upon the Government's request; such requests are channelled either through the FAO country office (senior agricultural adviser/FAO country representatives or FAO representatives who have been established in some countries), through the FAO regional offices of each region; or directly through FAO headquarters at Rome.

24. When regional or country projects executed by FAO become operational they are administered and operated by the Operations Divisions in Rome; however, FAO technical support services are provided as needed by either country, regional or headquarters technical unit staff officers.

25. Certain types of national group-country, intercountry, or regional exploratory missions, as well as such activities as research or training, are initiated by FAO technical units in Rome or by the regional office. This is generally done within a system of unified programme planning, within which FAO extends advisory services to both Governments and certain non-governmental organizations.

26. FAO also collaborates with the United Nations agencies and other international developmental agencies, and with official bodies or commissions operating at the subregional or regional levels. Its collaboration with other international agencies in programmes for women, youth and rural family workers is of long-standing duration, but a fresh impetus was provided by the World Conference of the International Women's Year in 1975, thanks especially to the awareness of the need for action to

integrate women in development that the Conference had created in the various countries. Close working relationships are now further strengthened through the implementation of the World Plan of Action and the regional plans of action of the United Nations Decade for Women: Equality, Development and Peace, and the 1980 World Conference of the United Nations Decade for Women. At the regional level, close operational collaboration is maintained with the regional commissions of the United Nations Secretariat, in particular the Economic and Social Commission for Asia and the Pacific (ESCAP), the Economic Commission for Latin America (ECLA), the Economic Commission for Africa (ECA), and the Economic Commission for Western Asia (ECLA), and with the joint FAO agricultural divisions that have been established with ECLA, ECA and ECWA.

27. Collaboration with non-governmental organizations, 17 of which have consultative status, 48 of which have specialized consultative status and 85 of which have liaison status with FAO, is being continued and strengthened. The FAO Freedom from Hunger Campaign/Action for Development Programme, described later in this paper, supports many non-governmental activities that seek to increase people's participation in development.

28. FAO, as the recognized lead agency for rural development, has organized meetings at Rome for the ACC Task Force on Rural Development, which provides co-ordination among the agencies of the United Nations system. Its Working Group on Programme Harmonization compiled an assessment of all rural development activities of the United Nations system, including those for women, which was submitted to the March 1979 meeting of the Task Force. In FAO, the Human Resources, Institutions and Agrarian Reform Division of the Economic and Social Policy Department has major responsibility in FAO to provide leadership in the over-all rural development programme.

29. Technical support for rural women in development activities is provided through extrabudgetary and/or special programmes funded by the FAO/Government Co-operative Programme, such as the Freedom from Hunger Campaign/Action for Development Programme, the FAO Technical Co-operation Programme, the United Nations Development Programme (UNDP), the United Nations Environment Programme (UNEP), the World Food Programme (WFP), the World Bank, the United Nations Children's Fund (UNICEF), the United Nations Fund for Population Activities (UNFPA), the Voluntary Fund for the United Nations Decade for Women and the national Governments themselves. A closer working relationship with funding agencies and groups, especially at the planning and formulation stages, reflects in part the trends in policy that have taken place among the funding agencies themselves since the International Women's Year. For example, the Bureau for Programme Policy and Evaluation of UNDP issued guidelines on the integration of women in development in February 1977, asking for an examination of all UNDP-supported projects (especially those in agriculture, education, handicrafts and health services) from the standpoint of women's role in development. In 1976, UNFPA had issued guidelines for programme development, project formulation, implementation and evaluation (RR/76/17/Rev.1). Representatives of the Swedish International Development Authority (SIDA) stated in the course of discussions held with FAO on 10 and 11 January 1979 that it was basing its programme on the Government's policy that Swedish assistance should contribute to the full integration of women

in development. Some of the funding agencies and groups that now give priority to projects benefiting rural women include the FAO Money and Medals Programme, the Voluntary Fund for the United Nations Decade for Women, the International Planned Parenthood Federation, the FAO/Government Co-operative Programme and others.

30. At headquarters, the FAO Interdivisional Working Group on Women in Development established by the Director General in 1976 performs a catalytic and co-ordinative role within FAO and with other agencies. It is serviced by the Human Resources, Institutions and Agrarian Reform Division and the Home Economics and Social Programmes Service has been designated as its secretariat.

31. The Home Economics and Social Programmes Service has also been assigned as the FAO focal point for the FAO global programme for the integration of women in rural development and a special group or unit of three officers called "Integration of Women in Development" was established within the Service to help promote the programme. Because the Human Resources, Institutions and Agrarian Reform Division provides FAO leadership in rural development, it is appropriate that leadership for the women in rural development aspects should also be located there.

32. The members of the Interdivisional Working Group on Women in Development serve as focal points within their respective units in order to recommend approaches for the integration of women within their project activities, including the briefing of project formulation and evaluation missions and discussions on women and development within FAO-sponsored meetings and conferences. Steps are now being taken to establish machinery or focal points in all units for monitoring and assessing the effectiveness of FAO technical assistance in reaching rural women.

33. Three of the FAO regional offices have established working groups on the integration of women in rural development, parallel to the Interdivisional Working Group and this gives additional interdisciplinary support to the development of activities within the FAO regional unified programmes.

34. The regional offices are administered by a regional representative, Assistant to the Director-General (ADG), and have a staff of professional officers corresponding to technical units at headquarters. Regional offices are located at Bangkok, Santiago de Chile, Cairo, Accra, Rome, Washington D.C., and at the FAO Liaison Office to the United Nations at United Nations Headquarters.

35. Four of the regional offices, in the Far East, Latin America, the Near East and Africa, have a regional home economics and social programmes officer, who is also responsible for providing leadership to women in rural development regional activities, and convening of the regional Committee or Working Group on the Integration of Women in Rural Development.

36. FAO regional conferences are held every two years in all the regions but North America. Regional priorities are identified within FAO over-all programme policies, but they also recommend actions based on regional needs. In recent years several of the regional conferences have given importance and support to programmes designed to improve the situation of rural women in the agricultural sectors.

III. REVIEW AND EVALUATION OF FAO PROGRAMME ACCOMPLISHMENTS AT THE GLOBAL LEVEL (1975-1980)

37. FAO has a number of global programme approaches to the integration of women in rural development that serve to help implement the FAO policies as previously described. One of the major programme objectives is to assist member countries to plan, develop and implement their own national programmes for the integration of women in rural development, through international, regional, group country and national actions. Countries are being assisted in the implementation of projects and other activities in line with their programme plans. This will also apply to the follow-up to the World Conference on Agrarian Reform and Rural Development to assist countries in implementing the Programme of Action for rural development and agrarian reform. It is expected that FAO actions will be expanded and accelerated accordingly.

38. Many new promotional programme efforts over the past five years have helped to raise the consciousness of FAO regional, national and headquarters staff with respect to the needs of rural women to participate in development. As a result of Interdivisional Working Group on Women in Development actions, circulars to field staff, special briefing meetings, consultations and inclusion of integration of women in development as an item on the agenda of the World Conference on Agrarian Reform and Rural Development, the range of activities and projects for the integration of women have expanded appreciably. The consciousness of FAO as a whole has been notably raised and the results are evident throughout FAO documentation and in many programmes.

39. The definition of rural development, which encompasses the development of agricultural, non-agricultural and human resources, is broad in scope, and the FAO programme for rural women's integration is correspondingly broad. Currently it includes activities within such FAO programme areas as home economics education and extension, food policy and nutrition, population education and programmes for better family living, agricultural extension, agriculture education and training, prevention of food losses, credit and marketing, rural co-operatives, fisheries, forestry, agrarian reform, rural resettlement and rural development schemes. Recent new activities are noted in statistics and in economic and social policy matters.

40. Some of the projects and activities are designed specifically for rural women, while others offer opportunities for women in a wide range of technical fields through components or activities within larger FAO-executed projects in agriculture, fisheries and forestry development. 5/

41. Activities of the Interdivisional Working Group on Women in Development have included the development of a cumulative index inventory system for recording FAO activities for the integration of women. It has also generated some monitoring activity. A Working Group task force drew up FAO guidelines for the

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5/ See "FAO approach to enhancing the role of women in rural economies", submitted to the preparatory meeting on the role of women in industrialization in developing countries, held at the headquarters of the United Nations Industrial Development Organization (UNIDO) at Vienna, from 6 to 10 November 1978.

integration of women in agricultural and rural development, which were distributed to FAO country representatives and project managers with a request to assess the present benefits of FAO projects for rural women and to indicate ways of increasing such benefits through a reorientation or revision of projects. Replies from 55 countries were received in 379 FAO-assisted projects. The analysis of these replies by region, country and technical area has formed the basis for identifying priorities for follow-up action and for the initiation of new activities.

42. In addition to the above, a number of actions have been promoted by the Interdivisional Working Group and its members, which has been catalytic in generating new projects and other activities. A summary report has been prepared. on the progress made by the Working Group.

Other FAO global programmes containing "women in rural development" components

43. The programme of the Home Economics and Social Programmes Service, with its specific element on the integration of rural women and families in development and its role as secretariat to the Interdivisional Working Group provides the fabric for the FAO programme for rural women. It encourages and participates in country-level planning and promotes technical co-operation among developing countries, and to accomplish these tasks it keeps in close touch with FAO staff at country level and with UNDP resident representatives and other funding agencies and collects and analyses data on rural women in development. It has a long history of assistance to countries in establishing and strengthening training institutions and programmes which prepare home economics and other community workers to serve rural women and families. These activities continue on a priority basis because (a) adequately trained rural-oriented workers were needed in increasing numbers to service rural development efforts in countries; and (b) rural women need a "correct mix" of assistance, which neglects neither their important role as agricultural producers nor their indispensable roles as first teachers of their children and primary determiners of family nutritional levels.

44. The organization's food policy and nutrition programme has always included projects and activities that reach rural women, particularly in the field of applied nutrition. Its assistance to Governments emphasizes long-range food and nutrition planning at the national level, including land use in relation to the food needs of the population. Nutrition intervention programmes give emphasis to vulnerable groups, such as nursing and pregnant women. In addition, the improvement of family nutrition through rural extension and community programmes has a direct effect on women, who play a leading role in home food production, food preparation and the management of food resources.

45. The FAO Prevention of Food Loss global programme was launched in 1978 after the FAO Conference at its nineteenth session, in 1977, had allocated an initial $10 million for the purpose. By the end of 1978, 23 projects had been approved. All projects, with the exception of two emergency ones, are focused on farm and village-level storage and therefore include components in which it is clearly recognized that all members of the farm households (men, women and youth) will participate. Most of the projects incorporate an important training component and, where training is included, there is normally provision for the production of

training/extension materials. All of these activities can have a favourable impact on rural women because of their traditional roles in these home and village-level food management activities.

46. Along these lines an FAO publication is being prepared on the processing and storage of food grains at the rural family level, which will include examples of appropriate technology and improved practices. Because rural women are so heavily involved in these activities it should be most useful in developing countries.

47. The FAO Global Population in Rural Development Programme, which is supported by UNFPA, has among its priority objectives the promotion of programme activities related to the enhancement of rural women's status, the improvement of rural family life conditions, employment opportunities, and access to community services, in particular; health, child care and family planning. Most of the UNFPA support activities contribute either indirectly or directly to the above-mentioned objectives, in particular the Programmes for Better Family Living, based in the Home Economics and Social Programme Service, which strive to create an awareness among rural women and their families of the need to plan and manage their family resources to ensure optimum family planning, child care and development and family well-being. Some of the other projects have included special studies of problems related to rural women, training activities to increase women's employability, curriculum asistance, home economics educational institutions and extension, and role in economic life.

48. The approach is not to treat population-related activities separately, but to integrate them within existing training and research programmes. In summary, the Population in Rural Development Programme places priority on increasing the participation of men, women and youth in population and rural development projects and programmes, to increase their potential for improving the quality of rural life. 6/

49. The over-all aim of the Freedom from Hunger Campaign/Action for Development Programme of FAO and its partner organizations (governmental and non-governmental) in the industrialized countries and in the third world is to stimulate a critical awareness of development issues and to promote peoples' participation in their own development. Programmes for rural women's groups have always received special attention. The field projects that it funds spring from the needs of the people whom it is intended to benefit and include a self-help component. Their aim is to involve rural people in improving their agricultural, educational, health, economic and social status. Particular attention is paid to developing leadership, organizational basis and programming capacity at the local and/or national level. Priority is given to projects which can have a catalytic effect in rural development by seeking new ways of involving people in their own development. Funds come largely from non-governmental donor organizations in the industrialized countries, with an average contribution of about $50,000. Project proposals are cleared by FAO technical units, approved by the Assistant Director-General, Development Department, and submitted to donors for adoption.

6/ See "Notes on key programme areas in population/rural development in Asia and the Far East to be undertaken through regional programmes", submitted by FAO to the Interagency Meeting on Regional Needs in Population Programmes convened by UNFPA and held at Rome from 30 October to 3 November 1978.

50. The FAO Scheme for Agricultural Credit Development (SACRED) grew out of a recommendation by the World Conference on Agricultural Credit, held at Rome in 1975. In one of its resolutions, the Conference recommended that credit should be made more available to the farming population, irrespective of sex. The FAO Conference at its eighteenth session adopted resolution 13/75, endorsing this and SACRED was established. SACRED provides mechanisms for raising funds from various donor agencies for development. Its functions are closely linked with those of the regional agricultural credit associations, of which small-scale farmer credit institutions are members. This mechanism provides a channel for the implementation of women's projects on income-producing activities through better access to institutional credit.

51. FAO assists member Governments in the promotion of co-operatives and other rural people's organizations, with special emphasis on the application of the principles and techniques of mutual aid and self-help among small producers and rural workers, in order to facilitate their active participation and benefit from agricultural and rural development programmes. The Rural Organizations Action Programme, organized in this biennium, is trying to find new ways of involving the rural poor in the process of development through their own organizations. Households headed by females are the poorest of the poor, especially in countries where women do not handle livestock. If they are landless, their situation is even worse. The intent of the Rural Organizations Action Programme is to involve smallholders and landless labourers, men and women, in group activities. These could be co-operatives, pre-co-operatives or other types of group.

52. The FAO Appropriate Management Systems for Agricultural Co-operatives (AMSAC) seeks to improve the management of co-operatives. So far, women are not often involved in management, but tend to keep quiet in meetings (if they attend) and let their husbands represent the family. This behaviour reflects the traditional pattern in many developing countries whereby co-operative membership is tied to land ownership; the husband holds the membership and voting rights and controls the proceeds and offices are held by men. However, efforts are underway to effect changes in by-laws and practices. A management manual will be published, and in one country the manual will be on women's co-operatives. It is expected to serve as a prototype.

53. There are also specific programmes in support of a stronger involvement of women in co-operatives and other rural organizations: training seminars, workshops and projects implemented in countries in two regions. There seems to be a trend towards the organization of co-operatives for women, especially in countries where women are in seclusion or for other reasons of tradition cannot compete with men in mixed co-operatives. This trend is not surprising in view of the tremendous need for rural women to have access to cash incomes in order to supply the family's basic needs. Such a trend would open up AMSAC as a channel for reaching women, since they would have to prepare themselves to manage their own co-operatives.

54. The Committee for the Promotion of Aid to Co-operatives (COPAC) is composed of members from the United Nations, FAO and the ILO, and from four other agencies: the International Co-operative Alliance, the International Federation of Agricultural Producers, the International Federation of Plantation Agricultural

and Allied Workers and the World Council of Credit Unions. The essential function of COPAC is to promote co-ordinated assistance to co-operatives in development, for which purpose it holds committee meetings at six-month intervals, a symposium at approximately two-year intervals, promotes action-oriented research and provides various services in the forms of consultation and special reports. It does not itself provide capital or technical assistance although several of its individual members do, and COPAC may assist the preparation of project documents for submission to donor agencies.

55. COPAC has a Women's Ad Hoc Group with similar representation, which is designed to promote the integration of women in the co-operative movement. Partly thanks to its efforts, the 1977 COPAC symposium on the changing pattern of co-operative development and the 1978 symposium on co-operatives against rural poverty both had a main agenda item devoted to the involvement of women in development through co-operatives, and recommendations were included in the reports of these symposia. At the 1978 symposium, the results of a survey on the involvement of poor women from rural areas in such development were reported.

56. In collaboration with the International Planned Parenthood Federation (IPPF) COPAC has been particularly concerned with family and rural life education and, in this context, the necessity for greater participation by women in co-operatives. A booklet entitled Common Concern was produced jointly in 1977, and in 1978 a five-member COPAC/IPPF mission on rural life education through co-operatives visited three countries. 7/

Research, case studies and publications

57. In response to resolution 77/14 on the World Conference on Agrarian Reform and Rural Development, FAO has supported a number of national institutions and individuals in carrying out studies analysing the situation and role of women in rural development. Various country papers, regional papers and case studies have also been included in the documentation for the World Conference. In addition, a desk study on the legal status of rural women has been dedicated to the "plight of 400 million rural women in developing countries". A report on the expert consultation on the integration of rural women in development in Asia and the Near East, which is of global relevance, came out in 1977 and reports were prepared in 1979 on women's co-operative participation, the fight against rural poverty and statistics on women in agricultural production.

58. Other more technically-oriented global documents include "The family in integrated rural development", which presents a strategy on an integrated approach to rural development and the means of implementing this approach. Instructional materials on rural home techniques have been developed for use in rural development programmes. This series of seven volumes focuses on food preservation, food preparation, labour-saving ideas and furnishing/equipment. The document

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7/ See the report of the symposium on the changing pattern of co-operative development, held at Wageningen, Netherlands, from 14 to 18 March 1977.

"Training home economists for rural development" (1978) is a report of a global study on the development of criteria for establishing training institutions for home economics staff in rural development. A paper on the involvement of women in fishery activities was developed for a meeting on the training of women extension workers (Madras 23-28 April 1978) for five countries in the Bay of Bengal (FAO/SIDA project TF-RAS/40). The paper is also of relevance for other regions where women have a potential increased role in fishery-related activities - particularly in fish processing/preservation, marketing and aquaculture.

59. Global bibliographies related to women and development have been compiled, including a computerized bibliography of FAO publications and documents (1966-1976) entitled "Women and family in rural development" and selected non-FAO materials related to women in agriculture and rural development have been listed in regional and global bibliographies.

60. In addition to calling on its member Governments, using the mandates which these same Governments have had a part in formulating, to reorient their development programmes to benefit rural women, FAO, with the aid of the Interdivisional Working Group on Women in Development, has also been doing a certain amount of self-examination of its own programmes. The identification of areas in which women can participate and benefit requires a conscious kind of innovativeness, which has definitely begun. For example, an agenda item on women in forestry was included at the World Congress on Forestry in October 1978. Seven women from forestry institutes throughout the world had an opportunity to participate in the deliberations, as winners of a global essay competition on "Women and the forestry profession".

61. In summary, a considerable effort is now being made to accelerate the incorporation of "women in rural development" components into many existing FAO global programmes. A favoured FAO approach is to provide assistance to member countries, through national institutions, for the planning, formulation and implementation of comprehensive national programme activities for rural women. This approach is one which it is hoped will be enhanced as the United Nations, its specialized agencies, the regional commissions and other interested bodies harmonize their assistance efforts for rural women in keeping with countries' rural development needs.

IV. SURVEY OF FAO POLICIES, FUTURE GLOBAL PROGRAMME TRENDS AND ACTIVITIES FOR THE SECOND HALF OF THE UNITED NATIONS DECADE FOR WOMEN (1980-1985)

A. Background

62. FAO has always been concerned to a limited extent about rural women, particularly in programmes of rural extension, home economics training institutions applied nutrition programmes, and in programmes of the Freedom from Hunger Campaign. However, with the International Women's Year, FAO, together with WFP, began an effort to expand the interest into other sectors. During the first five years of the United Nations Decade for Women, ideas and strategies

for possible programmes have been formulated and notable progress has been made to expand the programme for the integration of women in rural development. This has included setting up machinery for so doing at FAO headquarters, in the regional offices, in some FAO country offices and in various departments and divisions. The progress is slow but steady and encouraging. Policy support from the governing bodies and the Director-General have given an impetus to the programme.

63. As noted in section II above, the FAO focal point is the Home Economics and Social Programmes Service, where a group of three officers has been established to deal with the integration of women in development. The entire Service helps to promote FAO-wide activities, as well as to serve the Interdivisional Working Group on Women in Development, which is the mechanism established by the Director-General to advise him on policy, to act as a catalyst in the implementation of FAO policy, and to co-ordinate FAO-wide activities. The Chief of the Service is the Vice-Chairman of the Interdivisional Working Group.

64. An initial period was spent on an analysis of the interconnexion of the multiple roles of women and the constraints operating to condition their integration in development. The next step involved identifying possible areas for intervention. A survey of all ongoing projects in FAO was made, which revealed a number of promising new ideas on how the projects could benefit women through reorientation and ideas for the formulation of future projects.

65. Since this promotional activity is a continuous process, a monitoring system is being developed by the Interdivisional Working Group for the assessment of projects likely to affect rural women. The Group's work has been reinforced by the less human-resource-oriented units of FAO, and an awareness of how components for women could be included in their programmes and projects is increasing. To date, in addition to the Economic and Social Policy Department, operational departmental focal points have been established in both the Fisheries and Forestry Departments. On the whole it can be said that there is greater awareness in FAO and many staff are now actively seeking to incorporate rural women's concerns into programmes that have never emphasized them before. The Development Department, through the Field Operations Division, gives emphasis to the inclusion of this programme area in country programming, project formulation and review missions. Within the Human Resources, Institutions and Agrarian Reform Division the subject has gradually become more fully incorporated into all programme activities contributing to rural development, such as home eccnomics, population, rural co-operatives and other farmer's organizations, agrarian reform, rural resettlement, agricultural education, training and extension, and integrated rural development activities. Now the entire process of monitoring needs to be systematized.

66. As for concrete action in the form of projects, it has taken a long time to start the ball rolling in all departments, but now that it is rolling it is gathering speed rapidly. Due to the time-lag between the formulation of projects and their execution, the results of these efforts should become more visible during the second half of the Decade.

B. Future global programme trends for the integration of women in rural development: general programme trends

67. Approximately 12 member countries are being assisted in the planning, development and implementation of comprehensive national programmes aiming to integrate women in rural development. This should double in the coming biennium. Some are studying and analysing their situation, some have made national plans and others are in the process of implementing action programmes.

68. FAO is participating in a special UNDP interagency forward-looking programming exercise in an effort to improve country programming in matters related to rural women. Four missions have been completed in Haiti, Rwanda, Indonesia and the Syrian Arab Republic.

69. This trend to assist member countries in implementing their programmes and strengthening their national capabilities will continue and be expanded to more countries. Region-wide efforts will be made by the FAO regular programme, coupled with extrabudgetary resources, in particular UNFPA, UNDP, the FAO/SIDA co-operative programmes, and of course the Voluntary Fund for the United Nations Decade for Women. These efforts will include activities of the ACC Interagency Task Force on Rural Development and the regional integrated rural development centres: the Centre for Asia and Far East is the first to be established, with FAO assistance.

70. Collaborative efforts with all the regional commissions of the United Nations Secretariat are encouraged at both the planning and the implementation levels. Collaboration with ECA and ESCAP is well established, and many joint effects are under way.

71. On the basis of the increased number of country requests for home economics assistance, it is expected that the work to help strengthen human services and to broaden the scope of "home economics/family and village improvement" will be appreciably expanded. Emphasis in this discipline will be placed on helping national institutions to reorient their programmes in order to be able to meet more effectively the needs of rural women as well as rural families as a unit. A number of regional, group-country and national activities are also planned.

72. An analysis of FAO future programme trends by employment, health and education objectives according to the adopted subtheme of the 1980 World Conference of the United Nations Decade for Women, has been carried out on a regional basis, and is included in the corresponding regional paper.

73. It is emphasized that the FAO Programme for the Integration of Women in Rural Development will be expanded to meet the challenge of helping the member countries and non-governmental organizations to implement the Declaration of Principles and Programme of Action adopted by the World Conference on Agrarian Reform and Rural Development. It will further strengthen and more explicitly specify the policy of FAO that "the integration of rural women will be an integral part of the over-all FAO programme for agrarian reform and rural development". If funds become available more countries can be assisted with their comprehensive plans.

74. Much of the organization's medium-term future activity will be a continuation of programmes that are already under way and projects that have already been approved and have yet to be implemented or are in advanced stages of preparation. A good deal of this activity is taking place in many areas of FAO programmes that existed prior to the International Women's Year: support for institutions and programmes of assistance in the reorganization and strengthening of rural extension services reaching rural women and the introduction of population/family life concepts into the programmes contributing to rural development. However, any expansion of the scope of activity is now expected to include access to land and other resources, credit for women, women in marketing, women's co-operative income-generating activities, emphasis on lightening women's work-load and family life education for males together with females, and the other areas included in the Programme of Action of the World Conference on Agrarian Reform and Rural Development.

75. "Integration of women in rural development" was a separate item on the agenda of the World Conference on Agrarian Reform and Rural Development. The adopted Programme of Action will set the stage for follow-up and future programmes of FAO which it is expected will help to expand one member country's ability to accelerate the advancement and integration of rural women. In summary, the Programme of Action calls on Governments to ensure equality of legal status, to expand women's access to all rural services, to promote collective action and organization by rural women to facilitate their participation in rural development, and to improve educational and employment opportunities. Thus it is quite evident that in its follow-up action FAO as a whole will strive to gear its resources and reorient its programmes towards helping its member countries to the maximum to reach their national programme goals.

C. Policy trends

76. During the past five years FAO has attempted to correct the imbalance caused by its overemphasis on increased agricultural production at the expense of human resources. According to recent policy, the objective of rural development is to improve the quality of life of all elements of the rural population. In practice, this has meant increased emphasis on programmes for reaching the rural poor. Within the context of rural poverty, the focus has been on women's contribution to the standard of living of their families, through their income-producing and income-saving functions. Thus the new policy will emphasize the integration of women in agricultural and rural development and promote women's access to resources and to income-earning opportunities in order to increase their autonomy and the well-being of their families and to ensure that they become full partners in development at policy as well as operational levels. The FAO policy has now to be reiterated by the Declaration of Principles and Programme of Action adopted by the World Conference on Agrarian Reform and Rural Development.

77. Without a doubt it can be said that FAO still has much to do to ensure the advancement of rural women in development. However, as already indicated, it is also working in the face of serious constraints. Since FAO assistance is usually initiated on the request of Governments, its efforts to promote the integration

of women in development must be seen in the context of the type of initiatives that Governments throughout the region are willing to promote. It is anticipated that, as Governments take rural development more seriously, their requests will also increase. However, even in this context there is great room for the expansion in its production-oriented divisions to take women's employment into consideration, and for the inclusion of potential facilities for women in all of its rural development and agriculture, fisheries and forestry development projects.

78. The improvement of the lives of rural women and their integration in agriculture and rural development are inseparable from the improvement of the standard of living of the rural poor in general, and this implies a model or style of development which differs from one that emphasizes increased productivity in the traditional sector at the expense of the rural poor. The full integration of women in development implies that they will receive their fair share of the benefits of development and not just the burdens. Although a substantial redistribution of income-earning opportunities and access to production resources in favour of the rural poor would be an ideal solution, there is still much room for useful intervention in favour of rural women in all the above-mentioned areas of FAO activity.

Annex

EXCERPTS FROM THE FINAL REPORT OF THE WORLD CONFERENCE ON AGRARIAN REFORM AND RURAL DEVELOPMENT RELATING TO THE INTEGRATION OF WOMEN IN RURAL DEVELOPMENT

A. Excerpt from the Programme of Action a/

"IV. INTEGRATION OF WOMEN IN RURAL DEVELOPMENT

"Recognition of the vital role of women in socio-economic life in both agricultural and non-agricultural activities, in accordance with the goals of the United Nations' Decade for Women, is a prerequisite for successful rural development planning and programme implementation. Rural development based on growth with equity will require full integration of women, including equitable access to land, water, other natural resources, inputs and services and equal opportunity to develop and employ their skills. There is also an urgent need to expand knowledge and statistical data on all aspects of women's roles in rural activities and to disseminate this information in order to promote greater awareness of women's role in society.

"Governments should consider action to:

"A. Equality of Legal Status

"(i) Repeal those laws which discriminate against women in respect of rights of inheritance, ownership and control of property, and to promote understanding of the need for such measures.

"(ii) Promote ownership rights for women, including joint ownership and co-ownership of land in entirety, to give women producers with absentee husbands effective legal rights to take decisions on the land they manage.

"(iii) Adopt measures to ensure women equitable access to land, livestock and other productive assets.

"(iv) Repeal laws and regulations which inhibit effective participation by women in economic transactions and in the planning, implementation and evaluation of rural development programmes.

"(v) Ensure full membership and equal voting rights for women in people's organizations such as tenants' associations, labour unions,

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a/ Report of the World Conference on Agrarian Reform and Rural Development, Rome, 12-20 July 1979 (WCARRD/REP) (Rome, Food and Agriculture Organization of the United Nations, 1979), part one, p. 10.

cooperatives, credit unions and organizations of the beneficiaries of land reform and other rural development programmes.

"B. Women's Access to Rural Services

"(i) Provide agricultural inputs and social and economic services to women through non-discriminatory access to existing delivery systems.

"(ii) Establish special recruitment and training schemes to increase the number of women in the training and extension programmes of development agencies at all levels, including professional fields from which women have been traditionally excluded.

"(iii) Broaden the range of agricultural training and extension programmes to support women's roles in activities of agricultural production, processing, preservation and marketing.

"C. Women's Organization and Participation

"(i) Promote collective action and organization by rural women to facilitate their participation in the full range of public services and to enhance their opportunities to participate in economic, political and social activities on an equal footing with men.

"(ii) Establish systems, with the involvement of women's organizations, to identify and evaluate obstacles to women's participation and to monitor progress and co-ordinate action, especially with regard to agricultural services, educational services and school enrolment, health and other social services and employment and wages.

"(iii) Revise procedures for the collection and presentation of statistical data for the identification, recognition and appreciation of the participation of women in productive activities.

"(iv) Promote research and exchange of information and establish and strengthen programmes to facilitate and ease the burden of women's household work, such as day care centres, in order to permit their greater participation in economic, educational and political activities. Also promote understanding of men's responsibilities to share household duties.

"D. Educational and Employment Opportunities

"(i) Ensure educational opportunities of similar quality and content for both sexes and provide special incentives such as reduced fees for increased enrolment of girls and women in schools and training programmes.

"(ii) Promote income-generating opportunities for women and guarantee equal wage rates for men and women for work of equal value.

"(iii) Establish and strengthen non-formal educational opportunities for rural women, including leadership training, instruction in agricultural as well as non-farm activities, health care, upbringing of children, family planning and nutrition.

"(iv) Evaluate and take steps to minimize the possible negative effects on women's employment and income arising from changes in traditional economic patterns and the introduction of new technology."

The separate item on the agenda of the World Conference on Agrarian Reform and Rural Development devoted to the integration of women in rural development has given emphasis and viability to this world-wide issue. Nevertheless all of the other items under the Programme of Action carry inferences for, or make specific mention of, rural women.

For a full understanding of the Programme of Action, the role of FAO as the lead United Nations agency for rural development, and the role of the organizations of the United Nations system, the entire report of the Conference should be read. Particular attention should be given to the Declaration of Principles and Programme of Action and the resolution on the follow-up to the Conference, which is reprinted below.

B. Resolution on the follow-up to the Conference b/

"THE CONFERENCE,

"Recalling the findings and recommendations of previous United Nations conferences, in particular the Sixth and Seventh Special Sessions of the UN General Assembly, the Resolutions of the World Food Conference of 1974, the Resolution of the UN Conference on Technical Co-operation among Developing Countries, the Resolution of the UN General Assembly in its Thirty-Third Session on the new International Development Strategy, and the Agreed Conclusions of the UN Committee of the Whole on food and agricultural development.

"Noting that this Conference has adopted a Declaration of Principles and Programmes of Action in the field of agrarian reform and rural development which calls upon the Food and Agricultural Organization and other organizations of the UN system to extend assistance to Member Governments in all areas of this Programme of Action,

"Affirming that while the primary responsibility for implementing the

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b/ Ibid., p. 24.

Programme of Action rests with Member Governments at the national level, a greatly expanded flow of external financial and technical assistance will be required,

"Noting with satisfaction that effective cooperative arrangements have been established by the UN System for coordinating its assistance to developing countries with FAO as leading agency of the ACC Task Force on Rural Development,

"Stressing the need for FAO and other organizations of the UN system to have adequate resources to carry out the heavy responsibilities placed upon them by the Programme of Action adopted by this Conference,

"Considering that, as recognized in the Declaration of Principles, FAO, under the terms of its Constitution, has a direct responsibility to promote the common welfare by furthering separate and collective action ... not only for improvements in production and distribution of all food and agricultural products and raising levels of nutrition and standards of living, but also for bettering the condition of rural populations and thus contributing toward an expanding world economy and ensuring humanity's freedom from hunger,

"Believing that FAO can make a decisive contribution in the implementation of this Programme of Action through promotion, inter alia, of economic and technical cooperation among developing countries in the field of agrarian reform and rural development,

"I. Calls upon the Conference of the Food and Agriculture Organization at its Twentieth Session to authorize the Director-General to take all appropriate measures necessary to assist Member Countries in the implementation of the Programme of Action and to implement the sections thereof referring to the responsibilities of FAO,

"II. Invites the Conference of the Food and Agriculture Organization at its Twentieth Session to consider proposals which may be made by the Director-General to facilitate the provision by Member Countries of adequate voluntary contributions in the next biennium and over the medium term for this purpose,

"III. Further invites the Governing Bodies of the United Nations and other Specialized Agencies to consider favourably the possibility of providing to them the necessary resources for complementary action to be implemented under their own authority within their own specialized competence and also to work fully together with FAO in the elaboration and preparation of joint programmes and activities which might be financed from further extra-budgetary resources,

"IV. Expresses the further hope that the Governing Bodies of financing institutions in the UN system, including the World Bank, the International Fund for Agricultural Development and the United Nations Development

Programme, as well as Regional Development Banks and bilateral and other sources of funds for technical cooperation, will increase their support for agrarian reform and rural development in cooperation with FAO and other technical organizations of the UN system to this end,

"V. Invites also the Economic and Social Council and the General Assembly of the United Nations to endorse the Declaration of Principles and Programme of Action of the World Conference on Agrarian Reform and Rural Development."

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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
Vienna, 25 February-5 March 1980
Item 2 of the provisional agenda.
Adoption of the agenda

PROVISIONAL AGENDA

1. Election of officers

2. Adoption of the agenda

3. Preparations for the World Conference of the United Nations Decade for Women: Equality, Development and Peace:

   (a) Review and appraisal of progress achieved in the implementation of the World Plan of Action

   (b) Draft programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace, 1980-1985

   (c) Women and development and international conferences

   (d) Preparations for the World Conference

4. The question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination

5. Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace:

   (a) United Nations activities

   (b) Activities of specialized agencies

   (c) Activities of intergovernmental organizations outside the United Nations system

6. Influence of the mass communication media on attitudes towards the role of women and men in present-day society

7. Communications concerning the status of women

8. Programme of work, including draft provisional agenda for the twenty-ninth session of the Commission

9. Adoption of the report of the Commission on its twenty-eighth session

ANNOTATIONS

1. Election of officers

Rule 15 of the rules of procedure of the functional commissions of the Economic and Social Council (E/5975) provides that at the commencement of its first meeting of a regular session, the Commission shall elect from among the representatives of its members a Chairman, one or more Vice-Chairmen and such other officers as may be required.

At past sessions, the Commission has elected in addition to a Chairman, three Vice-Chairmen and a Rapporteur.

2. Adoption of the agenda

In accordance with rule 5 of the rules of procedure, the Secretary-General, in consultation with the Chairman, has drawn up the provisional agenda for the twenty-eighth session of the Commission.

Rule 7 of the rules of procedure provides that the Commission shall, at the beginning of each session, after the election of officers in accordance with rule 15, adopt the agenda on the basis of the provisional agenda referred to under rule 5.

Chapter VII of the Commission's report on its twenty-seventh session contains a draft provisional agenda for its twenty-eighth session (E/1978/32/Rev.1, para. 169).

Owing to lack of time, the Commission was unable to approve the draft provisional agenda. The Chairman informed the Commission that under rule 5 of the rules of procedure, mentioned above, all the proposals submitted would be considered by the Secretary-General, in consultation with the Chairman, for the preparation of the provisional agenda for the twenty-eighth session (ibid., para. 177).

3. Preparations for the World Conference of the United Nations Decade for Women: Equality, Development and Peace: 1/

(a) Review and appraisal of progress achieved in the implementation of the World Plan of Action

In accordance with General Assembly resolutions 3490 (XXX) and 3520 (XXX) of 12 and 15 December 1975, respectively, the Commission on the Status of Women has

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1/ It should be noted that following the arrangements made for the preparations for the World Conference of the United Nations Decade for Women in accordance with General Assembly resolution 33/189, all reports submitted to the Commission under item 3 were prepared by the secretariat of the Conference.

the primary responsibility for the biennial reviews and appraisals of progress achieved in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year.

Furthermore, in paragraph 6 (b) of resolution 2060 (LXII) of 12 May 1977, the Economic and Social Council requested the Secretary-General to prepare a comprehensive report based, inter alia, on the replies of Governments to the questionnaire relating to the implementation of the World Plan of Action for consideration by the Commission at its twenty-eighth session and by the World Conference.

In accordance with Council resolution 1978/28 of 5 May 1978 and General Assembly resolution 33/186 of 29 January 1979, the biennial reporting system on the implementation of the Declaration on the Elimination of Discrimination against Women and related instruments, established by Council resolutions 1325 (XLIV) of 31 May 1968 and 1677 (LII) of 2 June 1972, was integrated into the reporting procedure of the World Plan of Action.

In January 1979 the Secretary-General invited Governments and appropriate non-governmental organizations having consultative status with the Economic and Social Council to furnish information on progress achieved since 1975 in the implementation of the objectives set forth in paragraph 46 of the World Plan of Action and the goals of the United Nations Decade for Women: Equality, Development and Peace, 1976-1985. The questionnaire contained selected indicators by which the over-all situation of women could be evaluated and focused on measures considered most effective, obstacles to progress, and priorities and targets for the second half of the Decade.

A comprehensive report has been prepared by the Conference secretariat based on replies received as well as on information available to the Secretary-General, for consideration by the Commission, which focuses on the objectives of the Decade, the subtheme for the World Conference and the substantive subitems identified in items 8 and 9 of the provisional agenda for the World Conference.

Documentation

Report of the Secretary-General entitled "Review and evaluation of progress achieved in the implementation of the World Plan of Action: national planning, national machinery, and legislation" (E/CN.6/622)

Review and evaluation of progress achieved in the implementation of the World Plan of Action: employment and education (E/CN.6/635)

Review and evaluation of progress achieved in the implementation of the World Plan of Action: political participation, international co-operation, the strengthening of international peace and of health (E/CN.6/636)

(b) Draft programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace, 1980-1985

In resolution 2062 (LXII), the Council, inter alia, requested the Secretary-General to prepare for the consideration of the Commission a report outlining a programme of concrete action for the second half of the United Nations Decade for Women, designed to implement the World Plan of Action.

The General Assembly, by resolution 33/185 of 29 January 1979, decided upon the subtheme "Employment, Health and Education" for the Conference in order to attain the objectives of the Decade: equality, development and peace.

Accordingly, the Conference secretariat has prepared a draft outline of the programme of action for the second half of the Decade in the light of the general guidelines suggested by the Preparatory Committee for the Conference at its second session as well as of contributions made by the Department of International Economic and Social Affairs of the United Nations Secretariat and various interested United Nations organizations.

Documentation

Draft programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace, 1980-1985 (E/CN.6/623)

(c) Women and development and international conferences

On the recommendation of the Commission on the Status of Women at its twenty-seventh session, the Council adopted resolution 1978/34, by which, inter alia, it suggested that the recommendations related to women and development emerging from international conferences such as the United Nations Conference on Technical Co-operation among Developing Countries, the International Conference on Primary Health Care, the World Conference on Agrarian Reform and Rural Development and the United Nations Conference on Science and Technology for Development, held in 1978 and 1979, should be made available to the Commission at its twenty-eighth session and to the World Conference of the United Nations Decade for Women. Accordingly, a report on the subject has been prepared by the Conference secretariat, which provides the recommendations related to women and development emerging from the above-mentioned conferences.

Documentation

Report of the Secretary-General entitled "Women and development and international conferences" (E/CN.6/624)

(d) Preparations for the World Conference

In response to the requests addressed to it by the Council in resolutions 1999 (LX) of 12 May 1976 and 2062 (LXII) of 12 May 1977, the Commission, at its resumed twenty-sixth and twenty-seventh sessions considered, as a matter of priority, different aspects of the preparatory work for the

Conference on the basis of notes by the Secretary-General (E/CN.6/600 and E/CN.6/610). At the twenty-seventh session, the majority of representatives felt that at the twenty-eighth session, the Commission should be concerned primarily with the World Conference.

Accordingly, a progress report on preparations for the World Conference has been prepared by the Conference secretariat.

Documentation

Progress report of the Secretary-General on preparations for the World Conference of the United Nations Decade for Women (E/CN.6/625)

4. The question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination

The General Assembly, in resolution 32/142 and the Council, in resolution 1978/29, requested the Commission on the Status of Women to consider a report of the Secretary-General containing the views and proposals received from Governments, the specialized agencies and other international intergovernmental organizations as well as concerned non-governmental organizations in consultative status with the Council, regarding the nature and content of a draft declaration on the above subject. In the light of those views and proposals, the Commission will have before it the question of elaborating a draft declaration with a view to submitting it to the World Conference.

On 29 January and 5 February 1979, the Secretary-General accordingly invited Member States, specialized agencies, international intergovernmental organizations and concerned non-governmental organizations in consultative status with the Economic and Social Council to submit their views and proposals on the nature and content of a draft declaration.

A report of the Secretary-General which contains the views and/or proposals received on the nature and content of a draft declaration has been prepared by the Conference secretariat.

In resolution 34/158 of 17 December 1979, the General Assembly urged the Commission on the Status of Women to consider at its twenty-eighth session the question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination, in accordance with General Assembly resolution 32/142, and for the full and effective enjoyment of human rights and fundamental freedoms, taking into account the views of Governments thereon and the views expressed during the General Assembly at its thirty-fourth session.

Documentation

Report of the Secretary-General on the question of elaboration of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination (E/CN.6/626)

5. Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace:

(a) United Nations activities

The Commission will have before it a report of the Secretary-General describing various United Nations activities undertaken during the period 1978-1979 in implementation of the Programme of the United Nations Decade for Women (E/CN.6/633).

The Commission's attention will be invited to the reports of the Secretary-General on the Voluntary Fund for the United Nations Decade for Women (A/34/612) and the International Research and Training Institute for the Advancement of Women (A/34/579), which were submitted to the General Assembly at its thirty-fourth session.

(b) Activities of specialized agencies

The Commission will have before it:

A report of the ILO on its activities of special interest to women, prepared in accordance with Council resolution 821 IV B (XXXII) (E/CN.6/631)

A report of UNESCO on its activities of special interest to women, prepared in accordance with Council resolution 154 F (VII) (E/CN.6/632)

A report of FAO on its activities of special interest to women and development, prepared in accordance with Council resolution 1978/34 (E/CN.6/628)

A report of WHO, on its activities of special interest to women and development, prepared in accordance with Council resolution 1978/34 (E/CN.6/629)

(c) Activities of intergovernmental organizations outside the United Nations system

A report of the Inter-American Commission of Women, submitted in accordance with Council resolution 48 B (IV) (E/CN.6/630)

A report of the Commission on the Status of Arab Women, submitted in accordance with Council resolution 48 B (IV) (E/CN.6/634)

6. Influence of the mass communication media on attitudes towards the role of women and men in present-day society

On the recommendation of the Commission on the Status of Women at its resumed twenty-sixth session, the Economic and Social Council, by resolution 2063 (LXII), of 12 May 1977, among other things decided, taking into account the close relationship between the economic, social and cultural aspects of development and the necessity for the full integration of women in the development process, to

appoint a special rapporteur to prepare a study on the impact of the mass communication media on the changing roles of men and women, including action taken by the public and private sectors at the national, regional and international levels, to remove prejudices and sex role stereotyping, to accelerate the acceptance of women's new and expanded roles in society and to promote their integration into the development process as equal partners with men. The Council requested that a comprehensive report containing findings be submitted to the Commission at its twenty-eighth session.

In October 1978, the Economic and Social Council appointed Ms. Esmeralda Arboleda Cuevas (Colombia) as Special Rapporteur of the study.

On the basis of a review of available research materials and on an opinion survey solicited from Governments, non-governmental organizations and other organizations, such as media institutions, as well as from individual experts, on the extent to which the mass communication media and industry have helped advance the status and positive role image of women in society, the Special Rapporteur has prepared a report on the subject with the assistance of the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat and UNESCO.

Documentation

Report of the Special Rapporteur on the influence of the mass communication media on attitudes towards the roles of women and men in present-day society (E/CN.6/627)

7. Communications concerning the status of women

During consideration of the draft provisional agenda for the twenty-eighth session, several additional items were proposed by representatives, including an item on communications concerning the status of women (see E/1978/32/Rev.1, paras. 165-173).

On the basis of Council resolution 76 (V), as amended by its resolution 3041 (XI), lists of communications have been prepared.

Documentation

A non-confidential list containing a brief summary of communications which deal with the principles relating to the promotion of women's rights in the political, economic, civil, social and educational fields (E/CN.6/CR.25)

A confidential list of other communications concerning the status of women (SW Communications List No. 19)

8. Programme of work, including draft provisional agenda for the twenty-ninth session of the Commission

The Commission's attention will be invited to the relevant sections of the proposed programme budget for the biennium 1980-1981 (A/34/6, vol. I, pp. 242-243)

and the medium-term plan for the period 1980-1983 (A/33/6/Rev.1, vol. IV, pp. 274-282). To the extent possible, the views of the Commission at its twenty-seventh session have been reflected in the part of the plan that relates to the question of equality of men and women and the integration of women in development.

In paragraph 2 (e) of resolution 1979/41 of 10 May 1979 on the control and limitation of documentation, the Council decided:

> "That, in future, the provisional agenda for its subsidiary bodies, together with the list of requested documentation, should be submitted to the Council for its review in order, inter alia, to establish greater consistency between the documentation of those bodies and the over-all documentation requested by the Council and other subsidiary bodies and greater consistency between the requests for documentation and the medium-term plan and the programme budget".

In this connexion, the Commission's attention is drawn to Council resolutions 1979/1, 1979/41 and 1979/69 on the control and limitation of documentation, as well as to paragraph 2 of General Assembly resolution 34/50 of 23 November 1979. The Secretary-General will submit a note on this matter, prepared in the light of the Commission's discussions at the twenty-eighth session.

Documentation

Proposed programme budget for the biennium 1980-1981 (A/34/6, vol. I, pp. 242-243)

Medium-term plan for the period 1980-1983 (A/33/6/Rev.1, vol. IV, pp. 274-282)

9. Adoption of the report of the Commission on its twenty-eighth session

In accordance with rule 37 of the rules of procedure, the Commission reports to the Economic and Social Council on the work of each session.

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Adoption of the agenda

PROVISIONAL AGENDA

Addendum

Report on the state of preparedness of documentation for the session

Note by the Secretariat

1. By resolutions 1979/1 and 1979/69, on the control and limitation of documentation, the Council reiterated that the Secretariat should circulate the documentation in all working languages six weeks before the opening of the session of the Council and its subsidiary organs, and invited the Secretariat to take steps to ensure that rule 13, paragraph 4, of the rules of procedure of the Council was complied with effectively.

2. By resolution 1979/69, the Council requested the Secretariat "to inform the Council and its subsidiary bodies, in the relevant annotated agenda, which documents have not been issued in accordance with the six-week rule, with full explanation of the reasons which prevented their circulation". At its thirty-fourth session, the General Assembly adopted resolution 34/50, endorsing this decision.

3. The twenty-eighth session of the Commission on the Status of Women is scheduled to be held from 25 February to 5 March 1980. The documents listed below could not be issued in due time for the reasons given in paragraphs 6-11.

Item	Document	Date of submission to OSSECS	Date of submission to DCS	Projected date of issuance by DCS
3 (a)	Review and evaluation of the progress achieved in the implementation of the World Plan of Action: national planning, national machinery and legislation (E/CN.6/622)	27.12.79	9.1.80	7.2.80
	Review and evaluation of progress achieved in the implementation of the World Plan of Action: employment (E/CN.6/635)	28.12.79	9.1.80	28.1.80
	Review and evaluation of progress achieved in the implementation of the World Plan of Action: political participation, international co-operation and the strengthening of international peace (E/CN.6/636)	28.12.79	11.1.80	2.2.80
	Review and evaluation of progress achieved in the implementation of the World Plan of Action: health (E/CN.6/637)	28.12.79	8.1.80	25.1.80
	Review and evaluation of progress achieved in the implementation of the World Plan of Action: education (E/CN.6/638)	11.1.80	14.1.80	21.1.80
3 (b)	Draft programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace, 1980-1985 (E/CN.6/623)	10.1.80	18.1.80	5.2.80
3 (c)	Women in development and international conferences: report of the Secretary-General (E/CN.6/624)	17.12.79	2.1.80	16.1.80

Item	Document	Date of submission to CSSECS	Date of submission to DCS	Projected date of issuance by DCS
4.	The question of elaboration of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination (E/CN.6/626)	28.12.79	8.1.80	4.2.80
5.	Report of the International Labour Organisation on its activities of special interest to women (E/CN.6/631)	7.12.79	20.12.79	15.1.80
6.	Report of the Special Rapporteur on the influence of the mass communication media on attitudes towards the role of women and men in present-day society (E/CN.6/627)	17.12.79	9.1.80	8.2.80
7.	A non-confidential list containing a brief summary of communications which deal with the principles relating to the promotion of women's rights in the political, economic, civil, social and educational fields (E/CN.6/CR.25)	10.1.80	21.1.80	15.2.80
	A confidential list of other communications concerning the status of women (SW Communications List No. 19)	10.1.80	16.1.80	11.2.80 (E/F/S) 15.2.80 (R/C)

/...

4. The submission of the documents to be circulated under item 3 (a) of the provisional agenda (E/CN.6/622, 635, 636, 637 and 638) was delayed for the following reasons:

The late receipt of responses from Member States to the questionnaire on the review and appraisal of progress achieved in the implementation of the World Plan of Action (of the 87 replies, 58 were received after 15 June 1979, although the deadline for replies was 31 March 1979). Similar delays were encountered in obtaining information and statistics from other mandated sources.

The postponement of four of the five regional preparatory meetings for the World Conference. 1/

The necessity for the Conference secretariat to attend and assist with the regional preparatory meetings during the peak period of preparation of the documents.

The need for consultation and co-operation with the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, which is now located at Vienna.

5. The delays in holding the regional preparatory meetings affected in particular the preparation of the draft programme of action for the second half of the United Nations Decade for Women (E/CN.6/623), to be discussed under item 3 (b) of the provisional agenda. Even by delaying the submission of the document, the Conference secretariat was unable to incorporate in it as fully as it would have wished the programmes of action adopted by the regional commissions.

6. The report of the Secretary-General on women and development and international conferences (E/CN.6/624), to be discussed under item 3 (c) of the provisional agenda, and the report of the International Labour Organisation (E/CN.6/631), to be discussed under item 5 of the provisional agenda, could not be issued in accordance with the six-week rule because of the urgent documentation that had to be processed by the Department of Conference Services for the Security Council and the General Assembly (regular and special emergency sessions).

7. The report on the question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security, to be discussed under item 4 of the provisional agenda (E/CN.6/626) had to be modified by the secretariat of the World Conference to conform to Council resolution 1979/41 on the control and limitation of documentation.

8. The report of the Special Rapporteur (E/CN.6/627), to be considered under item 6

1/ The postponed regional preparatory meetings were held on the following dates: Economic and Social Commission for Asia and the Pacific, 5-9 November 1979; Economic Commission for Latin America, 12-16 November 1979; Economic Commission for Africa, 3-7 December 1979; Economic Commission for Western Asia, 10-13 December 1979.

of the provisional agenda, required editorial consultations over a period of time with the Special Rapporteur.

9. The non-confidential list and the confidential list of communications concerning the status of women (E/CN.6/CR.25 and SW Communications List No. 19), to be discussed under item 11 of the provisional agenda, could not be issued on 14 January 1980 because of their late submission.

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WBG ARCHIVES

COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
25 February - 5 March 1980
Item 2 of the provisional agenda
Adoption of the agenda

ORGANIZATION OF THE WORK OF THE SESSION

Note by the Secretariat

1. In accordance with General Assembly resolution 32/71 of 9 December 1977, entitled "Pattern of conferences", the secretariat of each body should circulate before the first meeting a draft agenda and timetable for the completion of the consideration of items, taking into account the availability of documentation. In compliance with that directive, suggestions concerning the organization of the twenty-eighth session are submitted herewith to the Commission. The provisional agenda for the session is contained in document E/CN.6/621. Detailed background information regarding the items of the agenda, as well as the symbols of the documents for each item, are to be found in the annotations to the agenda items contained in that document. A report by the Secretariat on the state of preparedness of documentation for the session is contained in document E/CN.6/621/Add.1.

2. The session will be convened on Monday, 25 February 1980, at 10.30 a.m. at the Vienna International Centre. Facilities will be available for two formal meetings each day.

3. Bearing in mind the availability of documentation for each item, the following programme of work is suggested:

80 32017

Monday, 25 February	Election of officers (item 1)
	Adoption of the agenda (item 2)
	Preparations for the World Conference .... (item 3)
Tuesday, 26 February	Preparations for the World Conference .... (item 3)
	The question of elaborating a draft declaration .... (item 4) /if time permits/
Wednesday, 27 February	Preparations for the World Conference .... (item 3)
	The question of elaborating a draft declaration .... (item 4)
Thursday, 28 February	The question of elaborating a draft declaration .... (item 4)
	Measures taken to implement the programme .... (item 5)
Friday, 29 February	Measures taken to implement the programme .... (item 5)
	Communications .... (item 7)
	/Time-limit for submission of draft resolutions on items completed by that date./
Monday, 3 March	Influence of the mass communication media .... (item 6)
	Discussion and adoption of draft resolutions
	/Time-limit for submission of draft resolutions on all remaining items./
Tuesday, 4 March	Programme of work .... (item 8)
	Discussion and adoption of draft resolutions
Wednesday, 5 March	Adoption of the report .... (item 9)

N.B. In accordance with the directives given by the General Assembly in resolution 32/71, the programme for each meeting will include more than one agenda item so that, if consideration of an item is interrupted or completed, the Commission may pass on to another item.

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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
Vienna, 25 February-5 March 1980
Item 3 of the provisional agenda. Preparations for the World Conference of the United Nations Decade for Women, Equality, Development and Peace, 1980:
(a) Review and appraisal of progress achieved in the implementation of the World Plan of Action

REVIEW AND EVALUATION OF PROGRESS ACHIEVED IN THE IMPLEMENTATION OF THE WORLD PLAN OF ACTION: HEALTH

Report of the Secretary-General

Corrigendum

Paragraph 22

Replace the second, third and fourth sentences by

Ghana quoted estimates for life expectancy for women in 1974 (46) and 1977 (52), and for infant mortality in 1969 (133) per 1,000 live births and 1977 (120 per 1,000 live births). Mauritius reported a decline in infant mortality from 48.7 in 1975 to 33.8 in 1978.

Paragraphs 24 and 25

Replace the existing text by

24. Responses from countries in the ECLA region varied in terms of the amount of data available, which makes comparisons difficult. The figures indicated an improvement in life expectancy centring around 60, with a range between 76 (Cuba) and 45 (Bolivia) in 1975.

25. Honduras reported higher infant mortality in rural than in urban areas. Peru reported a decline in infant mortality in urban areas from 101 to 94 per 1,000 live births between 1975 and 1978. Venezuela reported a decline of 22 per cent in maternal mortality between 1970 and 1974 (90 to 70 per 100,000 live births). This was a result of declines in deaths from infection (60 per cent), toxaemia (22 per cent), abortion (21 per cent) and haemorrhage (15 per cent).

Paragraph 27

Replace the fourth sentence by

Turkey reported an increase in life expectancy for women from 59.9 to 62.8 over the period 1970-1975 and also higher infant mortality in rural (16.1) than in urban areas (11.9 per 1,000 live births).

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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
Vienna, 25 February-5 March 1980
Item 3 of the provisional agenda. Preparations for the World Conference of the United Nations Decade for Women: Equality, Development and Peace: (a) Review and appraisal of progress achieved in the implementation of the World Plan of Action

REVIEW AND EVALUATION OF PROGRESS ACHIEVED IN THE IMPLEMENTATION OF THE WORLD PLAN OF ACTION: NATIONAL PLANNING, NATIONAL MACHINERY, AND LEGISLATION

Report of the Secretary-General

SUMMARY

The present report reviews and evaluates efforts undertaken at the national level to implement the World Plan of Action for the Implementation of the Objectives of the International Women's Year; in particular, the minimum objectives set forth in paragraph 46 thereof. The report contains an analysis of progress made and obstacles encountered in the fields of national planning, national machinery, constitutional and legislative guarantees of the principle of non-discrimination.

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INTRODUCTION

1. The present report has been prepared by the secretariat of the World Conference of the United Nations Decade for Women in compliance with pargraph 7 of General Assembly resolution 33/189 and with the note by the Secretariat of the United Nations on effects of the provisional agenda for the World Conference of the United Nations Decade for Women on the programme of work of the Economic and Social Council and the Commission on the Status of Women (E/1979/6/Rev.1). The report reviews and evaluates efforts undertaken at the national level to implement the World Plan of Action for the Implementation of the Objections of the International Women's Year; in particular, the minimum objectives set forth in paragraph 46 thereof. The report contains an analysis of progress made and obstacles encountered in the fields of national planning, national machinery and constitutional and legislative guarantees of the principle of non-discrimination. It is based primarily on the replies of 86 Governments, the specialized agencies and non-governmental organizations to the questionnaire prepared and circulated by the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, Department of International Economic and Social Affairs, United Nations Secretariat.

2. National planning may be viewed as an intervention by a Government to influence social, economic, cultural and political change in a desired direction. The formulation, implementation and evaluation of national plans and policies involve an explicit categorization of the population along lines of class, economic sectors, regions etc., both as beneficiaries of and participants in the process of economic development. This determines which groups' claims to development goods are to be satisfied from limited resources and which groups will participate in the development process.

3. Factors which influence the planning process include both technical and political considerations. The former include the availability of data. It is conceivable that a planner may give priority to the claim of one group because of the availability or organization of data but completely alter the priority given to different data or a different classification of the sama data. The political considerations in planning and policy-making arise from the fact that the legitimacy of government and its prerogative to plan rest on a political process. In ranking claims, Governments always consider a group's relationship to its own incumbency. In general, the more a group's support is perceived to be decisive to the stability of the political order, the greater the likelihood that its claims will be considered seriously.

4. The relationship of any group or coalition of groups to the Government varies but is governed by the specific political climate in each country. The range of possibilities can be reduced to two situations:

(a) The situation in which the group and the government have common perceptions of the desired direction of change. In such situations, no fundamental contradictions exist in the planning process between the group and the government; their roles and activities complement each other in the development process;

(b) The situation in which the group has different perceptions of the desired direction of change from those of the Government. In such situations, there are contradictions in the planning process, which the group will try to resolve by applying pressure on the Government to accommodate all or some of its programmes in planning.

5. Although there has been a growing consensus that women's concerns and capacities should be taken into account in development, planners and policy-makers in some countries do not always understand the links between women's socio-economic roles and their own attempts to tackle the problems of economic development, inequality and poverty. The integration of women into development entails the recognition of women's needs and their contributions, to the extent that they differ from those of men, to the planning process. Research has repeatedly pointed out that notwithstanding the widespread improvements brought about in the course of modern socio-economic growth, the gains derived have been not only unevenly distributed among countries and social groups, but also unequally shared by men and women.

6. Challenging the premise that economic growth and development are a sufficient condition for advancing women's social position, researchers have singled out the adverse effects of modernization on women's economic roles and have examined in this context, for example, the discriminatory aspects of female labour utilization in industry and the impact of modernization of agriculture and crafts on female employment, as well as the functions of unpaid female labour in the process of economic growth. 1/ These adverse impacts of development on women have led one researcher to characterize women as victims of development.

7. Most of the traditional strategies and policy interventions focus on women as passive consumers of development. Thus in instances where a Government has recognized that women are subordinate in society, policies designed to achieve their equality have singled them out as a dependent welfare group, in much the same way as the handicapped or the aged are singled out. Welfare programmes receive but a small proportion of development funds and skilled human resources; moreover, in situations of economic difficulty, those programmes are the first to be cut back. Welfare-oriented programmes for women are therefore exposed to double jeopardy: not only are the funds assigned to such programmes minuscule, but the approach often leads to the exclusion of women from broader development programmes.

8. Contemporary research shows that women are seriously undervalued and their potential under-utilized in the development processes. It is estimated by the Economic and Social Commission for Asia and the Pacific (ESCAP), the Economic Commission for Africa (ECA) and the Economic Commission for Latin America (ECLA) that women provide from 60 to 80 per cent of agricultural labour in Asia and Africa and 40 per cent in Latin America. The magnitude of the contribution notwithstanding, women earn from 60 to 40 per cent less than men in most developing

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1/ See, for example, "Effective mobilization of women in development; report of the Secretary-General" (A/33/238 and Corr.1).

and developed countries. 2/ Research has also established a correlation between the participation of women in and the effectiveness of development projects. Thus several case studies have been conducted which show that the over-all performances of specific development projects have been adversely affected by the inattention of planners to women's roles. 3/

9. Those research findings question the validity of a welfare approach to planning for women and establish a basis for an alternative conceptualization of women in development. Specifically, they highlight the possibilities of integrationist strategies that incorporate women as active participants. The latter approach to national planning and policy formulation perceives women as a resource which should be drawn upon in planning for development. As well as being justified on grounds of social justice, it is a more sound economic approach in terms of harnessing scarce development resources in society in a more rational and efficient manner.

REVIEW AND APPRAISAL

10. While the consequences of disregarding women in planning are known, and guidelines have been developed by several development agencies for incorporating them in the design of policies and projects, the appraisal of national plans and policies in this area remains an inductive exercise. Data received from member States in response to the questionnaire on implementation during the period 1975-1978 of the World Plan of Action adopted by the World Conference of the International Women's Year are too varied in terms of quality and quantity as well as of the interpretation of the specific questions in the questionnaire, to form the basis of any determinative general appraisal. However, the exercise forms an important first step in both evaluating policies and designing better methods for future evaluations.

11. Ideally, an appraisal of national policies with respect to women should include an evaluation of the quality of the development to which a government is committed. The present report is, rather, a review and appraisal of how different social, political, economic and cultural systems have approached the question of planning and policy-making with respect to women. The review and appraisal falls under six headings, namely, the data base on women; strategies and programmes for achieving the goals of the Decade; the participation of women in the planning process; national machinery; women's organizations; and legislation.

2/ See Uma Lele, The Design of Rural Development: Lessons from Africa (Baltimore, Johns Hopkins University Press, 1975), pp. 25-27; and "The participation of women in the development of Latin America" (ESA/CSDHA/AC.10/4/Rev.1, February 1976).

3/ See, for example, Robert Chambers and Jon Morris (eds.), Mwea: An Irrigated Rice Settlement in Kenya (Munich, Weltforum Verlag, 1974) and Ingrid Palmer, "The Nemow Case", Case Studies of the Impact of Large-Scale Development Projects on Women; Working Paper No. 7 (New York, the Population Council, 1979).

12. Of the 62 member States who responded to the questions on national policies, 14 were from the African region, 12 from the Asian and Pacific region, 19 from the European region, 12 from the Latin American region and 5 from the Western Asian region. The responses varied from country to country, ranging from complete and elaborate to scant and monosyllabic. Several member States furnished back-up statistical data, special reports and extracts from national planning documents.

A. The data base on women

13. Data serve two major functions in the formulation, implementation and evaluation of policy: first, as an input, one of the raw materials from which policy is fashioned, and secondly, as an output, an indicator of performance and the success or failure in the implementation of policy. Both functions involve a perception of factors considered relevant to policy formulation and a determination of the desirable direction in which society might evolve.

14. The technical problem of the availability of data can affect planning in two important respects. First, a planner, having isolated factors which are relevant to policy formulation or evaluation, may be faced with a situation in which the requisite data is not available. Secondly, the coverage, character and quality of data before a planner may influence the approach taken to the same problem.

15. The basis for evaluating a country's data base on women should be the degree to which the data presents a planner committed to the principle of integrating women in the planned development process with the pertinent coverage, classification and breakdown to formulate, implement and monitor specific policies. Although countries may require different data for planning and for evaluating progress in accordance with their nationally specific economic, social and political objectives, planners have suggested that data broken down by sex and age, where applicable, under the following headings are essential for integrating women in development. 4/

(a) Demography

This would include population, mortality, life expectancies, birth rates, marital status and the number of children, household members, migration patterns and religion;

(b) Health and nutrition

This would include nutrition levels, number of hospital patients, hospitalization cases for deficiency diseases, incidence of anaemia, maternal mortality rate, use of contraception and access to safe water supply;

4/ See Report of the Training Seminar on Development Planning for Women, organized by the Asian and Pacific Centre for Women and Development and the Asian and Pacific Development Institute, Bangkok, 14 September-25 October 1978.

(c) Judicial and criminal

The essential data under this heading would include criminal conviction rates by type of crime, crimes against women, child abuse and corrective institution population;

(d) Child care

Included in this category of data are number of child care centres and number of children under seven years of age of women working outside the household;

(e) Personal income and expenditure

This includes the average individual income within households and average individual expenditure and consumption within households;

(f) Money, banking and finance

This heading includes membership in savings or credit institutions, new loans and advances by banks;

(g) Education

Under this would be included the number and percentage of illiterates, enrolment in educational and vocational institutions at all levels, average attendance at different levels, drop-out rates at different levels;

(h) Political participation

This might include number of electors, voters, candidates to all levels of political institutions; membership in the highest political organ; office-holders in political parties; membership and office-holders in trade unions;

(i) Administrative structure

The data under this heading should include representation in the planning machinery and the number and types of women's organizations;

(j) Economic activity

Under this broad category would be economically active and inactive population; employed population by status, occupation, hours of work, occupational and educational level and field of study; unemployed population by kind of unemployment, level and field of education.

16. The list is by no means exhaustive and is only meant to suggest areas of information essential for planning for women in development.

17. All the Governments reporting on improvement of the data base indicated their dissatisfaction with the state of data on women in their countries. 5/ Although data were generally broken down by sex in the more established areas, such as population figures or death rates, most responding member States noted the importance of wider coverage but reported that the data were not yet available. There were, however, various studies under way to improve the coverage, collection and quality of data in several developing countries including India, Ivory Coast, Kenya, Lebanon, Nepal, Papua New Guinea and the Philippines. Most developed countries indicated that such data had already been collected from different official and semi-official sources but remained in an unanalysed form. Several developed countries indicated, therefore, that their problem was the systemization and centralization of already available data; the United States Bureau of the Census had sponsored a conference on issues in federal statistical needs relating to women.

18. Although most Governments acknowleged in principle that the deficiency created in national economic statistics by the non-registration of women's unremunerated work, in terms of subsistence economic activities and housework, was a serious anomaly, few had found methods of attributing economic value to such work. Economic valuation of women's unremunerated work does not of itself indicate a progressive policy on women. There are indeed instances where such valuation may be made in order to maintain the traditional sex division of labour and cut off incentives for women to seek employment in the monetized economic activities - the traditionally male domains. However, on the assumption that Governments are genuinely committed to achieving equal status for women, the move towards economic valuation of traditionally unremunerated activities reflects a new approach to the role of women in the economy.

19. Several member States had initiated interesting approaches to valuing women's unremunerated work. Cuba reported that it had evolved a method of attributing economic value to such work. In Canada, a university research study, not yet implemented, had also developed such a method. India reported that it was studying recommendations to give an economic value to women's domestic work for purposes of determining ownership of matrimonial property. There was a proposal from the United States of America that a married couple's income be divided so that the non-working spouse earned equal social security credits based on the joint income. In Finland, a system was operational under which women's work as assisting family member in agriculture or other enterprises was included in statistics as economic activity, if the number of working hours were at least one half of the normal working hours in the field. Such persons were entitled to social security on the basis of that employment.

20. The major constraint cited by most reporting Governments in the improvement of the data base was institutional. Government sections charged with the

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5/ A total of 47 countries responded to questions dealing with the data base on women. The regional breakdown was ECA, 9; ECE, 12; ECLA, 12; ECWA, 3; and ESCAP, 11.

responsibility of gathering and improving data on women lack adequate staff, expertise and funding. Most member States had only one officer, if any, responsible for data collection, compilation and reporting. Cuba, however, reported that it had embarked on a programme to train personnel for that purpose and to computerize its data collection on women by 1985. Most developing countries expressed the opinion that international assistance in that area would help considerably; some existing projects were reported.

21. The utilization of available data in planning varies widely. Several member States with all or most of the data suggested above as relevant to effective planning had implemented policies in disregard of the data or in ignorance of its existence. Planners and policy-makers must be committed to the integration of women in national life for the relevant data to be of any use; therefore data must be centralized, available and publicized.

22. The foregoing review indicates that several member States have made significant progress not only in improving their data base on women, but in breaking away from traditional perceptions of the role of women in the economy. For most member States, however, much more remains to be done in this area.

B. Strategies and programmes for achieving the goals of the Decade

23. Although the planning process differs from country to country, there are at least three distinctive forms of planning practised by member States generally, reflecting the differences in their socio-economic systems. First there are those countries that draw up comprehensive periodic national development plans covering all the broad sectors of the economy; most developing countries fall into this category. Secondly, there are those countries that do not have any single planning document such as a national development plan, but have different formal policy declarations; most developed market economies fall into this category. Denmark, Finland, the Netherlands, Sweden and the United Kingdom of Great Britain and Northern Ireland reported that they do not formulate national development plans. 6/ The third form of planning is central planning as practised in the socialist countries. In this instance, there is a unitary organ within the state apparatus which plans and formulates all the major policies affecting the functioning of the economy in accordance with clearly defined political objectives.

24. All reporting Governments had adopted strategies for the advancement of women, explicitly or implicitly integrating the objectives of the World Plan of Action into their different planning processes. 7/ The majority of the reporting member

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6/ The manner in which policies are formally integrated in the planning process in those countries is essentially through annual national budgets, as was reported for instance by Finland and Sweden.

7/ A total of 62 countries reported on their strategies. The regional breakdown was ECA, 14; ECE, 19; ECLA, 12; ECWA, 5; and ESCAP, 12.

States who have national development plans did not have separate sections of the plans specifically devoted to women covering the period under review. A significant number of those member States indicated, however, that they intended to include specific references to women in their plans in the next planning period. All the countries with national development plans, while not having separate chapters dealing with women in their plans, had, however, adopted strategies and programmes for the advancement of women.

25. The countries with no national development plans reported several methods they had adopted to formulate policies affecting women. The dominant approach was the adoption of national plans of action. Thus Australia, Finland, Indonesia, Japan and the United States, among other countries, reported that they had adopted national plans of action in order to meet most of the objectives of the World Plan of Action. Another reported method of policy declaration was the United Kingdom's promulgation in 1974 of a White Paper on Equality for Women which acknowledges that government intervention is necessary if full equality is to be achieved.

26. The centrally planned economies reported a fundamentally different approach to the formulation of policies affecting women. The Union of Soviet Socialist Republics, for example, viewed the advancement of women as inextricably linked to the attainment of its over-all national objective of socialist development. This view was shared by all reporting socialist member Sates. Thus, Mongolia declared that the "development of socialist democracy is impossible without the widespread participation of women". The German Democratic Republic reported that it viewed discrimination against women as a "vestige of capitalist past" and as incompatible with its socialist goals. It declared that "a progressive movement cannot be victorious without the participation of women". Consequently, it sought to involve women in the solution of political, economic and social problems as well as intellectual and cultural ones. Yugoslavia declared that "the solution of the present-day problems of the social position of women is an integral part of the socio-economic devlopment" of the country. Finally, China reported that the attainment of equal rights by women in all spheres of life had been part and parcel of the Chinese Revolution since 1949.

27. The specific measures adopted by Governments to implement their declared policies on the advancement of women generally sought to widen their participation in the existing social, economic and political structures. The specific modalities for extending participation varied both sectorally and from country to country. It is possible, however, to extract three patterns in the mechanisms adopted by member States.

28. First, there were compensatory and affirmative programmes designed to accelerate women's participation by correcting historical imbalances in certain specific areas. Adopting this approach in employment, Jamaica, for example, had instituted a policy of hiring on a 60:40 female to male ratio for unskilled jobs to offset the 2:1 female to male unemployment ratio in that category of employment. Adopting a similar approach in the area of political participation, Egypt had established a quota reservation of parliamentary seats for women. The United States similarly reported that employers who received funding under a federal contract were required to take specific affirmative action steps to increase the

number of women in occupations in which they were under-represented. In Ireland, the Industrial Training Authority reserved a certain number of first-year off-the-job places in training for girls.

29. The second modality adopted to integrate women in development was the institution of general programmes - such as rural development programmes - which, though not singling out women as a special group, were envisaged either as especially benefiting women because of their numerical preponderance in the rural areas of many developing countries, or as the consumers of a particular development good such as a water pump. For example, in its 1979-1983 Development Plan, Kenya cited "Alleviation of poverty" directed towards rural development as a measure which would meet many of the objectives of the Decade, since the majority of its rural population were women.

30. The third way in which reporting member States had sought to integrate women in devlopment was through ensuring equal access for women in aspects of national life essentially through legislation banning sex-based discrimination. Every responding member State cited examples of regulations and laws prohibiting discrimination in employment, education, political participation and health. In most instances the legal validity of such regulations and laws was derived from the principles of equity enshrined in the fundamental laws of those member States.

31. The foregoing review indicates that every member State has policies designed to integrate women in development. In social programmes, however, the gap between policy and implementation is generally very wide. This is usually owing to factors such as the durability of the cultural and ideological superstructures which have been built up over the years to legitimize and justify the exploitation of women through stereotyped thinking patterns and the division of labour by sex. In other instances, the gap between policy and implementation is simply owing to a lack of follow-up procedures or of the requisite institutions. Whatever the explanation, the focus of an appraisal should not be whether the policies benefit women in any specific instance, but whether they represent a sustained and institutionalized intervention in the planning process, capable of changing the subordinate place of women in society. In other words, an appraisal should address itself to the question whether the successful implementation of the policies reviewed above would make a difference to the status of women in the various countries.

32. Several countries reported very successful affirmative action programmes, successful rural development schemes and the promulgation of many equal opportunity and anti-discrimination laws. Ideally, an appraisal should assess whether such programmes have significantly improved the socio-economic and political situation of women in those countries. Such an appraisal is not possible at the present time because of lack of necessary data. The general observation which can be made here is that the strategies adopted by member States - be they affirmative action programmes, general socio-economic programmes or equal access legislation - are based on a premise that existing socio-economic and political structures can operate in a qualitatively different way to achieve full equality for women in society. The focus of the policies is therefore the technical incorporation of women in the existing structures. The fact that women continue to occupy a subordinate place in most countries despite the implementation of the policies reviewed should, however, testify to the need for alternative approaches.

33. Alternative strategies may seek to alter the existing socio-economic and political structures in an attempt to induce social change. Such strategies of intervention are explicitly political in that they question the established direction of change or development in society and see the integration of women in national life as part of the larger process of social transformation.

C. The participation of women in the planning process

34. The analysis of most social and institutional phenomena is complex and involves an intricate aggregation of different data. Direct quantification is not always a measure of change in such circumstances. For instance, in evaluating the impact of an irrigation scheme on development one could focus on the increase in crop yields as a measure of success. A more meaningful but complex evaluation could include consideration of the scheme's impact on the health of the participants or on decision-making within households. Such an evaluation may reveal the fact that the incidence of water-borne diseases has increased or that the limiting of land-holding rights to men, for instance, has had an adverse impact on both the subsistence production of traditional foods and the income of rural women.

35. The evaluation of progress in an area such as political participation also underlines the complexities of social and political analysis. What can be read into the data that the number of women legislators increased by 5 per cent? Are factors such as the power and role of the legislature within the state apparatus of the given state or the legislative process in the state relevant in interpreting the indicator? Such questions have to be answered in order to make a conclusive evaluation.

36. The conventional method of evaluating issues such as representation or participation is to equate them with the flow of benefits to a given constituency or their impact on decisions. An appraisal of the participation of women in the planning process must go beyond this equation and analyse whether benefits actually flow to women or whether favourable decisions are in fact made on women's issues.

37. The analytical difficulties in evaluating participation are compounded in the present instance by the fact that the information provided by member States in this area was among the most inadequate and incomplete in the whole questionnaire. 8/ From the data received, the reporting countries indicated a general increase since 1975 in the number of women participating in the planning process. In the following appraisal, several general considerations are suggested as pertinent to the evaluation of a quantitative increase of women in the planning process.

8/ Only 19 countries reported on women's participation in planning. Some gave absolute numbers instead of the requested percentage increase in the number of women in planning. Others gave figures for only one year instead of the requested years of 1975 and 1978, thereby making a trend analysis more difficult.

38. The qualitative significance of the increase in the participation of women in the planning process indicated by the reporting member States presents two major problems in an appraisal. The first problem has to do with the location of power within the state apparatus and the second with the social differentiation of women as a group.

39. As explained in the review of targets, strategies and programmes for achieving the objectives of the Decade, the planning process differs from country to country depending on the socio-economic and political systems. In a centrally planned economy, where there is a unitary and clearly identifiable national organ of policy formulation, it is relatively easy to conclude that an increase in the number of women in the planning organ represents a significant advancement of the role of women in planning. In countries with no such unitary organ of policy formulation, the evaluation of the impact of an increase in the number of women in the government bureaucracy is more complex.

40. The first step in assessing the significance of an increase in the number of women in the planning process should be an analysis of the formal importance of the posts occupied by women within the specific state and bureaucracy, with respect to planning and policy formulation. A woman may occupy a position which is formally designated as a policy-making post but may have relatively insignificant impact on policy because in practice under some socio-economic systems policy-making may take place through more informal processes. The observation made by the United States when reporting on obstacles to the increased participation of women in the planning process is pertinent:

> "The structure, process, and composition of most institutions and planning groups are male-oriented (i.e., they are geared to work in a manner which is conducive to male-sex role socialization). Men's socialization does not encourage them to share decision-making responsibilities with women. Therefore, even when a few women reach high-level positions they are often excluded from the planning process, especially at the informal level where much of the work takes place, because they are often the only one at that level."

In such circumstances, policy formulation can become a complex interplay of informal networks and political patronage, and formal mandates only serve to place seals of legitimacy on decisions already reached.

41. The problem of locating where power lies within the bureaucratic and political system is overshadowed by the problem of the quality of the female representative. The quantitative increase in the number of women involved in the planning process cannot be minimized. Participation of women <u>per se</u> is important not only from the viewpoint of justice but also from the viewpoint of the quality of planning. There are many instances in which men's perception of things differs from women's perception. For instance, in a study of three villages in India, in identifying the villages' most critical need, women mentioned a primary health centre for children while the men identified the need for feeder roads linking the village to

the main road. 9/ Women in given positions may, therefore, through sex identity, intimacy and sensitivity make the planning process more accesible to women and thereby sensitize it.

42. An obstacle reported by several countries in recruiting women to policy-making positions needs to be mentioned here. Recruitment networks in some countries are male-dominated and tend to draw from male colleagues and former schoolmates, thus generally discriminating against women. Secondly, owing to stereotyping in education in some countries, women's training is largely concentrated in the humanities whereas planning is a field dominated by engineering, financial analysis, economics and other technical sciences - disciplines in which women have historically been under-represented. 10/ Women policy-makers consequently tend to fill posts in the social and welfare sectors of national planning rather than the critical area of production.

43. The quantitative significance of participation notwithstanding, the quality of participation forms a more fundamental measurement of the impact of women in the planning process. Women are not a homogeneous group. They represent a range of classes and social backgrounds and, therefore, commitments. Within a given economic, political and social structure, the process by which women and men are selected to serve in key policy-formulating posts is likely to ensure the continuity and stability of the system. The input in the planning process may, therefore, serve only narrow élitist, class or sectarian interests and be out of touch with the majority of women.

D. National machinery

44. As one of its minimum objectives, the World Plan of Action calls for the establishment of multisectoral interdisciplinary machinery within government to further the integration of women in national life. 11/ All the reporting member States had addressed themselves to this objective with different administrative and institutional measures. 12/

9/ See Analysis of Labour Supply Behaviour and Female Work Participation in Selected Rural Households (Institute of Social Studies, New Delhi, 1978).

10/ Several socialist countries members of ECE are an important exception in this respect in that the number of women with technical scientific training is significant.

11/ See Report of the World Conference of the International Women's Year (United Nations publication, Sales No. E.76.IV.1), chap II, sect. A, para. 46 (n).

12/ Fifty-five countries reported on national machinery. The regional breakdown was ECA, 14; ECE, 14; ECLA, 12; ECWA, 3; and ESCAP, 12.

45. There were two basic approaches to establishing the requisite national machinery in the developing countries and the developed market economies. The dominant approach was to set up special departments or bureaux of women within the existing executive or legislative structure of government. The other approach was the establishment of consultative bodies.

46. The government ministries chosen to parent the women's departments were so varied as to defy categorization. They included home affairs (Australia), plan implementation (Sri Lanka), economic planning and development (Ireland), health and social affairs (Republic of Korea), social security and health (Turkey), housing (Kenya), local government (Botswana) and the Chief Executive's Office (Finland, India, Japan, Nepal and the Philippines). Within this category also, are member States that had established full ministries with portfolio for women; for example, the Ministry of State for the Participation of Women in Development in Venezuela. The consultative and advisory bodies established by member States include the Council for Equality (Finland), the Equal Status Council (Denmark), Council for the Status of Women (Ireland), Commissions on the Status of Women (United States), Commission on Women (New Zealand), Commission of Women (Iceland), Committee on Equality between Men and Women (Sweden), National Advisory Committee on Emancipation (Netherlands), the National Women Council (Thailand), the National Council on Women (Ghana) and the Centre for Women's Integration in Development (Dominican Republic).

47. The two forms of national machinery outlined above are by no means mutually exclusive. Some member States had several advisory and consultative bodies, sectoral units in different ministries and co-ordinating units.

48. Whatever the approach used to establish the national machinery, their terms of reference tended to be similar. The report of the Philippines on the terms of reference of its National Commission is typical: the Commission is charged with "functions on duties geared towards policy formulation, programme implementation, monitoring and research undertaking towards development and advancement of women". Specifically, the machinery discharged multiple functions including information collection, monitoring programmes of special interest to women, co-ordinating the functions of different units and institutions affecting women and liaising with women's organizations.

49. The socialist member Staes do not generally have special machinery within their governmental structures to integrate women in national life. This is so, to quote Hungary's report, because:

> "... laws and regulations have made the question of women to be a part of the Government's programme thereby raising it to the level of Government's politics and integrating it in the every-day life of the country. All ministries have to deal permanently with the problems of women ...".

Each ministry is required to issue guidelines in its special domain for the improvement of women and to give an annual account of its activities to the Government. In 1976 in the USSR, however, standing deputy commissions on women's working and living conditions and mother and child care were established at all

levels, from the Supreme Soviet to local bodies of state authority and administration. Those commissions had vast powers: the Presidium of the Supreme Soviet and the Government took decisions on the basis of their recommendations. The commissions also performed important supervisory functions and controlled the implementation of State plans for social development, all measures for improving the situation of women and children, the observance of legislation relating to women and the tabling of legislative proposals.

50. Governments have instituted a wide range of institutional and administrative mechanisms to intervene in the planning process to integrate women in development. The appraisal of the effectiveness of the machinery is, however, more controversial. What can be stated quite categorically is the fact that the effectiveness of the mechanisms cannot be analysed in the abstract but must be based upon the socio-economic and political characteristics of each member State.

51. Whereas the appraisal of the effectiveness of national machinery is a concrete task beyond the present report, there is growing evidence that the confidence in such machinery evident five years ago has been considerably tempered with experience. Specifically, the divergence between the formal charters of the machinery and their actual impact in affecting policies has been very wide in most member States. It is conceivable that the establishment of national machinery may even have adverse effects in some instances; for example, the mere fact of the establishment of the institutions' mandates to represent women's interests may be cited as proof of substantive commitment requiring little or no further commitment of funds. Such institutions may also be designated as the exclusive legitimate bridges between the Government and the grass roots and thereby pre-empt the possibility of initiatives by other women's organizations. The proliferation of institutions can thus reduce or neutralize the effectiveness of women's efforts to influence the development processes, through the bureaucratization of initiatives and the marginalization of grass-roots efforts.

52. In situations where national machineries have had some successes, their over-all impact has been rather limited. Compared with other sectors of the government bureaucracy, they are generally inadequately provided with finance, expertise and staff. Their success has largely been limited to sensitizing government bureaucracies to women's welfare concerns. They have not in general demonstrated the fundamental linkages between efforts to integrate women in national life and the major economic, social and political concerns of our era, such as unemployment, poverty, inequality and liberation. It is only through demonstrating such linkages in a politically powerful manner that the machinery can begin to be truly effective.

E. Women's organizations

53. In addition to governmental action to advance the integration of women in development in some member States, autonomous women's organizations operate outside

the bureaucracies in all reporting countries. 13/ Such organizations are important in at least two respects: first, as a mobilizing force at the grass-roots level and, secondly, as a means of instilling in women confidence in their capacity to influence the processes of change.

54. As a mobilized force in society, women's organizations can influence Governments and other structures, in women's interest. The relationship between the Government and women's organizations varies and depends on both the political orientation and the attitude of the Government towards women. Whatever the relationship, however, such organizations play an important role in problem identification, monitoring programmes of special interest to women and, in many countries, offering special services to women.

55. Most member States reported that women's organizations were encouraged to participate in the planning process. The type of encouragement ranged from moral support to substantial financial and material support in instances where the Government had approved of the specific activities. Thus in India, the Government met 75-90 per cent of the cost of projects initiated by women's organizations and approved by the Government.

56. The criterion for appraising the role of women's organizations must be the impact they have in influencing Governments, monitoring policies and identifying problems etc. There are examples of successes achieved by women's organizations in discharging almost all the foregoing functions. Thus the imprint of Maendeleo ya Wanawake in Kenya is clearly visible in that country's pending matrimonial and succession laws. Similarly, the United States reported that women's organizations in the country had been the major agents for monitoring the World Plan of Action and that their pressure on the various sectors of national life including employment, education and sports had opened up increased opportunities to women in those areas. Women's organizations have also been successful in providing special services to women in many countries; for instance, they have developed well managed centres dealing with health and reproductive issues, legal aid, mental health, rape, abortion, career counselling, battered women and displaced home-makers.

57. On the foregoing level of appraisal, women's organizations have been generally successful. The organizations must, however, be appraised on a higher level focusing on their impact in transforming the status of women. Whereas the well documented activities of women's organizations in countries recently engaged in national liberation struggles (for example, Guinea-Bissau, Mozambique and Viet Nam) indicate that grass-roots organizations played an important part in social transformation, women's organizations in a large number of member States have tended to be parochial and to limit their perspective to welfare concerns.

13/ Forty-two countries reported on the role of women's organizations. The regional breakdown was ECA, 7; ECE, 14; ECLA, 7; ECWA, 4; and ESCAP, 10.

58. One member State, reporting on the role of women's organizations in its country, echoed the experience of many others when it observed that the organizations:

> "cater to exclusive groups - such as upper- or middle-class women. They mainly cater to recreational and social needs of their members. Generally, they have not shown sensitivity to real problems of women - inferior status in marriage, discriminatory treatment towards women in employment ... heavy demands on married women with children who have to work while attending to domestic chores without much assistance from husband etc. ... Dynamic women leaders are lacking either because of traditional attitudes of society which do not favour women in political activity or because of smugness of professional and well-to-do women ...".

The problems stemming from the heterogeneity of women as a group referred to in the discussion on participation in the planning process are thus equally apparent within women's organizations.

59. To the extent that many of women's goals have not been realized, and in view of the setbacks continually experienced in the struggle for women's rights, women's organizations could be appraised on yet a higher level of generality. Elections have been won or lost on issues of land reform and Governments toppled because of their policies on employment but no Government at present in power stands or falls on its policies towards women. In the final analysis, women's organizations should be appraised by the degree to which their concerns are seen by Governments as issues which affect their incumbency. They should be evaluated by the extent to which they are not perceived as parochial lobbies whose concerns can be relegated to special bureaux in obscure and insignificant ministries, but as a force which permeates every decision affecting the political economy and decisions on war and peace both nationally and internationally.

F. Legislation

60. Constitutional and legislative guarantees of the principle of non-discrimination on grounds of sex and, where appropriate, on related grounds of marital status and age, are essential prerequisites for equality in fact and for women's full and equal participation in political, social, economic and cultural development. They are not, however, sufficient conditions in themselves. Values and attitudes are the product of a long socialization process. Governments can, by enacting legislative measures and by taking the necessary administrative action, greatly influence behavioural changes which can, in turn, affect changes in attitudes.

61. Legislative provisions must be paralleled by adequate enforcement measures and machinery, without which they not only remain dead letters, but actually promote lack of respect for the law. Social legislation in particular is often ahead of entrenched social attitudes and values; thus, only effective enforcement measures can make possible the required task of changing values.

62. Equally important is women's ability to benefit from legal provisions and safeguards, based not only on their knowledge and awareness of their rights - which are hampered by various factors such as illiteracy and isolation - but also on their capacity to obtain legal redress. The constraints on the latter arise from women's lack of economic independence, hostile community attitudes and the lack of intermediaries to help them obtain necessary legal assistance.

63. Under customary laws women tended to know their rights and the means of redressing them. With customary law superseded by statutory law, in many cases law becomes more distant, expensive and complex and consequently more unattainable. The more disadvantaged groups find it more difficult to seek redress.

64. Anti-discriminatory legislation on grounds of sex and, as appropriate, on related grounds of marital status is essential in all the sectors of national action.

65. The World Plan of Action 14/ has stressed the need to ensure the adoption and enforcement of constitutional and legislative guarantees of the principle of non-discrimination on grounds of sex and of equal rights and responsibilities of women and men, as a significant means of influencing and changing public and private attitudes. The Plan recommends that Governments should review and update if necessary their legislation affecting the status of women, in conformity with internationally accepted standards, and make adequate provision for their enforcement.

66. It further recommends that appropriate bodies such as human rights commissions, civil liberties unions, appeals boards, legal advisory boards and the office of ombudsman should be specifically entrusted with the responsibility of keeping national law and regulations under review. It advises Governments to take the necessary steps to ratify relevant international conventions and implement their provisions in national legislation.

67. Finally, the Plan underlines the need to inform and advise women of their rights and provide them with assistance.

68. The review of legislative enactments and provisions at the national level given below reflects the above-mentioned recommendations of the World Plan of Action. The present section deals with legislative and constitutional provisions; sanctions and/or remedies to deal with violations; measures to inform women of their rights and responsibilities and availability of legal assistance; effects upon women's status of variances between civil and customary/religious law; nationality; and civil law.

14/ See Report of the World Conference of the International Women's Year (United Nations publication, Sales No. E.76.IV.1), chap. II, sect. A, paras. 37-40 and 46 (f).

1. Legislative and/or constitutional provisions guaranteeing equal rights

69. Responding Governments, with a few exceptions, stated that they had constitutional or legislative provisions which guarantee equal rights of women and men. The only exceptions were San Marino (ECE) which had created a government commission in 1978 for the purpose of obtaining legal equality for women; Peru (ECLA) which said that some of its legal codes still contained provisions discriminating against women; and the Dominican Republic (ECLA) which pointed out that married women did not share equal rights with men in the field of civil law. Sierra Leone (ECA) said that it had no such guarantees but stated that: "There has been no discrimination, hence no need for a legislative or constitutional provision." For most responding countries, the basis given for guarantees ranged from secular and constitutional through legislative provisions to the canonical law of Islam.

70. Although most of those provisions were enacted prior to the period under review, a significant number of Governments did report new legislative or constitutional guarantees for women enacted during that period.

71. ESCAP member States had an impressive list. The Constitution adopted in China by the People's Congress in 1975 and 1978 stipulated women's equal rights with men in all spheres of political, economic (including equal pay for equal work), cultural, social and family life. In India, the Equal Remuneration Act of 1976 prohibited discrimination in employment on grounds of sex and provided for equal remuneration to men and women workers for work of equal value. New Zealand's Human Rights Commission Act of 1977 prohibited discrimination on grounds of sex and marital status; a similar law was proposed in Australia. Several laws enacted by New Zealand contained provisions to eliminate discrimination on grounds of sex. 15/ Two Australian states, South Australia and New South Wales, passed Sex Discrimination Acts in 1975 and 1977, respectively, and a third state, Victoria, enacted the Equal Opportunity Act of 1977. The fourth state, Tasmania, introduced an Anti-Discrimination Bill in Parliament in December 1978. The Australian Government also announced its intention to introduce legislation to establish a Human Rights Commission whose major function would be to examine federal laws, acts and practices as regards their consistency with the International Covenant on Civil and Political Rights (a number of the rights in the Covenant being reflected in para. 46 of the World Plan of Action). In Thailand, as a result of continuous demands by the Association of Women Lawyers, the Constitution had been amended to specify the equal rights of women and men.

72. Several ECE countries had either passed or put into force new legislation or amended their constitutions regarding sexual discrimination. The Union of Soviet

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15/ The Domicile Act of 1976 (not yet in force), the Juries Amendment Act of 1976, the Government Superannuation Fund Amendment of 1975, the Matrimonial Property Act of 1976, the Citizen Act of 1977 and the State Services Amendment Act of 1978.

Socialist Republics in its Constitution of October 1977 strengthened previous measures to give equal rights to women and men and to grant special protection for the family. Romania amended its Constitution in 1975 to reinforce equality under the law without discrimination based on sex. The 1978 Spanish Constitution established the same principle in Spain. The United States of America, while having passed both state and federal legislation for equal rights, stated that the pending passage of the Equal Rights Amendment "continues to be essential to the attainment of equal rights for women and men under the law". In 1978, a draft proposal for a new Swiss Constitution was published by a group of experts; it stipulated the equality of men and women with respect to the family, education, job opportunities and salaries. The United Kingdom passed both the Sex Discrimination Act and the Equal Pay Act in 1975. The Canadian Human Rights Act, effective in 1978, was designed in part to further improve the position of women. Norway's Act No. 45 of 1978 further improved the status of women. Austria passed three relevant laws: the Federal Act Reforming the Legal Effects of Marriage (1975), the Federal Act Amending the Law of Succession of Spouses, the Law of Property between Husband and Wife, and the Law of Divorce (1978) and the Federal Act Reforming the Law of Parent/Child Relations (1977). Iceland passed the Law on Equality of Women and Men in 1976. Both Sweden and the Netherlands have legislation pending on equal employment opportunities.

73. Iraq stated that the new civil rights law (1977) had given women in Iraq all rights enjoyed by men and thus had "left no room for discrimination".

74. Three Governments reported constitutional provisions that not only guaranteed equal legal rights for women and men, but allowed for special treatment for women. Thus, Sweden had amended the 1974 Constitution so that no law or decree could imply sexual discrimination unless it is designed to equalize the status of women. The Indian Constitution provided that nothing prevented the State from making any special provision for women and children. Pakistan stated that its Constitution stipulated special treatment for women.

75. Three Governments indicated that a comprehensive review of existing legislation was under way. In the United States, as a result of a presidential order, a complete review of all federal laws, regulations and guidelines was being undertaken to eliminate legislative inequality of treatment based on sex. In New Zealand, a comprehensive review of all legislation, to be completed in 1980, had been suggested to the Government to identify all laws that had unequal or discriminatory provisions. Greece reported establishing a special committee to revise the clauses of the civil code in order to provide for full equality of men and women by 1982.

2. Sanctions and/or remedies to deal with violations

76. A number of countries cited remedies and/or sanctions available to deal with violations of constitutional or legislative provisions guaranteeing equal rights of men and women and non-discrimination on grounds of sex. Three countries from the ECLA region - Cuba, Honduras and Paraguay - indicated there were sanctions and remedies to deal with the violation of the provisions that guarantee the legal equality of sexes and enumerated the procedures followed in such cases. Countries

from the ECA region reporting such procedures included Botswana, Egypt, Kenya, the Libyan Arab Jamahiriya, Madagascar, Mauritius, Swaziland and Tunisia. Kenya, Mauritius and Tunisia also identified the authorities that dealt with them. Three of the five respondents from the ECWA region indicated that such sanctions existed. Kuwait added that: "Any violation to the law is deemed as a constitutional violation with all the legal consequences that entail from such a violation."

77. Most countries provided for judicial remedies through general, civil or industrial courts. Austria, Egypt, India, Switzerland and the United States reported important sex-discrimination court cases. The Philippines Minister of Labour ruled in a 1976 case that the company rule of automatically terminating the employment of flight attendants by reason of their marriage contravened both the Constitution and the 1974 Labour Code.

78. Since 1975, several Governments have established special bodies that deal with discrimination, in addition to the courts. Canada has the Human Rights Commissions; the Union of Soviet Socialist Republics has the Standing Commission of Women's Labour, Everyday Life, Motherhood and Child Protection; the United Kingdom has the Equal Opportunity Commission; Norway has the Equal Status Appeals Board and the Equal Status Ombudsman; Iceland has the Board of Equality. Australia, under the Human Rights Commission Acts of the Australian states, has the Commissioner/Counsellor for Equal Opportunity and an Inquiry Board. New Zealand established the Human Rights Commission and the Equal Opportunities Tribunal. Sweden, under proposed legislation, would also have an ombudsman system and an equality commission.

3. Measures to inform women of their rights

79. Many Governments from all regions reported undertaking measures to enhance women's awareness of their rights and described a wide variety of mechanisms.

80. Campaigns through the mass communication media were being heavily relied upon in most regions, though some Governments expressed concern that widespread illiteracy limited the effectiveness of such efforts.

81. Governments which have published pamphlets/booklets to make women more aware of their rights and obligations under the law include Australia, Canada, Colombia, Cuba, Denmark, Honduras, Norway, Romania, the United Kingdom and Uruguay.

82. Colombia, Cuba, the Dominican Republic, India, the Philippines and Singapore organized seminars and/or conferences for this purpose. Kenya and the Libyan Arab Jamahiriya stated that women's organizations were organizing meetings to educate women on their rights and duties.

83. Several Governments, especially in the ECE region, reported that legal advice offices played important roles in this area. In the Philippines, the Citizens Legal Assistance Office and the Bureau of Agrarian Legal Assistance were among the government agencies which extended aid. In the Philippines and Singapore, legal aid offices and legal advice clinics were also organized by the Association of Women Lawyers.

4. Effects upon women's status of variances between civil and customary/religious law

84. While some countries replied to the question of which law prevailed in cases of variance between civil and customary/religious law, no information was provided as to the consideration given to its effect upon women's status. Almost all respondents, however, noted that civil law always prevailed where a conflict existed.

85. Civil law is the binding law according to those ECE Governments who responded to this question; only the United Kingdom and Spain indicated qualifications. The United Kingdom policy "not to interfere with organized religion", had led to a compromise in a section of the Sexual Discrimination Act. Spain indicated that for a Catholic women there was age discrimination between the ages for religious and civil marriages (12 and 14 years of age, respectively).

86. Most countries from the ECLA region replied that there was no variance between civil and customary/religious law; therefore, civil law was said always to prevail.

87. Certain exceptions existed in the ESCAP region. In the Philippines, a presidential Decree of 1977 codified and promulgated the Muslim customary and personal laws which applied to the Muslim communities. In the case of Singapore, civil law prevailed except in the area of marriage, where religious law was given predominance. Pakistan alone reported that when there was a variance between the two legal régimes, religious law prevailed in case of conflict. Nepal stated that there was no variance, because "almost all customary law and religious laws are codified in the form of civil law".

88. Most countries in the African region responded that there was a variance between civil and customary/religious law while three - Botswana, Mauritius and Sierra Leone - responded that there was not. All countries reporting that there was a variance stated that in a situation of conflict between the two legal régimes, civil law prevailed.

5. Nationality

89. Governments in all regions indicated that women have equal rights with men to acquire, change or retain their nationality. Several, however, expressed qualifications about marriage to an alien, which automatically affected nationality. Australia qualified its response by stating that with respect to loss of citizenship, the law favoured the husband in certain instances. In Ireland and Austria, a woman could acquire her husband's nationality by declaration, while a husband could not. In the Netherlands, unmarried women had the same rights as men, while married women did not; however, a draft bill had been proposed to correct that anomaly.

90. Further exceptions to the case in which marriage to an alien automatically affected the nationality of the wife were reported. Most Governments, including all respondents from the ESCAP and ECLA regions, said such a marriage did not automatically affect the nationality of the wife. In Canada, however, an Indian

woman married to a non-Indian man lost her entitlement to be registered; the Government was proposing to eliminate this inequity. In Belgium and San Marino, a woman's nationality was automatically affected if she married an alien; however, in Belgium the Consultative Committee on Women's Conditions was proposing to change the law. Seven ECA Governments stated that such marriage affected nationality; thus, in Swaziland, the woman lost her nationality, although such nationality could revert to her on the dissolution of the marriage.

91. As regards transmission of nationality to children, most Governments, including all ESCAP and ECLA countries, responded that the law treated men and women equally. However, there is considerable variation in the ECE region. In Austria, Finland, Germany, Federal Republic of, Iceland and Norway the citizenship of the mother was transmitted to a child born out of wedlock, while in Turkey a woman could never transmit citizenship to a child unless the father was stateless or subject to jus soli. The Netherlands reported unequal treatment but had a draft bill to rectify it. Austria, Belgium, Finland and Norway conferred the citizenship of the father (Norway and Belgium had proposed changing this). United Kingdom citizenship for those born abroad was transmitted only through the male line; the Government indicated that that was likely to be changed. In the ECA region, Benin, Botswana, Egypt, Kenya, the Libyan Arab Jamahiriya, Madagascar, Sierra Leone, Swaziland and the United Republic of Cameroon replied that the rule of jus sanguinis applied equally to men and women while Mauritania, Mauritius, Senegal, Togo and Tunisia responded that it did not.

6. Civil law

92. Various approaches were utilized in responding to the questions under this rubric. Some ESCAP countries, such as Japan and Mongolia, gave general responses. Mongolia stated that: "Family legislation in the Mongolian People's Republic is designed to strengthen the family, to improve family relations and to ensure the equality of women with men in everyday life." Other countries, in responding to specific questions, provided little elaboration. However, the majority of the countries provided substantial information which is given below under relevant subheadings. In the ECE region, married and unmarried women share equal rights with men under civil law. Slight variations occur, however, in all aspects of civil law; for example, in the United States at the level of state governments, in Canada at the level of provincial governments and in the United Kingdom as regards Scotland. Canada reported that law reform was proceeding where provincial inequalities exist.

(a) Rights over property

93. Considerable variation regarding equality of property rights between women and men existed in the regions, although the vast majority of responding Governments affirmed that such equality did exist.

94. In the ESCAP region, Japan's civil code was amended in 1976 to ensure equality between men and women in respect of property and inheritance rights (also marriage, divorce and parental rights). India, Nepal, and the Philippines, though stating that there was equality, qualified that statement. India added that such equality

did not exist under Hindu law for intestate females. Nepal's law limited women's exercise of rights over immovable property in certain unspecified respects. In the Philippines, although unmarried women had equal rights in the acquisition, administration, enjoyment, disposition and inheritance of property, the husband alone was the administrator of conjugal property.

95. Haiti and Bolivia, exceptions in the ECLA region, indicated that married women needed the authorization of their husbands to acquire or sell property. In Haiti, according to article 20 of the Civil Code, "women lose their civil rights through marriage and become minors".

96. All responding African countries answered that such equality existed. However, in Mauritius and Swaziland, while no distinction was made between men and unmarried women, married women's rights differed from those of their husbands.

97. All ECE countries stated that, in respect of property rights, women had equal rights with men during marriage and at its dissolution.

(b) Legal capacity

98. All responding ESCAP countries and eight ECA countries reported that women had equal legal capacity, though Ivory Coast, Mauritania, Mauritius, Senegal, Sierra Leone, Swaziland, Togo and Tunisia replied that that was not the case. In the ECLA region, only Haiti and Honduras did not provide equal legal capacity for women. Women had the right to equality in legal capacity, including the age of majority, according to respondents from the ECE region. Denmark reported the Legal Capacity Act of 1976, as amended in 1978, which had helped strengthen the position of women. Under Hungary's Civil Code, Act IV of 1977, all citizens regardless of sex had legal capacity. Ireland pointed out that the Law Reform Commission was reviewing certain aspects of Irish law which permitted a man to sue another man who had sexual relations with his wife; the wife, however, appeared to have no corresponding right.

(c) Right to movement

99. As for equality in the right of movement of men and women, all responding Governments from the ESCAP region, except Australia and the Philippines, stated that equality existed. Australia responded that its Migration Act applied special provisions to women, while in the Philippines, "a married woman had to follow the residence of her husband".

100. Of 14 African countries responding to the question regarding equality of the right of movement, 11 answered in the affirmative, while Mauritania, Senegal and Swaziland answered negatively. Swaziland said that although married women had equal right of movement with men, married women could only move with the consent of their husbands.

101. With two exceptions, all ECE respondents indicated that women had the same legal rights as men with regard to movement of persons. Turkey affirmed the husband's role as head of the family to choose domicile; a wife could petition for separate domicile where the marriage was in difficulty. Ireland was reviewing the law that provided that a married woman shared her husband's domicile.

102. Among ECLA countries, only in Honduras, do women not have equal rights of movement.

(d) Consent to marriage

103. Equality of men and women as regards consent to marriage is guaranteed in all but one of the 15 responding countries in Africa; Togo stated it did not have such equality.

104. All ECE and ECLA Governments indicated that the principle of equal status of husband and wife was ensured by each entering into marriage with free and full consent. However, Turkey indicated that while that was theoretically true, a court had ruled that a law forbidding bride-price was unconstitutional.

105. In the case of Australian tribal societies, tribal law determined a "bestowal system", which had some flexibility as to circumstances in which girls could refuse to marry the promised husband. Most urban and rural aborigine women were free to marry as they chose.

(e) Rights during marriage and at its dissolution

106. All ECE countries stated that women had equal personal and property rights with men during marriage and its dissolution. However, in Turkey one proved incident of adultery by the wife was sufficient grounds for divorce while a man had to have a proved long history of cohabitation with another woman. Courts in Ireland had no power to grant a divorce decree and the Constitution prohibited enactment of any law providing for dissolution of marriage. There was no divorce in San Marino.

107. With respect to equality for personal and property rights during marriage and at its dissolution, seven African countries replied that there was equality, while Botswana, the Libyan Arab Jamahiriya, Mauritania, Mauritius, Senegal, Swaziland, Togo and Tunisia responded that there was not. Egypt and Kenya, while stating that equality existed, qualified that by adding that the law recognized certain distribution of obligations, such as the duty of the husband to maintain his wife and children. Similarly, in jurisdictions where several marital régimes coexisted, such as in Kanya, there was variance in the status of husband and wife, depending on the legal régime under which the marriage was contracted.

108. On the question of equality of status of wife and husband, ESCAP countries generally responded that there was equality in most areas. In the Philippines, however, inequality was said to exist in the status of wife and husband in that the husband was the superior authority in marriage. In Pakistan, differences in status on dissolution of marriage existed under Islamic law. Japan's "family court" system, acting as a mediator, provided help when marriages were in trouble. In 1977, for example, 10 per cent of all divorces were "divorces through mediation" by family courts which had been established throughout the country to take care of a range of problems of family life with very simple procedures and almost no charge.

109. Although Haiti and Venezuela reported that women did not have equal personal and property rights with men during marriage and at its dissolution, such rights existed in all other reporting ECLA countries.

(f) Minimum age of marriage

110. All responding countries had legislation governing the minimum age of marriage, but in most cases there was a lower legal age for women than men. In India, the minimum age under the Child Marriage Restraint Amendment Act of 1978 was 18 for women and 21 for men. In Australia, although aboriginal women could marry between the ages of 12 and 13, the marriage might not be consummated for several years.

(g) Compulsory registration of marriages

111. Almost every responding Government, including all ECLA and ECE Governments, provided for compulsory registration of marriage. The United States, however, noted that some of its states recognized common law marriages. All responding ESCAP countries, except for India, had legal provisions requiring registration; the Indian Government was considering a proposal to make registration of marriages compulsory, as was already the case in two states (Gujarat and Kerala). All but two African Governments required registration, as did four of the five responding ECWA Governments.

(h) Parental rights and duties

112. Widely divergent laws and customs in all regions determine whether or not parents share equal rights and duties in regard to their children. Argentina, the Dominican Republic, Haiti, Honduras, Peru and Venezuela reported that women did not have equal rights with men in relation to their children, since fathers had the exclusive privilege of directing the children, protecting them and administering their property. From the ECLA region, only Brazil, Cuba, Ecuador, Paraguay and Uruguay affirmed that women had equal rights with men in that regard.

113. In the ECA region, nine countries claimed to guarantee equal rights and duties with regard to children while only Benin, Kenya and Madagascar said that rights were unequal. It should be noted, however, that eight ECA member Governments did not answer the question.

114. With certain variations, countries of the ECE region reported that women whether they are married or not had equal rights and responsibilities with men in matters relating to their children. Exceptions were made in the case of children born out of wedlock in Austria, Denmark, Finland, the German Democratic Republic, Germany, Federal Republic of, Iceland, Ireland, Norway, Sweden and the United Kingdom, where responsibilities and rights were placed with the mother. In the Netherlands, a proposed change might correct the current situation in which the father's will prevailed when a dispute arose concerning the education of the child. Turkey stated that "during the marriage the wife is not representing the marital union". In Spain, the father had the right to the children, although an amendment was under consideration.

(i) Right of women to retain the family name

115. There was a wide variety of responses regarding the right of women to retain the family name.

116. All countries of Western Asia responded that according to the Islamic religion, women did not have to take their husband's name, and so could retain their family name.

117. With the exception of Finland and Turkey, women in the ECE region had equal rights and responsibilities with men during marriage and at its dissolution, including the right to retain the family name. In Finland, the husband could petition that the wife not use his name if she were blamed for the divorce, and married women had to adopt the husband's name. A change was being considered, which would confer equal rights on adoption and retention of names. In Turkey, women had no right to retain their family name after marriage.

118. In Kenya, Mauritius, Senegal and Swaziland, women did not have the right to retain the family name; eight other African countries did not answer the question.

119. In the ECLA region, women did not have that right in the Dominican Republic, Ecuador, Honduras, Paraguay and Venezuela. Six Latin American countries did not answer this question.

(j) Provisions of penal codes

120. Of the 12 ECA countries responding to the question whether discriminatory penal law provisions had been repealed, nine answered that they had. Only Madagascar, Mauritania and Senegal replied negatively.

121. All responding ESCAP Governments, except the Philippines, had repealed discriminatory provisions in their penal laws; the Philippines limited with penal sanctions the rights of a widow to remarry.

122. In the ECWA region, Lebanon indicated that the penal code discriminated between women and men in crimes of honour. Kuwait said that "there are provisions of the penal codes that are in favour of pregnant women which exclude them from capital punishment". Iraq, however, indicated that "no discriminatory provision of penal code ever existed".

123. Argentina, the Dominican Republic, Haiti, Honduras, Peru and Venezuela indicated that they still had discriminatory provisions in their penal codes, in general regarding adultery and/or crimes related to adultery. In all six countries, for example, the law provided punishment for a married woman who had intercourse with someone other than her husband, while the married man was found guilty of adultery only if the relationship with the other woman was of an ongoing nature. In the Dominican Republic and Honduras the man was exempt from criminal responsibility if he murdered his wife or her lover surprised in the act of adultery; that defence was available to the man only, the woman assuming full criminal responsibility under similar circumstances.

(k) Measures to combat prostitution

124. Botswana, Egypt, Guinea, Ivory Coast, Madagascar, Senegal, Swaziland, Togo, Tunisia and the United Republic of Cameroon reported that they had provided legal

measures to combat prostitution and other forms of traffic in women. Kenya, Mauritania, Mauritius and Sierra Leone indicated that no such measures were provided; Kenya added that prostitution was on the increase.

125. In the ESCAP region, Governments indicated they had undertaken measures to combat traffic in women and prostitution.

126. Argentina, Brazil, Cuba, Ecuador, Paraguay and Uruguay reported that they had provided legal measures to combat prostitution and traffic in women, while Bolivia, the Dominican Republic, Honduras and Peru reported that they had not.

127. Most of the ECE Governments had legal measures to combat prostitution and other forms of traffic in women. In the United Kingdom and Norway, however, although prostitution itself was not an offence, related activities were. Poland reported no legal measures since there "has never been such a phenomenon as traffic in women in Poland".

128. In summary, during the period under review, Governments have moved towards the adoption of constitutional or legislative guarantees or a further amendment of their enactments to guarantee the principle of non-discrimination on the basis of sex and the principle of equal legal rights and responsibilities for women and men. Very few Governments indicated the creation of special legislation to rectify the effect of historical discrimination against women by allowing special treatment for women.

129. Relatively few Governments have adopted enforcement machinery, such as the establishment of special bodies that deal with discrimination, in response to either the World Plan of Action of the International Covenant on Civil and Political Rights.

130. Widespread illiteracy has made it difficult to inform and advise women of their rights in certain areas of the world. However, the staging of seminars, conferences, meetings and the publication of books and pamphlets, extensive campaigns by the mass communication media, and the creation of legal advice offices have been among the attempts to make this information more readily available to women. It is too early to be able to determine how effective those measures have been and to what extent they reach women.

131. In the area of variances between civil and customary/religious law, most respondents indicated that civil law always prevailed. Most responses were made in reference to religious law and not customary law per se, so that much more information is needed to evaluate this question adequately. It was therefore more difficult to determine what effect, if any, the prevalence of civil law had on women's status since under customary law women often at least know their rights and how they can use them, whereas the frequently more complex nature of civil law makes this a less determinable factor.

132. The area in which women seem to have attained the most widespread equality is with respect to nationality rights; for example, their ability to acquire, change or retain their nationality; the fact that marriage does not automatically affect

the nationality of the wife; and as far as the transmission of nationality to children is concerned. However, there are still a number of countries where this does not apply.

133. Under most aspects of civil law, unmarried women have equal rights with men. However, many Governments reported that married women do not have equal rights with men. For example, some Governments indicated that property rights belong to the husband; that the husband chooses the domicile; that the wife becomes a minor under the law; that different standards of morality apply to husbands and wives; that women consistently have a lower legal age for marriage; and that the father's will prevails when making decisions about children. The development of a family court system was one way of resolving problems of marriage and divorce.

134. Finally, there are still a number of countries in which penal codes contain some discriminatory provisions.

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DRAFT PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Report of the Secretary-General

SUMMARY

In accordance with Economic and Social Council resolution 2062 (LXII) and General Assembly resolution 33/185, the present report, outlining a draft programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace, has been prepared for consideration by the Commission on the Status of Women at its twenty-eighth session. The present draft treats only the first part of the programme of action, concerning action to be taken at the national level.

A programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace, designed to further the goals set out in the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 1/ was requested by the Economic and Social Council in resolution 2062 (LXII) of 12 May 1977 and by the General Assembly in resolution 33/185 of 29 January 1979.

In accordance with those mandates, the present draft programme of action for the second half of the Decade has been prepared for consideration by the Commission on the Status of Women at its twenty-eighth session. It is based on the substantive outline submitted to the Preparatory Committee of the World Conference of the United Nations Decade for Women: Equality, Development and Peace at its second session (A/CONF.94/PC/8, sect. III) and amended in the light of the views expressed by the Committee and of the preliminary draft guidelines drawn up by its drafting group (A/CONF.94/PC/12, annex I). The recommendations of a departmental task force established for the programme of action by the Office of the Under-Secretary-General of the Department of International Economic and Social Affairs, United Nations Secretariat, have also been taken into account in the formulation of the present draft.

The Preparatory Committee stressed the need for the draft programme of action to be truly action-oriented and to formulate practical programmes and projects focusing on the areas of greatest need, based on the experience gained in the first half of the Decade. In addition to reflecting the replies received from Governments to a questionnaire on the progress made and obstacles encountered at the national level in the implementation of the World Plan of Action, 1/ the draft programme of action was to incorporate the findings and conclusions of regional and sectoral preparatory meetings. The Preparatory Committee stressed the importance of according the highest priority to regional data and analysis as well as to new data and research resulting from new developments. However, because the regional preparatory meetings were held rather late, not all of their conclusions and recommendations were available in time for inclusion in the present draft. Nevertheless, whenever such conclusions and recommendations were available, they were taken into account.

The present draft treats only the first part of the programme of action, concerning action to be taken at the national level. The second part of the programme, concerning action at the regional and international levels, will be based on a review and evaluation of the regional and global programmes of organizations in the United Nations system and will be completed for the third session of the Preparatory Committee, which will be held from 7 to 17 April 1980. The second part will be incorporated in the final draft of the programme of action, which will also include the remaining recommendations of the regional meetings, as well as any recommendations that might be made by the Commission on the Status of Women at its twenty-eighth session.

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

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* Based on the preliminary draft guidelines for the draft programme of action of the Preparatory Committee of the World Conference of the United Nations Decade for Women: Equality, Development and Peace (A/CONF.94/PC/12).

** To be included in the final draft programme of action.

INTRODUCTION

A. Legislative mandates

The mandates for the programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace are as follows:

(a) General Assembly resolution 3520 (XXX) of 15 December 1975, in which the Assembly decided that in 1980, at the mid-point of the Decade, a world conference would be convened to review and evaluate progress made in implementing the recommendations of the World Conference of the International Women's Year, held in 1975, and to readjust programmes for the second half of the Decade in the light of new data and research;

(b) Economic and Social Council resolution 2062 (LXII) of 12 May 1977, in which the Council requested the Secretary-General to prepare for the consideration of the Commission on the Status of Women, at its twenty-eighth session, a report outlining a programme of concrete action for the second half of the United Nations Decade for Women: Equality, Development and Peace;

(c) General Assembly resolution 33/185 of 29 January 1979, in which the Assembly decided upon the subtheme "Employment, Health and Education" for the World Conference and recommended that the Conference should place emphasis on elaborating action-oriented plans for integrating women into the developmental process, particularly by promoting economic activities and employment opportunities on an equal footing with men, thrcugh, inter alia, the provision of adequate health and educational facilities.

B. Objectives of the United Nations Decade for Women: Equality, Development and Peace

Consistent with the threefold objectives of the Decade - equality, development and peace - the programme of action is directed towards formulation and recommendation of concrete programmes that will contribute to the achievement of those goals.

Equality is here interpreted as meaning not only legal equality and the elimination of de jure discrimination but also equality of rights, responsibilities and opportunities for the participation of women in development, both as beneficiaries and as active agents. The attainment of such equality thus presupposes equality of access to resources and the power to participate effectively in their allocation and in decision-making at various levels. Accordingly, it must be recognized that the attainment of equality by groups long-disadvantaged demands transitional compensatory mechanisms to correct accumulated injustices.

Development is here interpreted to mean total development, including development in the economic, social, political, cultural and other dimensions of human life. Women's development should not be viewed only in terms of social development but as an essential component in every dimension of development.

Without peace and stability there can be no development. Peace is thus a prerequisite to development. Moreover, peace will not be lasting without development and the elimination of inequalities and discrimination at all levels. Equality of participation in the development of friendly relations and co-operation among States will contribute to the strengthening of peace, to the development of women themselves and to equality of rights at all levels and in all spheres of life, as well as to the struggle to eliminate colonialism, neo-colonialism, racism, racial discrimination, apartheid and all forms of foreign domination and oppression.

C. Nature and scope of the programme of action

In compliance with the mandates given above, the present draft programme of action has been drawn up for the second half of the Decade, 1980-1985, to promote the attainment of the threefold objectives of equality, development and peace, focusing on the priority areas specified in the subtheme - namely, employment, health and education. The programme aims at strengthening a comprehensive action that can facilitate the elimination of all inequalities between women and men by proposing effective strategies to remove all obstacles and constraints to their full and equal participation in development.

Although the World Plan of Action for the Implementation of the Objectives of the International Women's year 1/ already contains a comprehensive list of measures necessary to achieve those objectives, it is evident, and has been further borne out by the review of progress made over the past five years, that they cannot be achieved in such a short span of time and that periodic reviews are needed to strengthen the strategies and objectives of the Plan in line with major world developments. Therefore, a second decade is clearly envisaged for the period 1985-1995, with another conference scheduled for review and another five-year programme to be implemented in 1985. The recommendation to hold another conference in 1985 has already been made by two of the regional preparatory meetings - those of the Economic Commission for Western Asia (ECWA) and the Economic and Social Commission for Asia and the Pacific (ESCAP).

The present programme focuses on updating new strategies for the period 1980-1985, in line with the third United Nations development strategy and established priority areas for action. An attempt has also been made to recommend strategies and actions to be implemented simultaneously on several fronts and focusing on their interrelations - an approach which, although explicity stated in the World Plan of Action was not sufficiently elaborated, largely owing to the limited time available for the implementation of more complex areas for action, such as those related to world economic issues for the third United Nations development strategy and the implementation of the programme of action for a

new international economic order. In particular, the World Plan of Action gives high priority to improving the conditions of the most disadvantaged groups of women - namely, the rural and urban poor and the vast group of women workers in the tertiary sector.

It is recognized that in some countries certain of these objectives have already been achieved and some of the action proposals might not be as relevant and urgent as they are in other countries, or that they may have already been implemented. The recommendations in the present draft programme of action are therefore mainly addressed to those countries where action is urgently needed in the interest of development and of women and society, although in certain new areas, such as those related to the new international economic order, all countries may benefit from these recommendations.

I. HISTORICAL PERSPECTIVE

A. The roots of the oppression of women: the widening gap between the shares of men and women in development

The processes of rapid population increase and unequal accumulation of capital resulting from long-term unjust colcnial policies have led to serious imbalances in the social, economic and political power of men and women and in the male/female division of labour and roles within the family. These inequalities have in fact been reinforced within the family unit of production, where women's work has actually become the pillar sustaining man's power and participation in development. These cumulative processes of discrimination within and outside the family characterize the dual oppression that women suffer on the basis of their social class and sex. Other discriminatory factors such as race and age have increased women's oppression on the deeper levels of political, economic and social loss of power throughout history.

The effects of these long-term cumulative processes of discrimination are strikingly apparent in the present world profile of women: while they represent 50 per cent of the world population and one third of the official labour force, they perform for nearly two thirds of all working hours and receive only one tenth of the world income and own less than 1 per cent of world property. 2/

B. Review of progress achieved in the first half of the Decade: lessons for the future

The review and appraisal of progress achieved during the past five years indicates that in most countries the situation of women from the so-called "backward sectors" of the population has worsened. In particular, it has worsened

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2/ International Labour Organisation, Women at Work (Geneva, 1/1978).

with respect to the conditions of employment and education for women in the rural and the so-called marginal urban sectors. In fact, illiteracy rates have increased in most developing countries. Only in the higher and middle socio-economic strata did women gain some significant increases in educational opportunities. However, this improvement has not been followed by a parallel increase in levels of employment, even in certain developed countries and in those developing countries with higher industrialization rates.

In many instances, inadequate application of technology has worsened the employment and health conditions of women. For example, in certain large industries, mostly operated by transnational corporations, new discriminatory practices appeared both in rural and urban areas. While in the urban areas increases in the employment of women were accompanied by an increase in the exploitation of "cheap, semi-skilled female labour" among young and unmarried women, in the rural areas women have been largely displaced and left without employment resulting in larger increases in the migration of young women to the cities.

In most developing countries, women have not been integrated into national development planning. Where special programmes have existed they failed for the most part, owing to their narrow focus on so-called "female" activities, which in turn increased segregation based on sex.

Finally, the current world economic crisis has contributed to the worsening situation of women in general. In market-oriented developed countries, the increases in unemployment levels for women were higher than those for men. In developing countries, employment levels for women in industry, especially in textiles and clothing, where they usually show high levels of participation, have been negatively affected by protectionist measures imposed by developed countries.

II. CONCEPTUAL FRAMEWORK

A. The interrelation of the situation of women and the objectives of the Decade: the relation between the existing world economic situation and world peace and security

The three main objectives of the United Nations Decade for Women: Equality, Development and Peace are closely interlinked with one another. Progress in any of them has a beneficial effect on the others. In turn, failure in one sphere has negative impact on the others. The universal strengthening of world peace and increased co-operation among States will advance the economic, social and cultural development of countries and the situation of women. It is only under conditions of peace that it is possible to move forward in the implementation of the other two objectives of the Decade.

Similarly, a close relation exists between the world economic situation and the strengthening of international peace and security, disarmament and a

relaxation of international tension. Resources released as a result of disarmament can be used for promoting the well-being of all nations and contribute to the bridging of the economic gap between developed and developing countries, thus increasing favourable conditions for improving the situation of all members of society.

B. The impact of the unequal world economic structure on the role of women in development: the need for a new international economic order to reduce the gap between the labour input of women and their socio-economic returns

Priority areas for a new international economic order - such as international price fluctuation, the need to readjust the redeployment of technology, the lower prices of agricultural commodities vis-à-vis rapid increases in the price of manufacturing products, the need for a more effective system of international financial co-operation to compensate for short-comings in food production, the need to increase technical and economic co-operation among developing countries based on principles of self-reliance and a more just and rational form of interdependence - have a direct effect on the socio-economic situation of women. Recent studies on the impact of such international factors on the employment and working conditions of women show that in fact their adverse effects on the wage levels and job stability of women are more extensive than on those of men. For example, women are the first to lose their jobs on plantations that produce crops for export and in the textile, clothing and electronics industries, which are more sensitive to price fluctuations and to protectionist measures imposed by developed countries.

In the traditional and agricultural sectors, the effects of such factors, when associated with rapid displacment and changes in women's basic tertiary activities and a lack of appropriate compensatory measures, are even more detrimental. In other words, the lack of access to land, credit and financial and technological resources worsens the impact of rapid displacments in the work activities of women.

On the one hand, the recent expansion of capital- and technology-intensive and large-scale agricultural estates, most of them operated by transnational corporations, adversely affect women's work in basic tertiary activities, such as those related to small-scale urban, semi-rural and agricultural trade, which are crucial income-generating activities and are essential for community self-reliance. Indeed, in many cases this process has actually jeopardized food production and the distribution of food and basic subsistence goods. On the other hand, in the modern sectors of developing economies, although the expansion of industries operated by transnational corporations has in certain cases increased employment opportunities for women, it has nevertheless also brought new problems both for women and for over-all development.

In fact, there has been some concern about future trends in export-oriented industries and their impact on employment in developing countries. Such industries

are said to be more sensitive to the needs of the international market than to those of the host countries. Although important for creating employment and providing foreign exchange earnings, in other respects their impact on the domestic economy is minimal, since virtually all their input is imported and all their output exported. The Governments of host countries seem to view such enterprises, for the most part, as short-run solutions to the problem of generating employment; but for development over the long run, Governments prefer industries that will engage highly skilled workers. If such long-term plans are actually realized, the employment of women in labour-intensive manufacturing might only be a temporary phase in the industrialization of developing countries.

For the moment, however, where conditions allow for the expansion of such industries, it is the quality of the jobs created that has been questioned. In particular, it has been pointed out that most workers are paid subsistence wages, and sometimes institutional pressures are exerted to prevent the organization of unions, so as not to discourage foreign investment. Finally, the skills taught in most export-oriented industries are non-transferrable, which thus increases the insecurity of workers in a situation in which employment is dependent on fluctuations in the world market.

The processes described above illustrate the broadly international nature of the key constraints to the economic participation of women in national development, which derive from the pattern of relationships between developing and developed countries.

At national levels, a comparison of the performances of men and women in every sector of economic and social development shows that the wide gap between the economic opportunities available to men and those open to women has not been reduced in proportion to the increases achieved in over-all economic growth, regardless of the levels of development which vary from country to country. Even in those countries where significant increases in general wage employment were obtained through economic growth, women have become supplementary earners while men, with greater job security have developed commitment to the labour force, learned skills and increased their relative wages. In most developing countries women constitute a substantial and growing proportion of the under-employed sector of the population, especially in the area of intermediary services and activities of the so-called tertiary and informal sectors. In those sectors women workers are often underpaid and receive for the most part extremely low wages; they are also subjected to a high degree of job instability, have no legislative protection and no recognized labour organizations through which their needs and demands can be channelled. Moreover, new incentives designed to improve their commitment to the labour force, such as occupational mobility, education or training and infrastructure assistance in the areas of credit and finance, have not been forthcoming.

C. The need to include new data and strategies concerning the participation of women in development in the third United Nations development decade

The sharpening of the world economic crisis during the latter half of the Second United Nations Development Decade makes an in-depth reassessment of established strategies a priority and calls for the formulation of new development strategies for the third United Nations development decade. The shortfalls of the Second United Nations Development Decade have been linked to major problems related to external debts, decreases in food production (a fact that has also affected industrialization) and inadequate levels and patterns of industrialization. Those failures were said to be further intensified by the low capacity of developing countries for absorbing high levels of unemployment. Moreover, the major failures in productivity have been linked not only to key international factors but also to inadequate and/or non-existent national policies aimed at maximizing the capacitation and utilization of human resources. In this respect, the need for an in-depth reassessment of strategies concerning the mobilization of women (approximately 50 per cent of the world population) has been consistently emphasized in recent studies and policy-oriented analyses, particularly at the regional and local levels. The discussion on women's issues at a recent United Nations conference on an area of priority in the new international economic order - namely, the World Conference on Agrarian Reform and Rural Development - has forged a new consensus and action proposals in this area (see WCAARD/REP).

These new developments are of particular relevance in overcoming the alarming shortfalls in the agricultural sector, where women constitute a large proportion of the labour force. In order to increase productivity in food and other agricultural commodities, which still make up 75 per cent of the export earnings of developing countries, the wages, conditions of employment and training of women, as well as their access to credit, land and infrastructural technology for family consumption in rural areas, should be significantly improved. To this end, the adverse effects of technology transfer to rural areas and of migration on women should also be diminished.

In the formulation and review of strategies for the third United Nations development decade, full consideration should be given to the conceptualization and review presented in the present programme of action as well as in the background documents before the World Conference. Furthermore, these new strategies should also include ways and means of developing new data that can more adequately measure the participation of women in the development process in every sector and at every level in order to provide a systematic and effective basis for the establishment of new national, regional and international policies to maximize and evaluate the utilization of the resources of women and reduce the gap between the socio-economic status of men and women and to improve the pace and quality of the development process.

D. The interrelation of the objectives of the Decade and the subtheme of the World Conference, "Employment, Health and Education"

/To be included in the final draft programme/

III. NATIONAL TARGETS AND STRATEGIES FOR THE FULL PARTICIPATION OF WOMEN IN ECONOMIC AND SOCIAL DEVELOPMENT

A. National strategies for accelerating the full participation of women in economic and social development

Governments should explicitly state their firm commitment to accord high priority to accelerating the equal and full participation of women in economic and social development.

National strategies should as a matter of urgency integrate women into their efforts towards the new international economic order and the new international development strategy for the third United Nations development decade by establishing special task forces composed of experts to:

(a) Study and identify new areas for national projects that would accelerate socio-economic growth and at the same time enhance the socio-economic situation of women by fostering economic and technical co-operation among developing countries;

(b) Provide advisory services with a view to accelerating national self-reliance in co-operation with United Nations organizations and ensuring that technology transfer has a positive impact on the socio-economic situation and health of women;

(c) Provide women from the most disadvantaged sectors of the population with the ways and means of increasing their access to infrastructure, basic services and appropriate technology (e.g., safe water, energy resources, day-care centres, housing and health facilities), in order to alleviate the heavy work-load imposed by the basic requirements and demands of their families and communities; those efforts should also provide women with opportunities to gain new skills and with job opportunities in the construction and maintenance of such services, as well as in other sectors.

Governments should design certain special transitional strategies and establish compensatory mechanisms aimed at achieving equality of opportunity in education, employment and health as a means of overcoming existing inequalities in the national administration, educational system, employment, health services and the like, it being clearly understood that the special strategies are designed to correct imbalances and discrimination and will be eased out when such constraints no longer exist.

1. National development plans and policies

Governments should undertake to carry out the following:

(a) The establishment of qualitative and quantitative targets for the second half of the United Nations Decade for Women: Equality, Development and Peace; projections for the planning cycles of 1985-1995 should be made and reviews conducted in 1985 and 1990;

(b) Systematic and sustained linking of efforts to integrate women into national development planning and policies, particularly in the sectors of employment, education and health, and in the allocation of adequate material, technical and personnel resources within each sector of national development;

(c) The establishment of appropriate provisions for monitoring and evaluating the extent to which women participate in and benefit from both general and sectoral development programmes; reliable data should be collected and technical services provided for periodic reviews of the progress made at all levels of society in every major sector of the national development programmes; targets should be established for the allocation of physical and financial resources in every development programme in order to ensure a more just distribution of benefits to women.

(d) The development and improvement of infrastructural technology, basic services and incentives, particularly for the rural sectors of the population and the urban poor; women should be given greater rights of land-ownership, increased access to credit and financing and to health and day-care facilities, basic sanitation, safe water and energy resources, and the skills to maintain and build community self-reliance.

(e) Systematic efforts to mobilize grass-roots organizations as key instruments of development, particularly in the mobilization of the majority of the female labour force, which is found in the tertiary sector and which lacks financial, material, technical and legal assistance and protection (e.g., through the organization of trade unions and other working-class associations for the protection of the legal rights of women, as well as through opportunities for socio-occupational mobility through additional education and/or training, both on the job and in other occupational sectors);

(f) The establishment of incentives and concrete programmes for increasing the participation of women in decision-making processes at all levels and in all spheres of national development.

2. National machinery

Where it does not exist, national machinery should be established and should systematically review its objectives and methodology in the light of the experience acquired with a view to:

(a) Upgrading its role in national development plans;

(b) Achieving a more central location within the existing institutional arrangements for the formulation and planning of policies and for monitoring the implementation of policy;

(c) Conceptualizing women's problems in an integrated manner within each sector of development and at the same time developing effective methodologies and policies for affirmative action to ensure an integrated approach.

Effective institutional links between national machinery and national planning units should be established with a view to:

(a) Increasing their technical, financial and personnel resources;

(b) Increasing their decision-making powers;

(c) Advising on new approaches to accelerate the full participation of women in every sector of the development process, according to national priorities.

Special action committees should be established, consisting of planners and experts from the different planning sectors and from the national women's organizations, for developing programmes for women in the priority areas of employment, health and education. They should aim at intensifying over-all efforts towards the implementation of technical co-operation among developing countries and development in the areas of science and technology, water and energy resources and the like, in line with the strategy for the third United Nations development decade and the programme of action for the new international economic order.

The national machinery should increase the participation of grass-roots organizations, such as trade unions, community organizations, religious groups and neighbourhood associations, both in decision-making and in the implementation of projects.

The national machinery should conceive effective programmes aimed at ensuring that women participate in and benefit from the implementation, at the national, regional and international levels, of the relevant recommendations of such major United Nations conferences as the United Nations Conference on Science and Technology for Development, 3/ the World Conference on Agrarian Reform and Rural Development (WCAARD/REP) and the International Conference on Primary Health Care (WHO/ICPHC/ALA/78.10).

The national machinery should also provide appropriate channels of communication between women's organizations and other organizations, in order to:

(a) Help women's groups to obtain financial and technical assistance from international and bilateral funding sources;

(b) Provide reliable data on the socio-economic and political participation of women to both governmental and non-governmental organizations, including those that act as formal and non-formal educational agents, with a view to sensitizing society to the importance of the contribution to be made by women to development and informing the public of the obstacles to equality of opportunity.

3/ Report of the United Nations Conference on Science and Technology for Development, Vienna, 20-31 August 1979 (United Nations publication, Sales No. E.79.I.21).

3. Legislative measures

All discriminatory legislative provisions in the social, economic and political spheres and in penal codes should be repealed (e.g., laws and regulations discriminating against women with regard to rights concerning nationality, inheritance, the ownership and control of property, the movement of married women, the custody of children and the like, or which inhibit their effective participation in or planning, implementation and evaluation of economic transactions).

Government should establish commissions to assess women's legal rights and the establishment of priorities for legislative measures and to identify, specify and classify the necessary legislative measures that have not yet been enacted.

In developing countries where large sections of the population are governed by customary law, Governments should carry out an investigation into the degree of protection or oppression and equality of discrimination accorded to women under customary law, in order to incorporate or reject such practices in the statutory legislation.

Legislation, including social legislation, should be enacted or amended to guarantee equal rights for women and men in all fields and to promote the interests of women (e.g., ownership rights, including joint ownership and co-ownership of land, equal voting rights in such organizations as tenants associations, labour unions, co-operatives, credit unions and the like).

Procedures should be provided or amended for effective implementation of social legislation, especially that affecting women. The protection of the social function of maternity must be guaranteed in legislation. The definition of maternity leave should be expanded to include the period during which it is absolutely necessary for mothers to care for their children.

Educational and communication programmes should be launched to make women, especially the rural and urban poor, aware of their legal rights and the availability of legal and counselling services.

Educational and informational programmes on the socio-economic implications of laws should be launched among various professional groups, especially the legal and judicial professions, since the law is implemented in accordance with their interpretations.

The necessary steps must be taken to ratify and adhere to all international instruments of the United Nations and its specialized agencies that deal with women's rights. Those affecting the poor, such as those concerning the rights of rural and agricultural women workers, are particularly important.

4. Political participation and participation in efforts to promote international co-operation and to strengthen peace

Political participation

Every effort should be made to enact, before the end of the Decade, legislation guaranteeing women the right to vote, to be eligible for election or appointment to public office and to exercise public functions on equal terms with men, wherever such legislation does not already exist.

Governments should establish goals, strategies and time-tables and undertake special activities for increasing, by certain percentages, the number of women in elective and appointive public offices and public functions at all levels.

Special governmental instructions should be issued for achieving equitable representation of women in the different branches of government and in departments at the national, state and local levels. Special activities should be undertaken to increase the recruitment, nomination and promotion of women, especially to decision-making and policy-making positions, by publicizing posts more widely, increasing upward mobility and so on, until equitable representation of women is achieved. Reports should be compiled periodically on the numbers of women in public service and the levels of responsibility in their areas of work.

Women should be equitably represented at all levels, especially the senior levels, in delegations to international bodies, conferences and committees dealing with political and legal questions, disarmament and the like.

Where special qualifications for holding public office are required they should apply to both sexes equally and should relate only to the expertise necessary for performing the specific functions of the office.

Special attention should be given to ensuring the elimination of customary mechanisms prevalent in many countries which are utilized in the selection of candidates for political office and which de facto discriminate against women.

Participation of women in efforts to promote international co-operation and strengthen peace

High priority should be given to providing training and educational opportunities at all levels. These might include university or college courses, lectures on international affairs, panel discussions, conferences, seminars and educational activities designed to secure the increased involvement of women in the struggle to strengthen international peace and security, to broaden international co-operation and develop friendly relations among nations, to achieve détente in international relations and disarmament, to establish a new economic order in international relations, and in the struggle against colonialism, neo-colonialism, racism, apartheid, foreign domination, foreign oppression and foreign occupation.

Solidarity campaigns with women struggling against colonialism, neo-colonialism, racism, racial discrimination and apartheid and for national independence and liberation must be intensified; such women should receive all possible assistance and support.

The efforts of intergovernmental and non-governmental organizations to strengthen international peace and security must be intensified in every way. The active participation of women in the activities of such organizations must be supported. Exchange between the national organizations of different countries in favour of international co-operation and the strengthening of peace should be promoted.

Intergovernmental and non-governmental organizations must examine more comprehensively the consequences of disarmament for social and economic development in general and for improving the status of women in particular. The results of such studies must be made available to as many women as possible and must be given practical effect.

In view of the importance of eliminating international inequities, intergovernmental and non-governmental organizations should continue to study the impact of the activities of transnational corporations on the status of women and to make use of the results of such studies in practical programmes.

Support should be provided by all women of the world in proclaiming solidarity with and support for the Palestinian women and people in their struggle for their fundamental rights. 4/ Moral and material assistance should be extended by all United Nations organs to help Palestinian women. Specific programmes and projects should be carried out to fulfil that aim. 5/

5. Measures relating to education and the dissemination of information

Governments - or where appropriate, the mass communications media - should establish independent advisory bodies and/or a special unit within the relevant departments to monitor media policies and programmes (including advertisements) and to make recommendations for effecting changes with respect to the images and roles of women as depicted in the media.

Every effort should be made to encourage the fullest and most active participation of women at all levels of policy-making and decision-making within media organizations.

Special training programmes should be instituted to sensitize media personnel at all levels, to keep them informed about the situation, needs and priorities of women and to encourage them to portray women accurately and work towards the betterment of their situation.

4/ One member of the Preparatory Committee for the World Conference of the United Nations Decade for Women: Equality, Development and Peace reserved the position of her Government on this sentence.

5/ The paragraph was proposed by the Preparatory Committee at its second session (see A/CONF.94/PC/12, annex I, sect. 7).

Educational programmes and campaigns using the media should be instituted in order to change traditional prejudices and attitudes that limit the full participation of women in society. Such campaigns should also make women aware of the importance of exercising their legal, economic, social, cultural and political rights. Women's organizations and other non-governmental organizations, political parties and trade unions should play an active role in the process of educating women politically in order to increase their capacities for participation in politics and in decision-making bodies.

Governments should encourage the mass media to support the increased involvement of women in efforts to strengthen international co-operation and peace and to broadcast programmes to make women more aware of the activities and positions of their Governments in vital questions of international affairs, thus enabling them to fulfil their roles towards strengthening international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination.

Special campaigns should be undertaken to encourage the increased participation of women and girls in rural community and youth development programmes and in political activities.

The mass media should be encouraged to publicize the programme of action for the second half of the United Nations Decade for Women: Equality, Development and Peace, as well as other international, regional and national programmes for women, so that the public is made aware of such programmes and thus participate to a greater extent in their implementation.

6. Improvement of the data base

It should be compulsory for all data-collection agencies to give a sex and age breakdown on any information that they gather.

Some of the concepts and analytical tools of research, particularly those relating to economic processes - evaluation, labour, work, employment, social productivity, household, family and the like - should be re-examined so as to improve tools for the analysis and conceptualization of the economic and social roles of women within the home and outside.

Priority should be given to research concerning those groups of women that have been neglected in social research - namely, rural workers in agriculture and allied activities and working women from the underprivileged sectors of society. These are women who, far from being the dependants they have generally been assumed to be, have always had to perform multiple roles in order to ensure the survival of their families. For better evaluation of development programmes, access to and utilization of data need to be ensured.

National and regional indicators should be developed and improved for determining the degree to which women have actually been participating in development, as a means of measuring their actual contribution to the development process.

The level of economic growth in general and the sectoral structure of that growth, should be established so as to determine employment openings. Data on the composition of populations (e.g., age structure and the relation between rural and other sectors of a population) must be collected so that the need for employment openings, health services and education can be identified.

Current statistical operations and practices should be reviewed to ensure that they are free from sex-based stereotypes.

Permanent advisory committees to national statistical authorities should be established to improve the quantity and relevance of data pertaining to the situation of women, their participation in development and equality between the sexes. The work of such advisory committees may be supplemented from time to time by the organization of larger meetings of users and producers of statistics to address specific issues of mutual concern.

A set of statistical indicators should be established by which progress towards equality between the sexes can be monitored. In establishing such a set of indicators, Governments will need to take into account the current state of their country's statistical development, as well as their individual policy priorities.

Research and testing of new or revised concepts and classifications should be designed or expanded to improve the usefulness and relevance of the statistics needed to describe the role and status of women, their participation in the development process and equality between the sexes. Such research and testing,

whether carried out by the national statistical services or by university or other research groups, would need to involve both the users and producers of such statistics and would need to encompass both methods and procedures for data collection and those for the analysis and presentation of data.

7. Role of non-governmental organizations

Governments should seek the assistance of non-governmental organizations, women's and youth groups, employers and workers unions, voluntary agencies, community organizations, including religious groups, the mass communications media, political parties and the like, in implementing the programme of action for the second half of the Decade.

Governments should support the efforts of such groups and should co-ordinate some of their activities through national commissions for women or similar bodies.

Non-governmental organizations should support governmental efforts by:

(a) Investigating the problems of different groups of women;

(b) Assisting collective organizations of women at the grass-roots level, especially those established among poor and uneducated women, to promote learning and productive and other developmental activities;

(c) Providing liaison services for such groups with educational and other development agencies;

(d) Promoting attitudinal change among men and women;

(e) Promoting solidarity among women's groups;

(f) Influencing and informing the mass media and political groups;

(g) Developing new analytical methodology;

(h) Legitimizing sex education and public acceptance of family planning.

Grass-roots organizations

Governments should promote the establishment of grass-roots organizations of women as support mechanisms that can also serve as direct channels to assist women in obtaining real access to resources and power, with a view to enabling women to organize themselves and overcome the socio-economic handicaps imposed by isolation, ignorance, a lack of mobility and an overload of work and responsibilities.

B. Objectives and priority areas for action taken in connexion with the subtheme of the World Conference, "Employment Health and Education"

1. Employment

Objectives

1. To promote full and equal opportunities for women in employment and to ensure that they receive equal wages for work of equal value and equal educational opportunities in both rural and urban areas, in order to achieve more rapid and balanced growth in both agriculture and industry.

2. To increase and promote employment opportunities for women as part of national efforts to bring about a more just international economic order, with a view to achieving national self-reliance, increasing economic and technical co-operation among developing countries and the full utilization of human resources.

3. To improve the working conditions and occupational mobility of women workers in the lower and middle levels of the tertiary sector, which are crucial to sustaining high levels of industrialization and urbanization and to which the majority of gainfully employed women are usually confined.

4. To ensure equal rights and opportunities for the gainful employment of rural women both in agricultural and non-agricultural jobs and thereby eradicate unpaid jobs for rural women, improve the capabilities and productivity of rural women workers, increase food production, diminish migration and promote rural development.

5. To promote effective policies that will lead to an increase in better jobs and in occupational mobility for women in industry, in both rural and urban areas, by encouraging industries (through subsidies and other means) to offer them full maternity protection, day-care facilities, technical training and health protection, with a view to achieving the industrialization targets for the third United Nations development decade.

Priority areas for action

1. Take special measures to ratify and implement in national legislation major conventions of the International Labour Organisation concerning the rights of women as regards access to equal employment opportunities and equal pay for work of equal value, especially in basic agriculture for export and in all industries.

2. Improve employment opportunities for women in other agricultural and non-agricultural jobs in rural areas by ensuring substantive allocation of material, technical and financial resources, in order to improve technical expertise and employment opportunities for women in both agriculture and small-scale industry in rural areas.

3. Develop and provide urgently needed infrastructure services, such as safe water, energy, day-care centres and adequate housing, for families and poor communities in rural areas and urban slums, in order to alleviate the workload imposed on women in their performance of tasks essential for the survival of their communities, and to increase their levels of gainful employment and productivity.

4. Increase the access of women to special technical training programmes that will provide the ways and means of placing skilled women in better jobs and will ensure appropriate legal assistance to prevent exploitation based on sex, race, age and marital status, in both the traditional and modern sectors.

5. Develop and/or accelerate much-needed changes in policies in the tertiary sector, which includes the informal subsectors of small-scale trading, domestic services and the like in both urban and rural areas, especially by providing (a) protective labour legislation, including the right to organize trade unions and other appropriate associations and (b) increased access to financial resources, credit facilities and training in managerial and technical skills and other areas, in order to eradicate unpaid women's work in the service sectors, improve the working conditions of women and increase their occupational and educational mobility as well as their productivity and economic returns.

6. Establish task forces to study the relation between the various needs of women and identify new commodity uses that will increase production in developing countries, and advise on the development of new programmes and/or appropriate policies with regard to industrialization and the transfer of technology, where feasible within the framework of technical co-operation, aimed at preventing adverse effects from the redeployment of technology, on both the employment, training, health and nutrition of women and over-all development.

7. Undertake feasibility studies for guiding policies and action programmes aimed at widening the range of employment opportunities for women, taking into special consideration the expanding operations of transnational corporations and new scientific and technological developments in every sector, including the service sectors.

2. Health

Objectives

1. To improve the health of all members of society through:

(a) An improvement in the health status of women, as a necessary aspect of over-all socio-economic development;

(b) An improvement in the health-care facilities for women during child-bearing and throughout their life cycles;

(c) The increased participation of women and men in the promotion of health and in the formulation and implementation of policy decisions regarding health services at community and national levels.

Priority areas for action

1. Reorder health priorities and reorganize the delivery of services to provide more equitable distribution of health care between rural and urban areas and affluent and poor societies.

2. Decentralize health facilities and provide for increased use of mobile teams of medical and health personnel geared to the needs of women in the rural and depressed urban areas of developing countries.

3. Establish maternal, peri-natal, pre-natal and pediatric health services and integrate them into a comprehensive family health, nutrition and health education network, in order to give a greater number of women better access to health facilities.

4. Develop programmes to improve the training and utilization of community health workers, traditional medical practitioners and women themselves to carry out primary health care.

5. Educate doctors and other health professionals with regard to the health needs of women in general and not only in relation to pregnancy and childbirth; emphasize preventive medicine and the need to share responsibility and decision-making with professionals in other disciplines and with women themselves.

6. Formulate official incentive policies to encourage women to participate in planning and carrying out health programmes; establish official incentive policies to train women in the medical and health professions in accordance with local and national needs.

7. Develop simple economic, social and cultural indicators at the village level in order to obtain better data on trends in morbidity and mortality among women and their access to and utilization of health services.

8. Give high priority to the formulation and implementation of nutrition policies based on the needs of different sectors of the population, particularly those of women of lower socio-economic status in both rural and depressed urban areas; establish educational programmes through professional schools and community agencies to improve the quality, availability and distribution of food, especially locally grown foods.

9. Develop explicit programmes at national and local levels to improve hygiene, sanitation and access to safe water supplies and shelter as fundamental bases for good health.

10. Develop policies to ensure a safe working environment both in the home and in the work place and provide appropriate technology to relieve the workload of women.

11. Develop family planning programmes to promote the health, safety and welfare of mothers and infants and to enable women to exercise the right to decide freely and responsibly on the number and spacing of their children.

3. Education

Objectives

1. To provide equal access to educational and training opportunities at all levels for girls and women in all sectors of society, thus enabling them to further the socio-economic aims of national planning and to achieve self-reliance and family well-being.

2. To provide innovative programmes and methodologies for the eradication of illiteracy, while at the same time upgrading functional skills and basic information about such health-related matters as nutrition, family planning, child-rearing and the like.

3. To expand educational resources, personnel and funds in all sectors of society for the education and training of women as a core investment in the context of other national priorities (e.g., increasing the skilled labour force, strengthening self-reliance and contributing to national development).

Priority areas for action

1. Establish target dates for the abolition of illiteracy and voluntary task forces to assist in this effort; consider introducing compulsory social service, especially for young persons, for a limited period at the grass-roots level.

2. Provide life-long education and ongoing courses to keep the knowledge of women workers up to date; take measures to provide illiterate women workers with basic literacy skills.

3. Establish targets for the expansion of educational opportunities and facilities for women, including courses and institutions with adequate personnel and materials, for which resources have been earmarked.

4. Establish compulsory elementary education for both girls and boys; such strategies as legislation to make coeducation compulsory and financial and tax incentives for institutions and/or local authorities to encourage coeducation; where coeducation is not practical, look into other innovative educational approaches; make certain that curricula, textbooks and programmes are the same for both boys and girls; teach subjects such as home science, nutrition and child development to both boys and girls; make special efforts to increase the enrolment of female students in the science and mathematics faculties and in management training courses in the area of science and technology.

5. Make every effort to ensure equal opportunity for education, training and experience in non-traditional areas that will lead to the acceptance of women on an equal footing with men.

6. Train guidance counsellors and teachers to assist girls and boys in choosing professions according to their personal capacities and not according to stereotyped sex roles.

7. Identify the situational constraints on different target groups (e.g., girls of school age who are not attending school, illiterate adults or adults who are engaged in home responsibilities and need additional or diversified education, working women of different age groups in rural and urban areas).

8. Monitor programmes and take measures to improve the data on drop-out rates, course content, actual learned skills and the like, in order to facilitate the introduction of remedial or accelerated measures and to generate greater commitment to the policy objectives within the system.

9. Provide, for particular target groups, supportive services and certain necessities (child-care, earning and learning schemes, transport, clothing, books, supplementary nutrition, reading centres, special tuition in basic subjects such as mathematics, scholarships and stipends and the like), based on situational analyses, and include resources for such services as priority items in educational budgets.

10. Provide for preferential entry for women in non-traditional vocational courses, linking such efforts with anticipated personnel requirements.

11. Provide for non-formal education for women in all major development sectors (agriculture, industry, urban/rural development, health, local government) and make specific provisions for the necessary funds and personnel; use non-formal methods to encourage entry or re-entry to formal educational and/or vocational training programmes.

12. Promote instruction and research on women and the implications of the goals of the Decade as an input to the educational process, particularly in institutions of higher and teacher education, in order to eliminate attitudinal, conceptual and class biases that hinder understanding of the role and situation of women.

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REVIEW OF RECENT UNITED NATIONS SYSTEM STUDIES ON THE EFFECTIVE MOBILIZATION OF WOMEN IN DEVELOPMENT

Note by the Secretary-General

This note transmits for the information of the Commission a working paper on this topic prepared by the Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs

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REVIEW OF RECENT UNITED NATIONS SYSTEM STUDIES ON THE EFFECTIVE MOBILIZATION OF WOMEN IN DEVELOPMENT

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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ANNEX

TENTATIVE GRAPHICAL DEPICTION OF INTER-DEPENDENCIES BETWEEN DEVELOPMENT PROCESSES AND THE CONDITION OF WOMEN IN DEVELOPING COUNTRIES

LIST OF ABBREVATIONS

Asian and Pacific Centre for Women and Development	APCWD
African Training and Research Centre for Women	ATRCW
Centre for Social Development and Humanitarian Affairs (of the Department of International Economic and Social Affairs, United Nations Secretariat)	CSDHA
Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs	CSDHA/BAW
Economic Commission for Africa	ECA
Economic Commission for Latin America	ECLA
Economic Commission for Western Asia	ECWA
Economic and Social Commission for Asia and the Pacific	ESCAP
Food and Agriculture Organization of the United Nations	FAO
International Institute for Labour Studies	IILS
International Labour Organization	ILO
International Monetary Fund	IMF
Integrated Reporting System on the Status of Women	IRSSW
International Women's Year	IWY
Pan-American Health Organization - Pan-American Sanitary Bureau	PAHO/PASB
United Nations Conference on Technical Co-operation among Developing Countries	TCDC
United Nations Centre for Human Settlements	UNCHS
United Nations Conference on Science and Technology for Development	UNCSTD
United Nations Conference on Trade and Development	UNCTAD
United Nations Development Programme	UNDP
United Nations Decade for Women	UNDW

United Nations Educational, Scientific and Cultural Organization	UNESCO
United Nations Fund for Population Activities	UNFPA
Office of the United Nations High Commissioner for Refugees	UNHCR
United Nations Children's Fund	UNICEF
United Nations Industrial Development Organization	UNIDO
United Nations Institute for Training and Research	UNITAR
United Nations Institute for Research and Social Development	UNRISD
United Nations Relief and Works Agency for Palestine Refugees in the Near East	UNRWA
United Nations University	UNU
Universal Postal Union	UPU
World Conference on Agrarian Reform and Rural Development	WCARRD
World Conference of the United Nations Decade for Women, Equality, Development and Peace, 1980	WCUNDW
World Food Programme	WFP
World Health Organization	WHO
World Intellectual Property Organization	WIPO

I. INTRODUCTION

In January 1980 the Secretary-General completed his comprehensive report on the effective mobilization of women in development, 1/ pursuant to General Assembly Resolution 33/200. 2/ The report was based upon observations and studies made by 27 bodies within the United Nations system of organizations. 3/ As documentation for the General Assembly of the United Nations is subject to strict limitation on length, it was decided to include within this Working Paper the detailed information which had to be summarized in the comprehensive report, in the belief that such information might be of interest to persons and organizations working in this field. It constitutes the first of a series of Working Papers to be prepared by the Branch for the Advancement of Women with the purpose of disseminating information which it collects as the focal point of the United Nations Decade for Women: Equality, Development and Peace, 1976-1985 and as the unit within the United Nations Secretariat responsible for administering the integrated reporting system on implementation of the Declaration on the Elimination of all forms of Discrimination against Women and the Plan of Action adopted at the World Conference of the International Women's Year (IRSSW).

In operative paragraph 6 of its resolution 33/200, the General Assembly requested the Secretary-General to submit a comprehensive report on the matter of the effective mobilization and integration of women in development prepared on the basis of development-oriented studies to be undertaken by various United Nations bodies. These studies were to focus on the impact which policies aimed at the effective mobilization and integration of women in the development process had on the over-all development of their countries. They were also to focus on ways of promoting such policies. Operative paragraph 3 of resolution 33/200 requested that the studies should be prepared urgently. In April 1979 the Secretary-General asked that they should be sent to him in sufficient time to allow for submission of his comprehensive report to the General Assembly at its thirty-fourth session.

1/ A/35/... At the time of preparation of this Working Paper the full reference number had not been allocated. The full title of the report is "Effective mobilization of women in development: Report of the Secretary-General" under the General Assembly's agenda item "Development and International Co-operation".

2/ The resolution is reproduced in Annex I.

3/ Food and Agriculture Organization of the United Nations; International Labour Organization; International Monetary Fund; United Nations Educational, Scientific and Cultural Organization; Universal Postal Union; World Bank; World Health Organization; World Intellectual Property Organization; International Institute for Labour Studies; all regional commissions; United Nations Population Division; United Nations Centre for Human Settlements; Secretariat of the United Nations Conference on Science and Technology for Development; United Nations Conference on Trade and Development; United Nations Centre on Transnational Corporations; United Nations Development Fund; United Nations Fund for Population Activities; United Nations Children's Fund; United Nations Industrial Development Organization; United Nations Institute for Training and Research; United Nations Relief and Works Agency for Palestine Refugees in the Near East; United Nations University and World Food Programme.

However, because of the insufficient number sent, the Secretary-General submitted a note (A/34/531), but no comprehensive report, to that session.

Nevertheless, it was decided that a comprehensive report should be prepared in order to bring relevant studies and their findings to the attention of the Preparatory Committees for the International Development Strategy for the Third United Nations Development Decade and for the World Conference of the United Nations Decade for Women. Accordingly, in October and November 1979, United Nations bodies were asked to indicate which of their existing studies might serve this purpose, and to provide further studies or observations on the matter if possible. By mid-January 1980 27 bodies had responded with observations, authorization to use studies already issued - in almost all cases during 1978-1979 - and transmission of new studies and reviews, some in provisional form. In its operative paragraph 3, General Assembly resolution 33/200 requested that in preparing this report special emphasis should be given to the developing countries. In view of the very substantial material made available, almost all of which concerned only developing countries, the Secretary-General's comprehensive report and this Working Paper are limited to consideration of these countries.

II. IMPACT OF POLICIES AIMED AT EFFECTIVE MOBILIZATION AND INTEGRATION OF WOMEN IN THE DEVELOPMENT PROCESS IN THE OVER-ALL DEVELOPMENT OF THEIR COUNTRIES

A. Introduction

In order to evaluate the impact on over-all national development which such policies have had the following aspects will be examined in sequence. Firstly the policy objectives will be identified. Secondly a brief and general statement of the current situation will be provided indicating the extent to which such objectives are achieved or within reach. Thirdly a summary will be presented of types of policies and measures intended to carry them out. In this regard an encyclopaedic approach will be avoided, and for the more widely known policies only illustrative examples will be included. Greater emphasis will be given to innovative approaches and measures, and particularly to attempts to adjust the contextual and underlying developmental processes affecting women. Fourthly, considerable attention will be given to attempting to identify in specific terms the actual impact of such policies. Initial impact on women's condition will be evaluated, then the impact upon over-all national development resulting from the changes in that condition which are brought about. Finally an attempt will be made to explain the nature of the impact, and to identify the various types of relevant factors.

B. Employment in production of primary commodities

1. Policy objectives

Equality of women with men in access to employment in all types of production of primary commodities whether for subsistence consumption or for distribution to other consumers, and equality of conditions in such employment and hence self-fulfillment through meaningful and rewarding contributions to society are themselves fundamental objectives of development. Moreover, efficient production of primary commodities to satisfy the basic needs of the national population and to export in order to obtain in exchange essential goods and services constitutes a major developmental task. Recently completed reviews and studies, undertaken notably by FAO, ILO, ECA and ECLA, have confirmed the realisation, which had grown during the last decade, that women as producers make a major contribution to the achievement of this task: women, and not men, produce not only a very high proportion of food for national consumption, but also a significant proportion of other primary commodities. 1/ This fact has been

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1/ Thus ECA estimates that women constitute between 60 and 80 per cent of the agricultural labour force in African countries, and ECLA that about 40 per cent is so constituted: Review and analysis of agrarian reform and rural development in the developing countries since the mid-1960s (WCARRD/INF.3), p. 88. In its regional review for the Near East FAO considered that even in that region women contribute substantially. See also Women, technology and the development process (ILO/W.3/1978) (Geneva, ILO, 1978), pp. 2-3.

recognised in the world and regional plans of action for women, in regional preparatory meetings for WCUNDW, in the ILO's Follow-up Report of the World Employment Conference, and in the Programme of Action adopted at WCARRD, which stated in its Part IV:

> "...the vital role of women in socio-economic life in both agricultural and non-agricultural activities, in accordance with the goals of the United Nations Decade for Women, is a prerequisite for successful rural development planning and programme implementation."

However, these same reviews and studies have emphasised the unsatisfactory nature of the contribution so made, in which for both women and society, costs are very high relative to benefits. Thus food production, particularly relative to population, appears to be declining in many areas; in spite of over-employment in production, the benefits, both material and in the form of status, accruing to women are small and inequitable; opportunity costs are very high; women's health is seriously impaired; and under-valuation of the contribution continues, leading to undiminished overall discrimination and inequality with men.

In part as a result of the impetus provided by IWY and the subsequent declaration of the UNDW 1976-1985, in part as a result of critical assessment of factors in their own areas of competence, and in part as a result of scrutiny of the experience of many governments of countries having differing social conditions, and increasing number of governments and many international agencies substantially revised their approaches to this problem during the period 1976-1979. 2/

2/ In addition to the special studies which will be referred to separately a number of comprehensive studies and evaluations were transmitted for use in preparing this report. As part of its preparations for WCARRD, FAO commissioned a series of regional studies on women in rural development: J. Ritchie, The integration of women in agrarian reform and rural development in the English-speaking countries of the Africa region (Rome, FAO, 1978); D. Bazin-Tardieu, Integration des femmes dans la réforme agraire et le développement rural dans les pays africains francophones au sud de Sahara (Rome, FAO, 1978); J. Ritchie, General conclusions on the integration of women in agrarian reform and rural development in Africa (Rome, FAO, 1978); F. Hansell, Review of conditions affecting the integration of rural women in development in ten countries of FAO's Asia and the Far East and Near East regions (Rome, FAO, 1977); I. Palmer, The integration of women in agrarian reform and rural development in Asia and the Far East (Rome, FAO, 1978); H. Dawood, Integration of women in rural development in the Near East region (FAO, Rome, 1978); R.P. Devadas, The integration of women in agrarian reform and rural development in India and Sri Lanka (Rome, FAO, 1978). These in turn were utilised, together with evaluations of FAO's programmes and other studies, in the preparation of regional reviews and analyses. These were used in turn for the preparation of a global review: Global review and evaluation of FAO's programme for the integration of women in agriculture and rural development: first half (1975-1980) of the UN Decade for Women and programme and trends for second half of UN Decade for Women (1980-1985) (Rome, FAO, July 1979). The studies of women and rural development were utilised in the preparation of the major background documents for the WCARRD: Review and analysis of agrarian reform and rural development in the developing countries since the mid 1960s (WCARRD/INF.3) pp. 87-96; Agrarian reform and rural development: national and international issues for discussion (WCARRD/3) pp. 9-11; Their main findings formed the basis of the Programme of Action adopted at WCARRD: Report (WCARRD/REP), pp. 10-11, 42. These mimeographed documents were

(Continuation of footnote 2/ of previous page)
issued in both detailed and summary forms for Africa, Asia and the Pacific, Latin America and the Near East by FAO in Rome in July-August 1979 are referred to as "FAO regional and global reviews" and not further footnoted. The regional reviews and analyses were also submitted to the Regional Preparatory Conferences for WCUNDW held in the four developing regions in 1979. The global review and analysis was submitted by FAO to the Commission on the Status of Women at its 28th session as its Report of FAO on its activities of special interest to women (E/CN.6/628). In addition use was made of Reports submitted to WCARRD by Governments of Bangladesh, Cuba, Ghana, Guinea, Kenya, Malaysia, Nepal, Senegal, including analyses of problems facing rural women in those countries (see WCARRD Index and Addendum (Rome, FAO, 1979), accession numbers 38113, 38094, 38242, 38063, 38243, 38274, 38273 and 38050 respectively). Submissions of the United Nations Department of International Economic and Social Affairs, ILO, WHO, UNIDO, World Bank and ECA on various aspects of women in rural development for use in preparing background documentation for WCARRD were also used (WCARRD/UNS series). In addition to the numerous observations included in the Report of ILO on its activities of special interest to women (E/CN.6/631) submitted to the Commission on the Status of Women at its 28th session, and its observations submitted to the Secretary General pursuant to General Assembly resolution 33/184 on women in education and in the economic and social fields (partly summarized in A/34/577), the ILO drew attention to the following studies in addition to those special studies referred to subsequently: A.M. Hassan, Growth, employment and equity: a selection of papers presented to the ILO Comprehensive Employment Strategy Mission to the Sudan (1974-1975) (Khartoum, Khartoum University Press, 1977); Report of the Tripartite National Seminar on Landless and job opportunities in rural areas, Dacca, 8-10 November 1977 (Dacca, Ministry of Manpower Development, Labour and Social Welfare, 1977); T.S. Epstein, Place of social anthopology in a multidisciplinary approach to the study of women's role and status in less developed countries (Geneva, ILO, 1978); Conditions of work, vocational training and employment of women (Eleventh Conference of American States Members of the ILO, Medellin, September-October 1979) (Report III) (Geneva, ILO, 1979), pp. 8-14. It also transmitted a sponsored study: E. Croll, Women in rural development: the People's Republic of China (ILO, Geneva, 1979). The World Bank drew attention to its activities supportive of rural women: Recognizing the "invisible" woman in development: the World Bank's experience (Washington, World Bank, 1979), pp. 6-9. In addition the World Bank transmitted for use papers submitted to each of the four Regional Preparatory Conferences for WCUNDW held during 1979. Regional Commissions, prepared for Regional Preparatory Conferences for WCUNDW a number of general reviews and evaluations, based in part upon information supplied by governments. These will be referred to in the text as regional commission reviews without further footnotes: Progress and obstacles in achieving the minimum objectives of the World and Africa Plans of Action (E/CN.14/ATRCW/79/W.D.1); Women in Latin America: the situation as regards the implementation of the Regional Plan of Action (E/CEPAL/CRM/R.1/2); Report of the group of government experts to appraise the implementation of the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America, Quito, Ecuador, 8-10 March 1979 (E/CEPAL/1071); Review and appraisal of progress made and obstacles encountered at the national level in Asia and the Pacific in attaining the minimum objectives set forth in paragraph 46 of the World Plan of Action and objectives of the Asian Plan of Action (PSA/RPWCDW/2); Recent changes and trends in the situation of women in the ECWA region (E/ECWA/SDHS/CONF.4/3). This paper was transmitted by ECWA for internal use and has not been quoted. It is currently under revision by ECWA. Moreover, reports of the Regional Preparatory Conferences include many relevant points. These will be referred to in the text as Regional Preparatory Conference Reports and not otherwise footnoted: Second Regional Conference on the Integration of Women in Development, Lusaka, Zambia, 3-7 December 1979: Draft Report (E/CN.14/ATRCW/79/L.1); Regional Preparatroy Meeting for the WCUNDW, Damascus, 10-13 December 1979: Draft final report

2. Principal measures

The measures now considered most effective have been listed exhaustively in these recent reviews and reports, and only the most important and most widespread need be identified here. The crucial importance of increasing labour productivity while reducing total time allocation is recognized in the growing priority attached to diffusion of "appropriate" or "intermediate" technologies and particularly to ensuring the participation of women producers in associated research and development as well as the carrying out of extension programmes. Improved access to systems of marketing, financing and banking is considered essential for developing market countries. Increased access of women to producer co-operatives, and establishment of women's producer co-operatives is being given high priority. The benefits of such forms of collective production as the villagisation programme of the United Republic of Tanzania are being studied. 3/

An ILO sponsored study of Chinese experience revealed that a combination of a basic political committment and the benefits of experience over almost four decades had resulted in substantial, although admittedly still incomplete, success in making possible an effective contribution by women to production of primary commodities while reducing opportunity costs, improving health and overcoming discrimination. The successively higher levels of collectivization of production, although leaving the household as a basic unit of production, had made possible substantial improvement in the conditions of women's contribution to primary procution. Pooling labour in the local community had removed women from patriarchal control, and had made possible formation of separately identifiable women's production units, thus making possible the measurement of women's contribution. It had also made possible important supportive programmes designed to rapidly increase women's productivity, thereby enhancing their economic status. Thus women's units were assigned major responsibility for innovation in technology and in production schedules. For example, local research stations assigned to them such tasks as trying out new seed strains, close planting, pest control, soil improvement, plant protection and fertilization. A further advantageous development appeared to hold very high promise for circumventing a number of existing problems, including male opposition and inherited intractable forms of community organisation. This was encouragement of the entry of women into new "side-line" production lines, distinct from "main-line" production, which remained under male control.

The potential for women in fish-farming, small-scale forest products, small livestock, vegetables and fruits has been recognised by FAO and is being included in national and international programmes. Increased attention is being given to improvement of local, district and sub-regional infrastructures. This is an essential support to women's productive activity. Moreover, it affords opportunities for women's temporary and more permanent entry into a wide range of new occupations. At the same time, governments and international agencies are giving higher priority to undertaking studies of the very complex relationships within rural communities in order to maximise benefits and minimise constraints upon programmes to make women's activities more productive and rewarding.

(E/ECWA/SDHAS/CONF.4/L.1); Second Regional Conference of the Integration of Women into the Economic and Social Development of Latin America, Macuto, Venezuela, 12-16 November 1979: Draft Report (E/CEPAL/CRM.2/L.6); Draft Report of the Regional Preparatory Conference for WCUNDW, New Dehli, India, 5-9 November 1979.

3/ The impact of women of socio-economic change in Africa South of the Sahara (Project Proposal), (Geneva, UNRISD, 1979).

3. Impact upon national development

The impact of direct measures for women upon national development in the area of primary commodity production - and rural development in general - may be measured in three ways: evaluation of the operational success of specific programmes and projects; evaluation of resultant overall changes in women's productivity and conditions of employment; and evaluation of those overall changes in the sector as a whole which may be ascribed to women's measures. With regard to programmes themselves, a major difficulty lies in the fact that most of these are of so recent implementation that their degree of success cannot yet be measured. In its regional and global reviews FAO reports a relatively high level of success for its projects and that programmes of data collection and research are being actively undertaken although at a relatively early phase. However, it is acknowledged that, for reasons both of recency and the small proportion of women so far involved, total impact has been limited. 4/

With regard to evaluation of changes in women's productivity, there are major problems. Women's contribution is usually seriously undervalued or overlooked completely. Information systems are quite inadequate for this purpose, being characterized not only be previous neglect, but by serious methodological problems. This is acknowledged by FAO, ILO and by regional commissions, all of whom are undertaking studies and pilot programmes to improve the situation. 5/ Nevertheless, it is felt that women's productivity, as well as her status and conditions associated with her economic role as a primary commodity producer, have deteriorated in most regions. Thus ILO reported to the Commission on the Status of Women at its 28th session that women were "a particularly vulnerable group ... largely by-passed by developmental efforts ... whose position has tended to deteriorate as a result of modernization". FAO concluded in its global review and analysis of agrarian reform and rural development in the developing countries since the mid 1960s, that:

> "Nearly half of all people on Earth live in the villages and countryside of the developing world. The great majority of these rural people have not shared equally or at all in the fruits of progress. Most are categorized in international statistics as "poor" and fully 800 million as "destitute". Despite development efforts, the number of these poor and

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4/ WCARRD/INF.3, pp. 90-91, 95-96. Thus the regional review for Latin America noted that, "promotion of a systematic programme ... has up to now been marginal", and the global review stated that, "It must also be admitted that until now FAO has failed to consider or seriously plan for the creation of female employment in agriculture, fishing and forestry and related industry".

5/ E/CEPAL/L/206; WCARRD/INF.3, p. 91; ILO/W.7/1978; Report of ILO on its activities of special interest to women (E/CN.6/631), Conditions of work, vocational training and employment of women (Geneva, ILO, 1979), pp. 5-7; I.Palmer and U. von Buchwald, Monitoring changes in the conditions of women - a critical review of possible approaches (Geneva, UNRISD, 1979).

> destitute increases each year. Moreover, there is new cause for concern. The momentum of development is slowing. Rates of growth in production and per caput incomes, especially in the poorest countries, have fallen, several countries are also facing acute environmental problems. If the goal of development is growth with equity - nationally and internationally - then it can be seen clearly that the struggle is not being wom, and that the main burden of present trends falls on the rural poor."

Moreover, differences within the rural population had widened - in many developing market countries the small improvements that had been achieved had mainly benefited landlords, larger farmers and others who were already relatively well-off, rather than the smaller farmers, the growing numbers of landless agricultural labourers and the rest of the rural poor. Women comprised over half of all rural residents, and appeared to comprise even higher proportions of the least advantaged in rural areas: it appeared that in general rural women's conditions had deteriorated significantly:

> "The overall net effect of the worsening situation of the rural population has been to further marginalize rural women, even in those countries which have legislation specifying equality of men and women." 6/

Moreover, a process of decapitalisation, technological deterioration and increased burdens upon women resulting from male out-migration has occurred in many rural areas, contributing to and supported by environmental degradation, so as to seriously reduce women's productivity. In many countries women are being forced to turn to unskilled supportive tasks on capital-intensive production units, abandoning their small-scale operations, which have been found to be highly productive in terms of labour and land. In its review of the state of world agriculture during 1977, FAO concluded that the lack of improvement in women's productivity may have explained, at least partly lower food production in Africa 7/

Thus it may be concluded that even if in themselves achieving some success, direct measures for women have been so far unable to make a significant impact upon the extent to which rural women are able effectively to contribute to national development as producers of primary commodities.

In contrast, evaluations of the situation in developing centrally planned countries, particularly those with a relatively long period of implementation of women's policies, notably China, Cuba, the Democratic People's Republic of Korea and Mongolia, have concluded that substantial

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6/ WCARRD/INF.3, p. (i), 1, 87.

7/ The state of food and agriculture, 1977 (Rome, FAO, 1978), pp. 2-9.

success has been achieved. 8/

4. Determinants of impact

In appraising the reasons for the limited impact a distinction is useful between the nature of direct measures themselves and factors inherent in societal structure and overall developmental processes. With regard to the former, a primary factor is the recency of policy formulation and implementation. International programmes have evolved from very tentative beginnings to their current state of what might be termed early maturity only within the last decade, and notably within a space of five years. Policy evolution in FAO, the lead UN agency in this field, is instructive. From the impetus given by IWY, internal institutional arrangements were made during 1975-1976, and made possible re-evaluation of all aspects of FAO's work, and notably the realization that previous concentration upon efficiency of commodity production had had serious consequences for women in many developing countries. Further in-depth evaluation and policy formulation accompanied preparations for WCARRD during 1977-1979 and had significant success, with consideration of impact of women in most areas of FAO's programme, evolution of a special programme on women in rural development, and inclusion of a separate consideration of the topic in WCARRD itself. 9/

Although long concerned with securing equality in access to employment and conditions of work for women, including that in the organized sector of the rural economy, the ILO's specific concern for a comprehensive consideration of the problems of women in rural development have followed a similar time-table, with substantial research and policy-formulation only since 1975. 10/ Again, although originating during the early years of the 1970s, the comprehensive programme now being implemented by ECA has been formulated only since 1974, 11/ that in ECLA has developed during an even shorter period 12/ and those in ESCAP 13/and

8/ FAO has pointed out that socialization of land in centrally planned economies had improved women's access to factors of production (WCARRD/INF.3, p. 90). It concluded that in China food production had increased substantially, while full employment had been assured (The state of Food and Agriculture, 1977, op.cit., pp. 2-25/2-33). The ILO sponsored study of women and rural development in China reported substantially improved productivity for women in primary commodity production (E. Croll, op.cit.). In its reply to the United Nations 1979 questionnaire, the Government of China emphasized the vital role of women in production and construction, notably in agriculture (A/34/577, para. 48).

9/ Progress report of the FAO Inter-divisional Working Group on Women in Development (April 1976 - July 1979) (Rome, FAO, 1979); Report of FAO on its activities of special interest to women to the Commission on the Status of Women at its Twenty-eighth session (E/CN.6/628).

10/ Report of ILO on its activities of special interest to women to the Commision on the Status of Women (E/CN.6/631).

11/ Origin and growth of the African Research and Training Centre for Women of the Economic Commission for Africa (E/CN.14/ATRCW/77/BD.7).

12/ E/CEPAL/CRM/R.1/2, p. 33.

13/ Review and appraisal of progress made and obstacles encountered at the national level in Asia and the Pacific in attaining the minimum objectives set forth in paragraph 46 of the World Plan of Action and objectives of the Asian Plan of Action (PSA/RPWCDW/2), pp. 23-47.

ECWA 14/ are still at an early stage in their active implementation.

With some notable exceptions, the majority of Governments of developing market countries show a similar recency in their fomulation of comprehensive policies concerning women and rural development, although many are now undertaking appropriate measures and establishing necessary institutional arrangements. 15/ Moreover, the ILO sponsored study of policy formulation in China indicated that even where a government had formulated policies several decades previously, constant monitoring and revision had been found to be necessary as the complexity of relevant factors was realised and as new problems arose. Consequently, given current momentum in formulation of comprehensive women's policies, it can be expected that a measureable impact will have been achieved by the end of the United Nations Decade for Women in 1985, but that a number of major problems will not have been overcome by these means alone. The conclusion which must be reached is that, although the scope for improvement to be anticipated from the newly formulated direct measures for women is very great relative to the impact now measureable, nevertheless there is little likelihood that such policies will themselves alone bring about an overall solution. This is because they do not - and cannot themselves - prevail against a number of very powerful underlying developmental processes which support the generally negative societal context of rural women's attempts to contribute to primary production. Indeed these processes appear to be continuously deepening the severity of rural women's conditions; and at a much more rapid rate than the accumulation of the benefits of women's measures.

A number of recent studies prepared by United Nations bodies have examined the overall nature of the relationships involved. They have pointed out the multiple ways in which distortions in rural development have been particularly negative in their impact upon women, and have emphsised the position that the problems inherent in bringing about a more effective integration of women in development can only be understood within a macro-economic and overall societal context. 16/ A schematic

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14/ Report on the activities of the Economic Commission for Western Asia in the field of the integration of women in development in Western Asia (E/ECWA/SDHS/CONF.4/4).

15/ A/34/577, pp. 38-41.

16/ In addition to the series of regional and global reviews and analyses prepared by FAO, and to the series of reviews prepared by regional commissions for the Regional Preparatory Meetings for WCUNDW held during 1979, and noted above, the following studies may be cited: Iftikhar Ahmed, Technological change and the condition of rural women: a preliminary assessment (WEP 2-22/WP 39) (Geneva, International Labour Office, 1978); I. Palmer and U. von Buchwald, op.cit., pp. 6-12; The New International Economic Order: what roles for women? (E/CN.14/ATRCW/77/WD3) (Addis Ababa, ECA, 1977), pp. 8-14; M.Carr, Appropriate technology for African women (ECA/SDD/ATRCW/VTGEN/78) (Addis Ababa, ECA, 1978), pp. 22-32; WCARRD/INF.3, pp. 3-4, 89-90; Report of the workshop on the impact of agricultural modernization on the participation of rural women, Mexico City, October 1978 (E/CEPAL/VP/M/196); Report of the Secretary-General on the effective mobilization of women in development (A/33/238); I. Palmer, "The role of women in agrarian reform and rural development Land reform, land settlement and cooperatives (Rome) No. 1, 1979, pp. 57-70; Z.Tadesse, Women and technological development in agriculture: an overview of the problems in developing countries (Science and Technology Working Paper No. 9) (New York UNITAR, 1979), pp. 3-13.

analysis of these relationships is summarised in Figure 1.

National development strategies have neglected production of those primary commodities required to meet the basic needs of the population, notably food stuffs. This has been particularly depressive for women producers, who in the majority of developing countries are the principal food producers and obtain the greatest share of their income from that activity. This has been deepened by the general depression of the rural areas and non-metropolitan regions in general. Expansion of local urban centres, and hence of non-subsistence employment and over-all consumer demands, has been severely limited, with consequent restriction of opportunities for women producers of food, building materials, fuel and household equipment. 17/

The choice of capital intensive technology, combined as it is in the majority of countries with bias against women as managers of basic units of production and as recipients and agents of technological change, has resulted in a severe constraint upon women's use of even simple improvements in production technology. The situation has been reinforced by the overall bias in education against women's effective participation, particularly in areas of technology and management appropriate to primary commodity production in most rural areas. The entire bias in education and training against women's receiving appropriate technical training further opposes increased productivity and effective participation in production. 18/ In consequence, moreover, as FAO's Latin American review pointed out, many rural women have been excluded from knowledge of production processes in which they previously had an important say. Consequently, as an ILO study concluded "women manage the subsistence economy with traditional technology". 19/

The studies previously cited have shown that emphasis upon capital-intensive technology combined with organization in large-scale production for major urban markets or for export has had direct and indirect negative

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17/ The state of food and agriculture, 1977 (Rome, FAO, 1978), pp. 2-9; Women in food production, food handling and nutrition, with special emphasis on Africa (Final report to the Protein-Calorie Group (PAG) of the United Nations system) (New York, United Nations, 1977).

18/ D.H. Mitchnik, Improving ways of skill acquisition of women for rural employment in some African countries (WEP 2-18/WP 15) (Geneva, ILO, 1977); Women, technology and the development process (ILO/W.3/1978); M.Carr, Appropriate technology for African women (ECA/SDD/ATRCW/VTGEN/78), pp. 21-32; The role of women in the utilization of science and technology for development (Addis Ababa, ECA, 1978); Appropriate technology for developing countries and the needs of rural women (ESA/ST/AC.7/CRP.3/Add.3); Report of the round-table discussion on participation of women and their emancipation through the application of science and technology to development (A/CONF.81/BP/ESCAP); J. Bisilliat, The role of women in the onchocerciasis programme area: the family as the basis of integrated socio-economic development (Rome, FAO, 1978); A.M. Jeay, Rapport préliminaire sur le rôle des femmes dans la préparation et la commercialisation du poisson au Mali (Rome, FAO, 1977); O. Akerele, Women and the fishing industry in Liberia: measures of women's participation (ATRCW/SDD/RES/79/04) (Addis Ababa, ECA, 1979).

19/ ILO/W.4/78, p. 8.

impact on women. Employment opportunities for men - particularly for unskilled workers - have been depressed, adding to over-all high levels of unemployment and underemployment, and hence to a situation opposing an increase in female employment, particularly under conditions of general prejudice against women's employment. However, in certain circumstances, the labour intensive elements of the overall capital intensive production process are reserved for women, preferred because of their lesser wage demand, as well as for their greater adaptability to certain tasks calling for manual dexterity. Studies have revealed cases of women, formerly heads of indigenous production units producing for local markets, being transformed into low paid labour on foreign owned large scale production units producing for external markets. The FAO's review of Latin America concluded that evidence was mounting that when reorganization of agricultural production in the traditional sector relative to the export sector had been undertaken by governments in the region so as to reduce dependency on costly imported foodstuffs, and when that reorganization had been carried out within the context of the existing pattern of concentration of landowning, the modernization of agriculture increased the marginalization of rural women. Moreover, the desire of governments to increase the productivity of traditional agriculture within the context of existing structure of the concentration of land and productive resources leads to the expulsion of rural labour. The seriousness with which this impact is viewed is reflected in the fact that the Programme of Action adopted at WCARRD called for governments to consider action:

> "...to evaluate and take steps to minimize the possible negative effects on women's employment and income arising from changes in traditional economic patterns and the introduction of new technology." 20/

A combination of culturally determined ignorance, undervaluation or misunderstanding of women's roles and needs in rural production processes, and the dominance in rural development strategies of interest in increasing "productivity" in the modern sector, have resulted in either only limited improvement or in actual deterioration of women's position regarding access to land and water, even within land reform programmes. 21/ In addition to the impact of formal land reform programmes, studies of customary inheritance systems and other systems of property rights (including bride price and dowry systems and patrilocal marriages) show that these are already less advantageous to women than to men, and have been made more so by recent trends. 22/

Insufficient priority to the provision of credit and banking arrange-

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20/ WCARRD/REP, p. 11 (Programme of Action IV.D. (iv)).

21/ WCARRD/INF.3, pp. 4-5, 88. The FAO regional review for Latin America noted that between 60 and 80 per cent of the rural populations of countries in the region were either without land, or owned land insufficient to support a family of four. Given the severe overall cultural bias against women in the region, access by poor rural women to land was likely to be very limited (pp. 3, 6). The ECA reported the undertaking of comprehensive studies of the relationship between women and land reform in Ethiopia.

22/ J. Ritchie, The integration of women ..., op.cit.

ments for the non-capital intensive sector, together with bias against women as heads of households and heads of production units, had been found so severely constrain both women's entry into non-subsistence production and increased productivity, and has left women in particular most vulnerable to exploitation by middle-men and commodity speculators.23/ Similar factors have restricted the expansion of co-operatives within which women have effective and equal participation, and women's co-operatives themselves. 24/

The inequitable terms of trade between urban and rural sectors, the suppression of secondary and tertiary activities in rural areas by metropolitan products, the depressive and exploitive systems of taxation, direct and indirect, and the inadequate allocation of compensatory public investment in infrastructure and services has served to bring rural incomes to very low levels. Consequently, men are forced to emigrate, increasing women's responsibilities as heads of households for providing the basic necessities for their family's subsistence.25/ In many countries, removal of male labour has reached beyond the threshold marking the minimum needed to maintain local economic and social systems, while the marked increase in female headed households in many developing regions has been noted as a major and most serious trend. The extremely severe impact upon women in southern African countries, and particularly in South Africa itself, has been noted in a number of studies.26/ To supplement low family income, particularly where the bases of subsistence are removed by land appropriation or environmental hazard and deterioration, women themselves are forced to seek low paid local work, or migrate to urban areas, with resultant additional burdens upon remaining women family members. There circumstances, combined with the demands of many children, continued responsibility for most household services and inadequate infrastructure and services, have resulted in an increased burden of work.27/

The depressed position of many rural women, at the end of the long

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23/ R. Aziz, The role of women in banking and rural credit (Rome, FAO, 1977).

24/ N. Savoye, Women's cooperative participation and fight against rural poverty (SYM/78/04); Rapport du Seminaire sur la femme et les coopératives, Yaoundé, République Unie du Cameroun, Novembre 1977 (ECA/SDD/ATRCW/CAM/78). A study on the role of co-operatives and local organizations in mobilizing women's efforts for development is being prepared in CSDHA of DIESA.

25/ D. Orlansky and S. Dubrovsky, The effects of rural-urban migration on women's role and status in Latin America (Reports and papers in the social sciences, no. 41), (Paris, UNESCO, 1978); J. du Guerny, Migration and rural development: selected topics for teaching and research (FAO Economic and Social Development Paper, No. 3), (Rome, FAO, 1978).

26/ Thirteenth special report to the Director-General on the application of the Declaration Concerning the Policy of Apartheid of the Republic of South Africa (Geneva, ILO, 1977); Labour conditions and discrimination in Southern Rhodesia (Zimbabwe) (Geneva, ILO, 1978).

27/ Women, technology and the development process (ILO/W.3/1978) (Geneva, ILO, 1978); Cynthia Hewitt de Alcántara, Modernization and the changing life-changes of women in low-income rural families (E/CEPAL/L.197); Contributions to the diagnoses and promotion of the integration of women into the development of Latin America and the Caribbean (E/CEPAL/CRM.2/L.3), Chapters III and IV.

line of dependency and exploitation, together with their poor health resulting from overwork, are factors which militate against the success of direct measures. Frequently, women's disenchantment with "development" is so severe as to seriously prejudice any ameliorative programme. Moreover, underlying cultural prejudice against women's more independent and productive role in the rural economy still play a most important role. Although these predated many of these societal processes, studies and evaluations have concluded that culturally determined bias has not been dispelled and many have been strengthened by the nature of the broad developmental process. Thus the persistence and strength of cultural attitudes hostile to women's more effective and more independent participation in primary production was noted in reviews and studies of FAO, ILO and regional commissions in all developing regions. This appears to have been so even in countries which have experienced very substantial societal change. Thus, the ILO sponsored study of women and rural development in China noted that in spite of three decades of implementation of measures designed to counter such prejudice as well as remove the basis for it, it remained strongly entrenched and affected the position of women in the household, family and extended kinship group. 28/

In summary, the recent studies and evaluations conclude that the current unsatisfactory condition of rural women, and their consequent inefficient and ineffective contribution to production of primary commodities results from the nature of their integration in development. This has important implications for any revision of measures designed to "mobilize and integrate women in development". A number of studies have concluded that only with the removal of this set of processes, or their substantial modification, is there any chance of improving the situation for rural women. Studies of the experience of those countries which have shut off the underlying macro-economic factors are particulary illuminating, as they show firstly the liberating effect of removal of contextual depressive conditions and secondly the extent to which certain residual difficulties nevertheless still remain, calling for special women's policies. The ILO sponsored study of women and rural development in China identified a number of measures affecting processes "up-stream" of the immediate context of women's productive activities. Production schedules emphasised self-reliant local satisfaction of basic needs in most communities. Self-induced innovative increments from an indigenous technolgical base were strongly supported, and results widely diffuses. Urban-rural terms of trade were adjusted favourably to the latter. Measures were taken to stimulate secondary and tertiary activities, including major improvements of infra-structure, which absorbed much male labour, but generally without its removal from local communities, Expansion of these activities, together with demand within primary commodity production - including new "side-line" activities - created many employment openings for women. Such measures created a positive context within which direct measures had much greater chances of success. At the same time it was acknowledged that continued and new forms of occupational feminization and differentiation had dangers for continuation of strong bias in favour of traditional women's roles. The household remained the basic de facto unit of production even within a new collection context, and this had certain disadvantages for women. Thus the Chinese experience argues for

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28/ E. Croll, op.cit., pp. 37-42, 50-51.

comprehensive women's policies, including direct women's measures and supportive measures, integrated within an overall development strategy specifically designed to establish a positive context for women's effective contribution to production. 29/

The extent to which all or part of the experience of centrally planned developing countries is in fact transferable to the situation in most developing market economies is difficult to assess. Various of the reviews and studies suggest that, at the very least, a very serious effort needs to be made to examine the extent to which such a transfer is possible. The ILO sponsored study of the Chinese experience of women in rural development concluded that

> "...there is no doubt that the history and experience of China in the last 25 years is certainly instructive in highlighting the problematic areas likely to be encountered in such a process of role and status redefinition." 30/

Clearly, in those countries not only is women's contribution to production of primary commodities effective - that is production, in the main, has risen and become more varied - but also the condition and status of women has also improved substantially, while their health and education have not suffered but rather improved. There is ground for optimism when it is understood what the "up-stream" measures called for consist of, for these are accepted as among the main objectives of overall development by most developing market economies also. These are more balanced regional development; reduction of urban-rural dichotomy and retention of population in rural areas; progressive expansion of smaller sub-regional centres with improved infrastructure; industrial decentralization, local and regional self-reliance.

However, as Governments and international agencies have improved and widened their understanding of the need for comprehensive policies to deal with complex situations, so they have realised the need for more appropriate and detailed information and research guidance. This has been recognised in recent instruments and reviews and is being met by a number of United Nations bodies concerned with women and rural development. 31/ Moreover, recognition of the important implications which

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29/ E. Croll, op.cit., pp. 16, 26-27, 59-60.

30/ Ibid., p. 59.

31/ In its Report to the Commission on the Status of Women at its twenty-eighth session (E/CN.6/631) the ILO stated that the most important studies devoted to special categories of women or specific problems were those of rural women, and that since 1975 the ILO had emphasised studies and research on this "particularly vulnerable group". A series of research projects had been undertaken within the World Employment Programme in all regions. Results were to be published shortly in an anthology on rural women. A completed global study analysed factors affecting sexual division of labour at all levels (L. Benería, Reproduction, production and the sexual division of labour (WEP.10/WP 2) (Geneva, ILO, 1978)). A study of village women in Bangladesh had been completed, and those in preparation included studies on the sexual division of labour in a Muslim village in Hausaland, Northern Nigeria; the impact of market force and development

participation in production has for health and well-being is indicated in the increasing concern of organizations concerned traditionally and primarily with the latter, such as UNICEF, to examine the former. 32/

C. Employment in manufacturing and services

1. Policy objectives

Equality of women with men in access to employment in all branches of secondary and tertiary sectors of the economy, and equality of conditions of employment and hence self-fulfillment through meaningful and rewarding contributions to society, are in themselves fundamental objectives of development. Moreover, the contribution of half the population of working age, effectively deployed in activities fully utilising their physical and mental capacities, permits production of manufactured goods and provision of services which are the means to attain many other objectives of development.

2. Principal measures

This ideal state is very far from achievement in most developing countries. Access is in most cases limited to a few occupations in which conditions of work are generally unsatisfactory. However, the majority of governments are carrying out measures designed to improve the situation. These include provision of technical and vocational training, inlcuding on-the-job training, to adults and re-orientation of curricula in schools: organisation of co-operatives; support for entrepreneurial activities; ensuring that legal protection of equality in conditions are translated into reality; support for women having family responsibilities by provision of crèches, kindergartens, nursery schools, and expanded social security provisions. 33/ Measures are being directed toward increased home and community manufacturing in rural areas; expanded employment in smallscale industries and services in small urban

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process on women in rural subsistence economies in India; the role of rural capitalism in Colombia; and a case study of sex specific migration from rural Mexico. The employment team for Latin America, PREALC, was undertaking a study on the role of rural women and employment in Central America. In the biennium 1980-1981 action-oriented research and case studies would continue to analyse the effects of change on women of the changes brought about by the Peruvian agrarian reform, and a third would examine the participation of women in commercial agricultural production in the Oulja region in Morocco. UNRISD reported it was currently carrying out a programme of studies of the impact on women in socio-economic changes in Africa South of the Sahara, beginning with studies in Senegal, Upper Volta, Ivory Coast, Swaziland, Mozambique and the United Republic of Tanzania (UNRISD/79/C.25). FAO's research activities consist predominantly of evaluations of its current and proposed action programmes.

32/ Report of feasibility survey of production/income generating activities for women in Bangladesh (Dacca, UNICEF, 1977); Participation of women in the development process through production projects: integrated rural development project, Frontier Area of Honduras (Guatemala City, UNICEF, 1978); N. Nelson, Productive and income generating activities of Third World Women (UNICEF Knowledge Network on Women Paper No. 3) (New York, UNICEF, 1979).

33/ A/34/577, paras. 39-41.

centres; expanded income-generating activities and improved conditions of employment in urban informal sectors; and access to a wider range of employment under improved conditions in the organised urban sectors in both manufacturing and service provision. Some governments have established special institutions and have developed substantial sets of measures, for example the Indian Small Industries Development Organization.34/

In the centrally planned developing countries substantial success has been achieved: in China women have increasingly entered into full- and part-time employment in "sideline" manufacturing, and in provision of a substnatially expanded range of local services.35/ Provisional results of a case study of the experience of the Democratic Republic of Korea prepared by CSDHA/BAW showed that a substantial transformation had been achieved, with high levels of female participation in secondary and tertiary activities under generally equal conditions with men, and in both rural and urban areas. However, overall societal conditions had been particularly favourable. At an early phase in societal restructuring, an extreme shortage of labour had required high proportions of males to move into heavy industries, transportation and mainline agriculture. Consequently women's traditional handicraft activities, characteristed by a substantially advanced type of "appropriate technology", were called upon to expand, using gradual improvements in technology and adjustments in organisation in order to satisfy local requirements in basic manufactures, within a local self-reliance strategy. Women also moved into high levels of participation in modernised urban industries, including food processing and textiles. At a later developmental phase, as labour remained insufficient, and as transportation and utilities spread to smaller urban places and throughout rural areas, a policy was adopted of establishing workshops in small urban centres, with close links to modern capital intensive plants, and with the function of providing parts and finishing products. Many of these subsequently expanded into full manufacturing plants. Moreover, expanded education and health services called for substantial expansion of female employment in these areas in both rural and urban areas. Throughout there was high priority attention to modernization of household service provision, support for child-care, and high priority to technical and scientific training to women. Although problems remain for many women in combining full-time employment, continuing education and family responsibilities, and although benefits are not in all respects equal, the substantial contribution of

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34/ In a study transmitted by ESCAP for use in this report the manufactures suitable for women's activity recommended by this Organization were listed as follows: writing ink, chalk, candles, soap, phenyle, exercise note-books, paper envelopes and bags; various types of assemblies, coils and transformers; surgical bandage; ready-made garments and hosiery; baskets and ropes; hand made match boxes; hand made paper and file covers; cotton printing, handloom products, carpets; various types of processed foods; cardboard boxes; slate pencils; glass toys; clay and plaster of paris models; ceramic wares; cosmetic products; plastic electric accessories; shoe laces; sewing thread; bags and leather goods; mirrors; paint brushes; rubber mouldings; speedometer cables; electrical wiring; automobile plastic items and electric horns; television receivers; coil windings . (D. Jain, N. Singh, A. Bhaiya, Role of rural women in community life - case study: India (PSA/EGM/DWORA/3), Appendix Ib).

35/ E. Croll, op.cit.; A/34/577, paras. 47-49.

women in employment in these sectors appears to have contributed significantly to increased general status for women, as well as to a rapid expansion in production of goods and services essential to development.

United Nations organizations have been active in supporting government efforts. UNIDO, in response to the Lima Declaration and Plan of Action on Industrial Development and Co-operation, held a Preparatory Meeting on the Role of Women in Industrialization in Developing Countries in 1978 at which the current situation and potential role of women were discussed. Measures designed to strengthen women's contrubtion were identified and guidelines concerning UNIDO's own programme were drawn up. 36/ In observations made for use in preparing this report UNIDO drew attention to the fact that it was focussing attention on the impact of the industrial redeployment process on the role and situation of women in developing and developed countries. 37/ A preliminary study was being undertaken on the nature, extent and implications of women's participation in the industrial production processes redeployed. It was also intended to carry out studies on the present and potential contribution of women in the development of selected industrial sectors or branches, as well as the impact these industries have had on the women employees. The first such study would be concerned with the food processing and the textile industries in Colombia, Indonesia and the United Republic of Tanzania.

ILO has undertaken programmes in standard setting; protection from dangerous, unhealthy and immoral work through its International programma for the Improvement of Working Conditions and Environment (PIACT); data collection, monitoring and research; and technical assistance in order to improve vocational and technical training, ensure that conditions of work are satisfactory and that women benefit from maternity and social security provisions. 38/ In its observations ILO drew attention to substantial research programmes in these areas, in which the following may be cited in illustration: studies of female migrant workers in Singapore's labour intensive industries; industrywide case studies of women's employment covering technological displacement in small-scale industries in Asia; the female industrial labour force in Democratic Yemen; and sex segregation and sex discrimination in the urban labour market in Accra-Tema (Ghana). In 1977 a sub-regional seminar on the status and role of women in the organized sector was held at Dacca, Bangladesh.

Following a symposium on women and decision making held in 1975, in 1978 IILS held a symposium on women and industrial relations which was limited to industrialised countries. It is hoped to organise a similar symposium concerning developing countries.

FAO's global and regional reviews and analyses show that substantial

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36/ Report (ID/WG.282/23), and D. Gaudart, The role of women in industrialization in developing countries (ID/WG.284/5).

37/ Redeployment of industries from developed to developing countries: note by the Secretariat of UNIDO (ID/CONF.4/9), pp. 20-21.

38/ Details are provided in the Report of ILO on its activities of special interest to women (E/CN.6/631).

programmes, including increased income-generating activities in forestry and fisheries as well as processing of agricultural products, are gaining momentum after a recent start, stimulated both by scrutiny of all projects, and innovation in the field. The Programme of Action adopted by WCARRD was founded inter alia on the principle that location of industries in the rural areas in both the public and private secotrs and particularly agro-industries, provided necessary and mutually reinforcing links between agriculture and industrial development. It recognised the vital role of women in socio-economic lifein non-agricultural as well as in agricultural activities. 39/ It called for the development of non-farm rural activities, stating that many industries could be located in rural areas. Integrated rural development required the rapid growth of non-farm economic activities and opportunities for employment, especially through rural industries, and expanded infrastructure for power supply, transport and communication, housing, water supply, marketing and storage facilities, with due regard to technology and scale so as to benefit the rural poor. These measures would reduce rural exodus and so slow the growth of urban slums. Governments were recommended to consider a number of actions, some at the local level, but others involving a significant change in over-all national fiscal policies. Thus fiscal incentives should be adjusted to stimulate location of small and medium industries in rural areas. Location of widely distributed public utilities should be planned, with allocation to rural areas of greater shares.

In the section of the Programme of Action on the integration of women in rural development their vital role in non-agricultural as well as agricultural activities was noted. Governments were asked to consider action to promote among rural people industrial entrepreneurship, including cottage industries, through cooperatives and other appropriate institutions and organizations. Facilities and institutions should be established and strengthened at local level to provide inputs, credit, vocational education and training, information and marketing services.

In addition to the work of UNESCO in education and training, research has been undertaken or sponsored in various relevant aspects, notably rural to urban migration. 40/ WIPO 41/ and UPU 42/ have supported increased training and employment for women in their special fields of competence. WHO is supporting a rapid expansion of women's employment in health services, including priority to increased numbers of women specialists, administrators and health planners.

The ECA has suggested a comprehensive approach to a type of industrialization in which women might participate without detriment:

39/ WCARRD/Rep., pp. 3, 10, 11, 14, 43.

40/ D. Orlansky and S. Dubrowsky, The effects of rural-urban migration on women's role and status in Latin America (Paris, UNESCO, 1978).

41/ The number of scholarships for training women in the field of intellectual property for employment within national offices had increased from 50 during 1972-1975 to 206 during 1978-1979.

42/ "Intégration des femmes au développement", Union Postale (Geneva) No. 6 (1977), pp. 247-249.

"(a) In preparing strategies to increase a country's share in the international division of labour, the Development Planning Ministry is equally concerned with the national divisions of labour as between rural and ruban areas and between men and women. It plans to support infant local industries and traditional industries which can be modernized;

(b) Traders are encouraged to transform their petty trading activities into organized businesses since they already possess many of the necessary skills;

(c) The appropriateness of the products of foreign industries, and of their technologies and manpower systems, including hiring practices, are examined to see that they do not conflict with local interests and needs. Foreign industries are encouraged to make their processes labour-intensive as far as is feasible and to employ the wives of low-income workers in satisfactory working conditions so that families can afford improved living conditions. Both male and female heads of households are given priority in hiring;

(d) The businesses and industries encouraged by government are those which provide for the widest possible employment, reach the largest number of needy persons and are willing to join the Government in sponsoring essential services, such as day-dare facilities for children, adult-learning opportunities and reasonable maternity leaves;

(e) Government gives consideration to incentives for self-employment in the informal sector and to the employment of wage labour by local entrepreneurs, including those engaged in marketing assistance and credit and management training so that they may develop into full-blown businesses and industries. Legislation encourages import substitution." 43/

At the Asian and Pacific Centre for Women and Development's workshop on Technical Cooperation among Developing Countries held in 1978 papers were commissioned on women in industry. 44/

A report of the ESCAP/FAO Inter-country project for the promotion and training of rural women in income-raising group activities reported on various projects designed to assist women: food processing (Malaysia); toy animals (Republic of Korea); blouse-making (Thailand); tailoring and plastic bag making (India); batik cloth production (Indonesia); cottage industry training - bamboo crafts, cane crafts, cutting and tailoring, needlework, mat weaving, jute crafts, wool knitting and wood work (Bangladesh). 45/ ESCAP plans a substantial programme of studies of young

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43/ E/CN.14/ATRCW/77/WD.3, pp. 36-37.

44/ A. Tcheknavorian-Asenbauer, Women's integration on industry; and V. Thesanguan, The position of women and their contribution to the food processing industry in Thailand (Bangkok, ESCAP, 1978).

45/ Learning from rural women: village level success cases of rural women's group income-raising activities (Bangkok, ESCAP, 1979).

women in manufacturing and service sectors; women in both formal and non-formal sectors; and the impact on women of specific industrial development projects in Fiji, India, Papua New Guinea and Tuvalu.

3. Impact upon national development

No comprehensive evaluation of the impact of recent measures is available. However, appraisal of the nature of the measures relative to the strength of generally negative societal processes and examination of the actual condition of women suggest that progress so far is relatively limited. In Latin America statistical analyses have revealed that during early periods of industrialization, participation rates of women decline - as small scale industries and local services are put out of business by capital intensive and metropolitan located units. Later, as a mass market develops, increase in participation occurs, with women employed in expanded manufacturing such as textiles, and in a wide range of services. This does not suggest, however, that an automatic improvement will occur with time - the second phase involves women's quantitative movement into these sectors, but qualitatively it is unsatisfactory, given the poor working conditions and discrimination in benefits. Different regional evaluations revealed significant variations in the form in which sex differantiation occurred, and in the age and marital status of women involved.46/

Well known are the very severe problems involved in statistical measurement of the participation of women in secondary and tertiary sectors. Statistics are available which show the women engaged in the organised components of these sectors, although there are still considerable problems of reliablity and definition. When related to the total labour force in these sectors and certain sub-sectors, revealing variations are shown. 47/ However, comparison with the total number of women of economically active age is less frequent.48/

The situation with regard to women's employment in administration and management is revealing. Latest ILO statistics show that in only 10 of 40 developing countries for which information was available for recent years were proportions of women greater than 15 per cent of all employed in these occupations. Among the 37 developing countries for which information was available the percentage of women aged 15-59 employed in predominantly urban occupations was less than 20 in 23 countries, and in none was it over 50 per cent. 49/

46/ E/CEPAL/L/206, p. 9; E/CEPAL/CRM/R.1/2, p. 16; I. Palmer and U. von Buchwald, op.cit., p. 17.

47/ As in Table VI "Percentage of women in total labour force in seven occupational groups" in the ILO series of statistical analyses: e.g. Women's participation in the economic activity of Asian Countries (Geneva, ILO, 1978).

48/ A/34/577, Add.1 and Corr. 1.

49/ Yearbook of Labour Statistics 1977 and 1978 (Geneva, ILO, 1977 and 1978); Demographic Yearbook 1975, 1976 and 1978 (United Nations publication: Sales Nos. E/F.76.XIII.1, E/F.77.XIII.1 and E/F.78.XIII.1); and estimates of the United Nations Population Division. Included in predominant urban occupations are categories 0-5 and 7-9 of the International Labour Organization's classification.

4. Determinants of impact

Appraisal of the causes of relatively limited impact shows that direct measures have not yet been given sufficient priority. ECA reports that very little attention has been paid to measures designed to stimulate manufacturing in villages and small towns. 50/ In observations made pursuant to General Assembly resolution 33/184, ILO noted that at the inauguration of a Regional Vocational Training Centre for women in Bengalore, India, the ILO representative pointed out that Indian women workers had remained largely outside the domain of various training schemes, which catered mostly for trades which had become less attractive and offered them fewer employment opportunities. The formulation and implementation of programmes for women in the urban informal sector appears to be particularly difficult. 51/ A recent survey of Government measures showed considerable activity, but this consisted mostly of scattered and uncoordinated direct measures affecting very small numbers of women, with insufficient attention to the need for simultaneous adjustment of the largely negative societal environment. 52/ In contrast, as indicated above, substantial success appears to have been achieved by centrally planned developing countries by means of a combination of appropriate direct measures and particularly by restructuring of the societal system which has resulted in a high premium being attached to the contribution of women in these sectors.

Although the efforts of various of the United Nations organizations, both technical and funding, global and regional, have been substantial, programmes in some organizations are of comparatively recent origin and still limited scope, and there has not been established a vigorous inter-agency strategy for employment for women in urban secondary and tertiary areas analogous to that in rural primary production already established under the leading role of FAO. Moreover, in household service provision and primary commodity production women are already deeply participating - the problem is one of increasing effectiveness and benefits. In contrast in secondary and tertiary sectors, women are fully participating only in restricted areas, and the problem is one both of seeking access and ensuring equal conditions. Although acknowledging the importance of programmes in urban development employment and income-generating activities, the World Bank noted that it was not yet possible to scrutinise their impact upon women in the same way as it was able to do in regard to education programmes. 53/

However, there is general agreement among the studies and observations transmitted by a number of organizations for use in preparing this report that the contextual processes which have brought about the unsatisfactory situation remain extremely strong in most developing market countries, limiting the impact of direct measures. Primarily responsible is the nature of the economic organization of most such countries (see Figure 1). A very high proportion of the goods required

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50/ E/CN.14/ATRCW/77/WD 3.

51/ I. Palmer and U. von Buchwald, op.cit., p. 25.

52/ A/34/577, paras. 38-41.

53/ Recognizing the "invisible" woman in development: the World Bank's experience (Washington, World Bnak, 1979), pp. 1-2.

for basic consumption is either imported, mainly from the developed countries, or manufactured in plants utilising capital intensive technology and each producing a high proportion of national needs located in the major urban centres. By permitting free market processes, and by actively reinforcing the advantages of the urban, capital intensive, sector and in some cases by actually suppressing indigenous competition, government policies have themselves contributed significantly to the situation. They have driven out of business numerous small workshop and local manufacturing concerns, in which women in many indigenous societies played an important part. The depressed development of an inefficient urban system at sub-regional levels, characteristic of most developing countries, implies the absence of many services supportive of women's activities and generative of women's employment. Because of generally high levels of male unemployment, increasing employment of women has low priority, except where it is convenient for employers to utilise women, either because of presumed special adaptability for certain processes, or in order to be able to provide less satisfactory conditions. The entire education system, with its strong prejudices against equiping women with either basic knowledge or special training in technology, management and business methods, supports the situation. The need for improved educational status to permit rural women to work effectively in the many service occupations with which they have been traditionally associated, and which are opening up with "modernization" in rural areas, has been pointed out in a number of country studies.54/ The insufficient development of the rural sectors and the limited improvement in the overall status of women in rural areas has resulted in strong pressure for young rural women to migrate to major urban areas, where the societal structure has been favourable to their extreme exploitation. 55/

A recent United Nations survey of the main causes and obstacles to improvement cited by Governments revealed that in Africa:

> Urban activities were severely damaged by metropolitan competition. Employment in metropolitan areas was mainly limited to relatively unskilled jobs under poor and unequal conditions. Capital intensive development strategies and the difficulty of combining full-time work with household service provision and child-bearing and rearing made the situation still worse. Compensatory and supportive services were insufficient. Protective legislation often militated against increased employment. Domestic work was often made difficult by inappropriate planning and the virtual exclusion of women from local decision making. Infrastructure and services were inadequate. Inflation, depressed incomes and the unfamiliarity of the urban environment added to physical and mental strains. 56/

54/ A.S.Zehra, Case study on the role of rural women in community development: country case study on Pakistan (PSA/EGM/DWORA/5) (Bangkok, ESCAP, 1978)

55/ I. Palmer and U. von Buchwald, op.cit., pp. 17-25; E/CN.14/ATRCW/77/WD.3, p. 36; The role of women in the utilization of science and technology for development (Addis Ababa, ECA/ATRCW, 1978), pp. 27-28, 38; E/CEPAL/CRM/R.1/2, p. 29; Z. Tadesse, Women and technological development in agriculture: an overview of the problems in developing countries (Science and Technology Working Paper Series, No. 9) (New York, UNITAR, 1979), pp. 13-26.

56/ A/34/577, para. 34.

ILO has noted that important conclusions had been reached by a study of women in industry in developing countries. This could not be set apart from the concerns of the new international economic order or the global strategies for the satisfaction of basic needs. 57/ Sectoral programmes and legislation were not sufficient to achieve equality, and were likely to succeed only in the context of broader strategies, in many cases involving national economic restructuring. These cases, in turn, required substantial changes in the international economic order. In order to solve women workers' problems, which were seen as only a part of the problems of the population as a whole, it would be necessary in many countries to change the social and economic structure which would then lead to a new national policy. National policy in favour of women workers could be implemented only under conditions of peace and democracy and under important structural reforms, such as: land-water reforms, industrialization, elimination of illiteracy; professional training free of charge; healthy and equitable conditions of work; equal pay for equal work; favourable housing conditions; accessible child care services, etc. 58/ Moreover, ECLA has reported that the increased entry of middle and upper income women into professional occupations has been made possible by an increased entry of "replacement" female domestic and child care workers, many of whom rural migrants, who work generally in extremely poor conditions. 59/ The UNIDO Preparatory Meeting on the Role of Women in Industrialization in Developing Countries held at Vienna from 6-10 November 1978 identified the following primary constraints upon women's more effective participation: social, attitudinal and institutional barriers; insufficient employment opportunities; inadequate and inappropriate education and training; unsatisfactory employment conditions and environment; lack of participation in decision making, planning and in the trade unions, and insufficient information. 60/

In conclusion it may be stated that, given the current societal context in many developing market economies, it appears very difficult to reconcile the two aspects of women's involvement in manufacturing and service provision: self-fulfillment through their economic role and assurance of employment in acceptable conditions equally with men on the one hand, and on the other hand the forseeable demand for women's labour. Yet the absolute number of women employed in non-primary occupations, whether in formal or informal sectors, is expected to rise continuously and steeply as populations grow and migration continuous. Governments replying to a recent United Nations questionnaire mostly anticipated substantial increases in women's formal employment, notably in labour-intensive and export oriented plants producing textiles, clothing and electronics components, in governmental and commercial services, notably education, health and social services. 61/ ILO statistical

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57/ Women in industry in developing countries (ILO/W.6/1978) (Geneva, ILO, 1978).

58/ A/34/577, para. 44.

59/ E/CEPAL/CRM/R.1/2, para. 52.

60/ Report (ID/WG.282/23).

61/ A/34/577, para. 32.

analyses have revealed an increase in women employed in the organised sectors, mainly in urban areas, and have been used to project continued expansion in this labour force during coming decades.

Trends in the world distribution of industry have mixed implications for women's employment. UNIDO has stated that evidence indicated that the labour force in industries which had been "redeployed" from developed countries, located in particular in export processing zones and in industries involved in international sub-contracting, was predominantly female, in the age group 15-25 and working in low-skill jobs.62/ Any further substantial "redeployment", as proposed for example at UNCTAD V, might be to increase the numbers of women employed in conditions shown to be in many ways unsatisfactory, and not conducive to an overall improvement in the condition of women. A recent appraisal of the role of industrialization in the progress of developing countries towards the social objectives of the ILO points out that efforts to increase the share of developing countries in world industrial production will inevitable have a considerable impact on the opportunities for employment and conditions of work and life of women. It notes that there is "widespread unease" that such an increase may be less beneficial to women than to men in the light of the historical experience of the industrially advanced countries. 63/

The questions of choosing an appropriate industrialization strategy is of the greatest importance to achievement of improved conditions for women and their effective participation in national development. The nature of such an appropriate strategy will differ among countries, given the very wide variety of conditions. At early and intermediate levels of industrialization, women's opportunities appear most promising in conditions of substantial local and sub-regional autonomy with concentration upon satisfying local needs for basic goods and services, capable of production using intermediate technology. In circumstances of locally self-reliant diversification and expansion of manufacturing and service provision, there will occur numerous opportunities for women to enter more renumerative work, and to combine part-time work with household and family responsibilities. To allow for this requires a carefully programmed national policy of industrialization, in which a high proportion basic needs are produced locally. Major industries, using more advanced technology, should be reserved for production of the capital goods and special commodities needed for the nation and region. Special care should be taken that national/urban plants do not destroy local efforts.

62/ ID/CONF.4/9, p. 21.

63/ Industrialization and social progress (ILO's contribution to UNIDO's Progress Report on the Implementation of the Lima Declaration and Plan of Action: An Interim Report).

D. Education

1. Policy objectives

Women's education is a basic objective of development as well as a means to achieving other objectives. UNESCO considers "the equality of educational opportunity for girls and women as a fundamental precondition for the improvement of the status of women in all domains". 64/ The contribution to women's self-fulfillment, as well as to improved health, reproductive behaviour, employment and socio-political status are well established. Similarly widely acknowledged are the contributions which women with an increased educational status are able to make to the health, well-being and educational advancement of their children, the management of family and community affairs, and to a more productive national economy.

2. Principal measures

All Governments provide theoretically non-discriminatory education at first and second levels. Moreover, many of them, acknowledging discrimination and inequality in practice, have attempted special compensating measures. A recent summary of measures undertaken by over 70 Governments showed that with regard to first level education all were extending facilities and personnel within free public systems, and providing subsidized or free peripheral services, facilities such as meals, books, equipment, transport, lodgings and scholarships, with emphasis to the least advantaged, notably in rural areas. In the majority of countries compulsory education was considered inappropriate, and possibly counter-productive in the absence of means to ensure access to adequate facilities. The situation with regard to co-education varied substantially, and in some countries was not yet widely adopted. In some cash rewards were given to schools enrolling the highest numbers of girls. With regard to second and third levels of education the majority reported priority to expansion of facilities and personnel, and adjustments of curricula and system organization notably in the area of technical and scientific education. Many reported innovative affirmative actions: such as award of higher proportions of scholarships to women applicants than to men; increased subsidies for women; and lower entrance requirements. With regard to informal and on-going education, and notably with regard to literacy education, most Governments had recently strengthened

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64/ Report on UNESCO's Programmes and activities concerning women (UNESCO, Paris, 1979), p. 16, and Report of UNESCO on its activities of special interest to women (E/CN.6/632). This up-dated the detailed information contained in the report of UNESCO on its activities of special interest to women submitted to the Commission on the Status of Women at its 27th session (E/CN.6/615). The former was prepared for the regional preparatory meetings for WCUNDW. In preparing this section of the report use was also made of the report of the Director-General to the General Conference of UNESCO at its 20th session, Paris, 1978: UNESCO's contribution towards improving the status of women (20 C/17), and of observations transmitted to the Secretary-General by UNESCO pursuant to General Assembly resolution 33/184 on women in education and in the economic and social fields.

necessary institutions and undertaken nation-wide programmes. 65/ Although only illustrative of the wide range of direct measures undertaken by Governments, these examples support the view that a very substantial effort is being made in all developing countries to achieve the objective of a significant increment in the educational status of girls and women.

National efforts are being supported by substantial international programmes undertaken by UNESCO itself, by the World Bank and by many other agencies. FAO pointed out in its series of regional reviews and analyses prepared for WCARRD that its concerns with formal education mainly included career training in middle level and university faculties of agriculture and related rural development institutions, which were encouraged to give equal opportunities to women. Until recently, formal training for rural women had been in home economics, rural extension and population/family life education, but there had been a shift to courses more relevant to wider economic opportunities. In Africa the main educational thrust was in the informal field, and in extension and farmer training activities. Most employment and health programmes had training components. The aim of training has been increasingly to upgrade earning and occupational skills and ability to participate effectively in rural institutions. In Latin America major emphasis in formal education had been provision of assistance in establishing curricula for rural extension workers, with a focus on the household as the basic unit in the context of rural development. Stress had been upon massive training at the "grassroots" level for the family unit and mixed village groups.

The contextual problems were recognised in the general review prepared for WCARRD. 66/ The Programme of Action adopted at WCARRD recommended that Governments consider action to:

> "Ensure educational opportunities of similar quality and content for both sexes and provide special incentives such as reduced fees for increased enrolment of girls and women in schools and training programmes."
>
> "Establish and strengthen non-formal educational opportunities for rural women, including leadership training, instruction in agricultural as well as non-farm activities, health care, upbringing of children, family planning and nutrition." 67/

65/ A/34/577, paras. 11-16. More detailed information is provided in the regional reviews prepared for the four meetings preparatory to WCUNDW.

66/ WCARRD/INF.3, pp. 6-7, 91-92.

67/ WCARRD/REP, p. 11 (Section IV.D. (i), (iii)).

Detailed description of ILO's efforts in the area of vocational and technical training are provided in its report to the Commission on the Status of Women at its 28th session 68/ and in observations made pursuant to General Assembly resolution 33/184. 69/ The contribution of ILO complements that of FAO in the widespread support given to vocational and technical training for both rural and urban women. 70/ In a Briefing Momorandum designed to increase technical cooperation activities on behalf of women workers in developing countries, attention was drawn to Recommendation No. 150:

> "The aim should be to ensure equality of opportunity and treatment in respect of training for paid employment, so as to enable women to participate in national development and benefit by it to the same extent as men. Girls and women should receive vocational guidance on the same broad range of educational, vocational training and employment opportunities as boys and men and they should be encouraged to take full advantage of such opportunities. Girls should have access to all streams of education and to vocational training for all types of occupations, including those which have been traditionally accessible only to boys and men, with the exception of the occupations forbidden them on account of the dangers these represent to their health." 71/

Studies and reports; regional and national seminars; direct assistance to governments; inauguration of further regional vocational training centres for women: all served to stimulate and support national efforts.

Among the regional commissions, ECA, through its ATRCW, has developed significant programmes of technical and vocational training, notably in primary production. 72/ Each of the reviews prepared by regional commissions for the four preparatory meetings for WCUNDW, and the reports and draft programmes for the second half of the United

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68/ Report of the ILO on its activities of special interest to women (E/CN.6/631).

69/ These are summarised in A/34/577

70/ G. Standing, "Education and female participation in the labour force" International Labour Review (Geneva), vol. 114, No. 3 (November-December 1976), pp. 281-297; D.H. Mitchnik, Improving ways of skill acquisition of women for rural employment in some African countries (WEP 2-18/WP 15) (Geneva, ILO, 1977); Education for Development (5th African Regional Conference, Abidjan, 1977) (Report III) (Geneva, ILO, 1977); Ghana: National vocational training programme; project findings and recommendations (Geneva, ILO, 1978); Income-generating skills for women in Asia (Geneva, ILO, 1978); Conditions of work, vocational training and employment of women (Eleventh Conference of American States Members of the International Labour Organisation, Medellin, September-October 1979) (Report III) (Geneva, ILO, 1979), Part two.

71/ ILO/W.5/1979, pp. 8-9

72/ Course of action programmes and activities: African Training and Research Centre for Women: Biennial Report 1977/78 (ARCC/ATRCW01/09).

Nations Decade for Women adopted at those meetings, stress the importance of an expanded and broader approach to education for girls and women. UNICEF has long provided support for girls education, and WHO for education and training in health. In reports transmitted for use in preparing this report UNRWA drew attention to the substantial programmes undertaken jointly with UNESCO in all areas of education and training for girls and women among Palestine refugees. 73/

3. Impact upon national development

In spite of problems of methodology and collection quantitative indicators of the impact of direct measures are available. Summarizing UNESCO statistics, it may be noted that the age-specific enrolment ratios for girls aged 6-11 were still less than 40 per cent in 30 of the 96 developing countries for which 1978 information was available. For girls aged 12-17 years ratios were lower than 40 per cent in 55 of the 95 countries for which 1978 information was available. The percentages of all girls enrolled at the second level who were in technical and vocational training programmes (excluding teacher training) were very low. In only 9 of the 82 countries for which 1978 information was available was the percentage higher than 20. In only 7 of the 93 countries for which 1978 information was available were ratios of girls and young women aged 18-23 enrolled higher than 20 percent. With regard to the percentage of all women enrolled at the third level who were in natural sciences, engineering and agriculture, only in 17 of the 77 countries for which 1978 information was available percentages were above 20. More limited information concerning literacy levels indicated that of the 46 developing countries in which information was collected at some time during the period 1970 and 1977 in only 13 were more than half of women aged over 15 literate. 74/ In many countries recent progress has been substantial. Future trends assumed by UNESCO suggest attainment of relatively high levels of enrolment at first level during the next decades, but still unsatisfactory proportions at second and third levels and in scientific and technological subjects. 75/ This suggests that constraints upon future progress are considered likely to be very strong. Because of high rates of natural increase of the population under 25 in many countries, some Governments estimate that, although measures will reach higher proportions of women, the absolute numbers of those illiterate or with inadequate educational status will continue to increase. Analysing the comments of over 70 governments concerning anticipated trends and obstacles, the 1979 Secretary-General's report on women in education and in the economic and social fields, noted that:

73/ Benchmarks in education (Vienna, UNRWA, 1979); Statistical Yearbook 1977-1978 (Vienna, UNRWA-UNESCO, 1979); Ramallah Women's Training Centre (Vienna, UNRWA, 1979).

74/ Statistical Yearbook 1977 (Paris, UNESCO, 1978), table 1.4, pp. 52-69; table 3.2, pp. 128-176; table 4.5, pp. 252-313. A more detailed summary is provided in A/34/577, paras. 6-8, and in A/34/577, Add.1.

75/ Trends and projections of enrolment by level of education and by age (Paris, UNESCO, 1977), table VII, pp. 72-81.

> "It is possible that the (contributions to the global situation of) improvements noted in many countries with high levels of enrolment, lower drop-out rates and improved curricula may be partly diminished by the increased marginalization of families and by the restrictive effect upon the budgets of many Governments of their depressed economic situation." 76/

In addition to the unsatisfactory quantitative situation, Governments and international organizations agree that the qualitative situation is equally unacceptable, although more difficult to measure. Quality of teaching is low, curricula inappropriate, attendance insufficient, drop-out rates very high, proportions continuing to sendnd and third levels very small, choice of technical and scientific programmes insufficient. The new emphases have been formulated too recently for their impact to be evaluated. The Director-General of UNESCO has pointed out that it may be difficult to differentiate the impact which that organization's programmes exert on a given section of the population within integrated communities where the principle of non-discrimination is fully respected. However, UNESCO has begun preparation of impact statements for each of its programmes.77/ In its report to the Commission on the Status of Women at its 28th session, UNESCO concluded that:

> "...although it is certainly early to assess the impact of the organization's programmes on women at an international level, it is however felt that the studies, seminars and training courses, feature services and publications have helped to contribute to the increased awareness of the important role played by women in society and to further knowledge about the nature of the obstacles encountered by women to improve the present situation." 78/

Measurement of the overall impact of women's improved educational status upon national development has not been widely attempted.

4. Determinants of impact

The causes of the still unacceptable situation are generally known, although precise mechanisms whereby contributing factors affect the situation require further research in specific societal context. With regard to direct educational measures themselves it is noted that many Governments have only very recently expanded their measures. This has reflected both a broad acknowledgement that girls education is generally beneficial, but especially the need to use much higher proportions of female labour outside the household, and notably in technical and scientific areas, as a result of the demand set up by recent economic expansion. However, equipment, personnel, supplies require time to provide.

76/ A/34/577, para. 9.

77/ Report on UNESCO's programmes and activities concerning women, op.cit., p. 16.

78/ Report of UNESCO on its activites of special interest to women (E/CN.6/632).

With regard to second and third levels, time is also necessary for the prior basic education of girls before their arrival at higher levels. Planning and administrative arrangements have often to be revised, another time consuming process. Although in time many of these problems will be lessened, this prospective may be compensated by the fact that many future generations will be substantially larger.

Analysis of information supplied by Governments 79/ and evaluation by UNESCO, ILO and other United Nations organizations show to be more serious the condition of girls and women itself, and what may be described as contextual factors: the continuing generally negative societal environment (see Figure 1). Nutritional and health deficiencies from conception impair mental abilities and energies. Girls often suffer from poor health while attending school, leading to reduced ability to learn, poor attendance and early drop-out. In conditions of unimproved technology and unchanged household and community organization, the labour of girls is required from an early age. Early pregnancy may prevent continuation in school. Consequently girls with very low educational status in turn become mothers, have insufficient education to improve their economic status, remain poor, and unable to pay for their daughters' education, or accept its opportunity costs. This vicious circle is strengthened by continuing marginalization and supported by high levels of male underemployment and unemployment, confirming the views of families and of girls themselves that investment in education is not worth while. The situation is further supported, and in turn supports, a general cultural antipathy towards girls education, particularly at higher levels and in non-traditional subjects. This has been shown to remains very strong in spite of the existence in most countries of constitutionally based legal equality of access and benefit. In effect, this form of education may even be detrimental, in strengthening acceptance of stereotypes. This unchanging view supports policies, particularly where formulated or administered by local authorities, of maintaining inappropriate curricula and programmes, which strongly confirm existing sex stereotypes and continue to limit women's educational status, forming a further vicious circle. As illustration the ILO has acknowledged that in technical cooperation its operational activities often did not reach women:

> "Governments, when planning, rarely give as high a priority to the training and employment of women as they do to that of men. In the field of vocational training ... their requests for aid often concern training for industries in the modern sector, where proportionately fewer women are employed. Even where, in theory, women are given access to such training, in practice there are often obstacles." 80/

Moreover, the generally depressed economic and financial conditions of governments resulting from the overall economic situation of most developing countries has severely limited necessary expansion of budgets for education and for various supportive activities. Moreover, the continued adherence to capital-intensive approaches developed during previous decades prior to concern with mass education, makes it virutally impossible, given these countries resources, to provide for all.

79/ A/34/577, paras. 9-17

80/ Report of ILO on its activities of special interest to women (E/CN.6/631).

The existence of these contextual constraints and their major significance is recognised clearly by many governments, by UNESCO, ILO, FAO, regional commissions and other United Nations organizations concerned with education of girls and women. Governments themselves have - although relatively recently - adopted a wide range of measures. As illustrations, some governments are attempting to integrate health and nutrition measures with pre-school programmes, and many are expanding school health services. Some have adjusted tax systems in order to encourage parents to support girls' education. Many are attempting to increase the relevance of courses, notably to the realities of existence in rural areas and urban unorganized sectors.

Many governments have recognised that an adjustment in overall development strategy, particularly as this applies to rural areas, is a prerequisite for reducing the various negative contextual problems, as well as for achieving greater success in parallel efforts to improve women's health, change reporductive behaviour and secure improved benefits from economic activities. 81/ In particular, the centrally planned developing countries have achieved considerable success in developing appropriate education within a supportive context.

In its observations made for use in preparing this report UNESCO pointed to a similar evolution of its approach to improvement of the broad educational status of girls and women. Research on women's roles and status had been undertaken since the early 1950s, and in 1967/68 a long-term programmes was launched to facilitate women's access to education and to scientific and technical careers and to study socio-economic obstacles to such access. On the basis of a wide-ranging programme of research and dissemination of its findings, it was concluded that, as the General Conference of UNESCO at its nineteenth session stated, "efforts to promote the contribution of women to the process of development can only succeed if women's concerns are integrated with other programmes", and that "the contribution of women to the development process in all countries, like the planning and implementation of the development process itself, requires a unified interdisciplinary approach". 82/ The Director-General noted that:

> "...a more dynamic approach has been adopted in regard to the objective concerning the status of women and the participation of women in development. There is greater regard for the changes brought about as much by socio-economic developments as by the militant activities of women themselves. The new analysis carried out also highlights certain dangers which may be attached to development activities if sufficient attention is not paid to the position of women; it must be ensured that development strategies are not based on preconceived models, in which women have no place..."83/

81/ A/34/577, paras. 11-17

82/ Report on UNESCO's programmes and activities concerning women, op.cit., pp. 15-16.

83/ Ibid., p. 1.

In order to further clarify the nature of the relationships between advancement of girls' and women's educational status, the current condition of women and the societal environment, UNESCO has elaborated a research programme which during the period since 1975 resulted in publication of a number of studies, transmitted by UNESCO for use in preparing this report. Means of defining strategies regarding education, vocational training and employment were studies in five countries (Argentina, Ivory Coastr Lebanon, Sierra Leone and Sri Lanka). 84/ During 1977-1979 a series of case studies were undertaken in five countries (Egypt, Hungary, India, Nigeria and Trinidad and Tobago) with a view to promotion of equality as regards employment opportunities for working mothers and to improvement of the quality of education given to their young children.85/ Studies in seven countries on the differences between programmes and teaching standards for girls and boys in secondary schools and teacher training colleges were undertaken during 1977-1980. 86/ Studies of experience concerning the problem of early drop-out were begun in 1977. During 1980 the UNESCO national commissions of four developing countries will prepare studies endeavouring to identify and remove obstacles to women's access to education and training in fields such as technical and scientific fields. A substantial programme of exchange of information of and experience by means of publications, seminars, consultative panels and study grants has been undertaken. 87/ In September 1976 an expert meeting on educational and vocational guidance for girls and women was held. 88/

In conclusion, it may be said that significant progress has been achieved for the majority in some countries and for some women in other countries. Realization of the complexity of factors affecting the condition of women, and hence women's propensity to participate effectively in education, and of the importance of taking into account broad intermediate and underlying processes suggests that in the coming decade further real progress will be made. Nevertheless, a break through to a position where the majority of girls and women in developing countries will fully enjoy an appropriate education is likely to come only when direct measures are supported by substantial changes in the overall societal context.

84/ Report on the relationship between educational opportunities and employment opportunities for women (ED-74/WS/56). Four country reports were published separately: Argentina (ED.74/WS/3); Ivory Coast (ED-74/WS/13); Sierra Leone (ED-74/WS/14); Sri Lanka (ED-74/WS/2).

85/ Comparative report on the role of working mothers in early childhood education in five countries (ED-78/WS/71). Country case studies were published separately: Egypt, 1977 (ED-77/WS/152); Hungary, 1976,(ED-77/WS/35); Trinidad and Tobago, 1977 (ED-78/WS/4); Nigeria, 1977 (ED-78/WS/3); India, 1977 (ED-77/WS/4).

86/ ED-78/WS/112, 115, 116, 127 and 131; ED-79/WS/3.

87/ Report on UNESCO's programmes and activities concerning women, op.cit., pp. 8-12.

88/ Final Report (ED/76/CONF.636/5).

E. Health

1. Policy objectives

The assurance of complete health is a fundamental right of all individuals and a basic objective of development. Moreover, with enjoyment of complete health girls and women are able to benefit fully from education, to engage in reproduction with least danger to their own and their children's health and well-being, and to contribute effectively to the economic, social, cultural and political activities of family, community and nation. However, such objectives are very far from being achieved.

2. Principal measures

In order to attain more rapid progress there has been, during the last half decade a substantial shift in emphasis in approaches to the resolution of the health problems of girls and women in developing countries, notably in adoption of the concept of primary health care, which the Declaration of Alma Ata stated to be "the key to attaining ... by all peoples of the world by the year 2000 of a level of health that will permit them to lead a socially and economically productive life". The definition of primary health care is relevant to an understanding of the revised strategy with regard to women's health:

> "Primary health care is essential health care based on practical, scientifically sound and socially acceptable methods and technology made universally accessible to individuals and families in the community through their full participation and at a cost that the community and country can afford to maintain at every stage of their development in the spirit of self-reliance and self-determination. It forms an integral part both of the country's health system, of which it is the central function and main focus, and of the overall social and economic development of the community. It is the first level of contact of individuals, the family and community with the national health system, bringing health care as close as possible to where people live and work, and constitutes the first element of a continuing health care process."

The approach is comprehensive involving almost all aspects of community life:

> "...at least, education concerning prevailing health problems and the methods of preventing and controlling them; promotion of food supply and proper nutrition; an adequate supply of safe water and basic sanitation; maternal and child health care, including family planning; immunization against the major infectious diseases; prevention and control of locally endemic diseases; appropriate treatment of common diseases and injuries; and provision of essential drugs.

(it) involves, in addition to the health sector, all related sectors and aspects of national and community development, in particular agriculture, animal husbandry, food, industry, education, housing, public works, communications and other sectors; and demands the coordinated efforts of all those sectors." 89/

The World Health Organization considers maternal and child health, including family planning, programmes within primary health care strategies to be an essential component of policies designed directly to improve women's health and hence her more effective integration in development. In May 1979 the thirty-second World Health Assembly urged governments:

"... to further develop their overall health and socio-economic planning giving due and explicit attention to meeting health and other needs of mothers, children and the family, and to ensure appropriate distribution of national resources to this end."

"... to promote the development of primary health care programmes with concrete plans for maternal and child health care as its essential component, that includes care during pregnancy and childbirth, family planning, infant and child care with appropriate focus on improvement of nutrition, prevention of infections, promotion of physical and psychological development of the child, and education for family life."

"... to encourage new approaches for simpler, more direct and massive actions to bring to those families, mothers and children most in need, those essential health and educational services which are still unavailable to them and review when appropriate present utilization of all health personnel, including traditional health workers in order to ensure a better use of existing resources for maternal and child health."

"... to include in the planned efforts for maternal and child health, specific attempts to reach high-risk and under priviledged groups of mothers and children and their families and to specifically support all efforts at improving the nutrition of pregnant and lactating mothers and children."

"... to support, in collaboration with UNICEF and UNFPA and competent non-governmental organizations in official relations with the World Health Organization and with Member States, formulation and implementation of long-term maternal and child health programmes as part of the development of their strategies to reach the goal of health for all by the year 2000." 90/

89/ Report of the International Conference on Primary Health Care, Alma Ata, USSR, 6-12 September 1978 (ICPHC/ALA/78.10), pp. 15, 16.

90/ Report of WHO on its activities of special interest to women (E/CN.6/629), pp. 5-6. Formulation of such policies by WHO, UNICEF and other concerned bodies of the United Nations system has been based upon numerous evaluations and studies of their own programmes and those of governments, often unpublished. Their findings have been integrated in the summary reviews and report transmitted for use in preparation of this report.

Within its Sixth General Programme of Work Covering a Specific Period (1978-1983) the World Health Organization is translating these policies into programmes of action at global, regional and national levels. The overall objective is to improve the coverage, efficiency and effectiveness of family health care, in particular maternal and child health care and of family planning, as part of comprehensive health services with emphasis on the primary health care approach. Health education to promote family and environmental health and hygiene, particularly in food preparation, and prevention and control of deseases, notably those holding great risks for women such as malaria, schistosomiasis, ankylostomiasis and amoebic dysentery and sexually transmitted diseases, was considered particularly relevant to women in view of their central family position and their traditional role in health work. A radical change in health manpower development, including increased numbers of women in health sector planning and administration was considered necessary. Provision of safe water supply, and the need for sustained educational programmes directed at mothers concerning its hygienic use, and attention to prevention of malnutrition in pregnant and lactating women by promotion of breast-feeding, were emphasized. 91/

The activities of other United Nations organizations in this field described in documents transmitted for use in preparing this report are closely coordinated with those of WHO. In its review and evaluation prepared for WCARRD, FAO pointed out that:

> "...there is now an awareness that the general level of health cannot be raised within the narrow technical context of medicine, and it calls for actions within a broad socio-economic framework of eradication of poverty, improvement of environmental sanitation, investment in clean drinking water, production and consumption of nutritionally adequate food and education of people about health, especially for self care within the family."92/

Reviews and analyses prepared by FAO for WCARRD and the four regional preparatory conferences for WCUNDW emphasised the relationships between direct health measures and a wider range of adjustments to contextual factors.

UNICEF, having cooperated with WHO in the formulation of the Primary Health Care concept and its components 93/ has undertaken to expand from its regular programme supportive of health and education for both girls and boys to more specific support for improvement of women's condition. 94/

91/ Further details are provided in WHO's report to the Commission on the Status of Women (E/CN.6/629) and in a paper prepared for WHO as a contribution to UNDP's forward-looking assessment of the effectiveness of recent years' efforts to increase rural women's participation in development and transmitted for use in preparing this report: M. Bekele, Rural women in health and development (Geneva, WHO, 1979).

92/ WCARRD/INF.3, pp. 7-9.

93/ E/ICEF/L.1386; E/ICEF/L.1387 and Add.1.

94/ K.C.Gautam, Advocacy for the integration of women in development: a guide for UNICEF programme officers (UNICEF Knowledge Network on Women, Paper no. 1) (New York, UNICEF, 1979).

ILO has been particularly concerned with health in the context of the special protection of women workers and notably with regard to the general problem of combining child-bearing, child-rearing and other family responsibilities with various economic activities. 95/ The World Bank gave substantial support to programmes in health, nutrition and associated aspects of reporduction and relevant infrastructure and services. 96/ UNRWA indicated its basic health policy continued to be preservation of the health of the Palestine refugee population entrusted to its care through the steady development of its programme as a comprehensive and integrated community health service, having a strong emphasis on preventive medicine, including maternal and child health-services, environmental-health and supplementary feeding, and appropriate supportive services. 97/

Regional commissions, in close collaboration with these agencies, are undertaking wide-ranging programmes of research, training and technical assistance, examples of which were transmitted for use in preparing this report. 98/

3. Impact upon national development

It was because the impact of previous measures had been so unsatisfactory that revised strategies to improve women's health were developed. Implementation of the new approach has been too recent among most developing market countries for its impact to be identifiable, although in developing centrally planned economies, where this approach had been used earlier, Governments have reported considerable success. 99/ Measurement is in any case very difficult: it is not easy to distinguish between the direct impact of health measures, supportive improvements in the immediate environment, and the effects of overall development and improvement in living standards. The lack of statistical information on health status itself reflects insufficient services. Indicators of mortality are less useful than health indicators, but have the advantage of being capable of estimation from an entire set of available demographic information, assessed against well established theoretical

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95/ Employment of women with family responsibilities (Geneva, ILO, 1978); Report of ILO on its activities of special interest to women (E/CN.6/631).

96/ Recognizing the "invisible" woman in development: the World Bank's experience (Washington, World Bank, 1979), pp. 14-22.

97/ Annual report of the Director of Health, 1978 (Vienna, UNRWA, 1979), pp. xv, 6-8; Report of the Secretary-General on health needs of Palestine refugee children (A/33/181).

98/ Applied nutrition rural prototype in a Philippine village, a case study on rural women's role in community live (PSA/EGM/DWORA/1) (Bangkok, ESCAP, 1978). Manual on child development, family life and nutrition (Addis Ababa, ECA/ATRCW and FAO, 1978); F/CEPAL/CRM/R.1/2, pp. 20, 38, PSA/RPWCDW/2, p. 63.

99/ A/34/577, para. 74.

models. 100/

Most recent estimates of women's average expectation of life at birth indicated that of the 102 developing countries for which estimates were possible, women's average life expectancy was still less than 50 years in 36 countries.101/ Establishment of trends is even more difficult. Recent monitoring of trends concluded that in general mortality was declining, although not without exceptions, but that enormous class differentials existed and were mainly responsible for the measured rural-urban difference. However, in Africa South of the Sahara, for example, this decline was presumed on the basis of trends in the six most developed, and for that reason atypical, countries, and thus optimism was not warranted. In Asia, of the countries for which there were data, there was no clear indication of a decline in mortality, and in some countries an actual halt in previously noted improvements had occurred. Mortality among women was actually greater than among men, primarily because of deaths associated with reproduction. In Latin America, where levels were generally higher than the average for developing countries, a decline in the rate of improvement appeared to have occurred. The hostile overall economic environment, rather than any decline in health services, was considered the primary cause of these apparent trends.102/ In its Report to the Latin American Regional Conference for WCUNDW PAHO/PASB concluded on a more optimistic note, namely that there would be sharper declines in maternal and infant mortality as health coverage improved, and as family life education and family planning programmes brought about declines in reproductive activity. 103/

Available information from all sources and of all types shows firstly that the situation is still very unacceptable in many countries and probably for the majority of women, and secondly that although in some countries and for some women a positive trend may be discerned, it is probable that in many countries and for the majority of women the trend is actually negative or at best static. At least there was no evidence of a widespread and rapid improvement in women's health, and projections of current trends to the year 2000 showed still highly unacceptable levels of mortality in many countries. Moreover, expert opinion considers that the situation remains unsatisfactory. Thus the unpublished report of a meeting on women and family health held in November 1978, 104/ included in extract form in a document transmitted for

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100/ The Statistical Annex to the Report of PAHO/PASB to the Latin American Regional Preparatory Conference for WCUNDW includes a valuable analysis of health statistics as well as mortality statistics. Attention is given to this problem in I. Palmer and U. von Buchwald, Monitoring changes in the status of women (Geneva, UNRISD, 1979), p. 38.

101/ A/34/577, para. 58. Estimates were prepared for 1975-1980 by the Population Division of the United Nations Secretariat on the basis of a 1978 assessment of available information.

102/ Report on monitoring of population trends (E/CN.9/XX/CRP.1), pp. 160-246.

103/ Report, p. 18.

104/ FHE/79.1, p. 4.

use in preparing this report, 105/ noted the conclusion that "there is an apparent serious deterioration in the situation of large numbers of women, particularly those in the developing countries and among the lower income groups". Nor can it be assumed, even where an improvement in health status of individual women is achieved, that this is transmitted directly to national development, for many other restrictions upon women's effective contribution may prevent the healthier woman from participating fully.

4. Determinants of impact

Studies and evaluations transmitted for use in preparing this report suggest that, following the recent reappraisal and shift in emphasis described above, health measures and broad supportive policies are in themselves now most appropriate to the needs of most women in developing countries. The major difficulty is seen to be their implementation by Governments, as this is a process requiring not only a normal expansion of resources, but notably a shift in the whole approach within the health sector, overcoming in some cases the inertia of established institutional arrangements. This in turn requires very considerable political committment. Recent analyses indicated that almost all governments were in fact attempting the changes in institutions and the shifts in priority needed to bring th this about. 106/

The major constraint upon progress is seen to be the strength of negative developmental processes affecting most women and constraining government efforts.

The 1979 report of the Secretary-General on women in education and in the economic and social fields summarized the views of those governments of developing market economies which had replied to a questionnaire as follows:

> "...the situation reflected the severe over-employment experienced by the majority of women in these countries within a context of high environmental risk to health, including very high levels of reproductive activity. Provision of health services, basic education, adequate houseing, water and sanitation had been totally inadequate to compensate for over-all negative factors. Recent economic trends in most of these countries had added to the hostility of the situation, causing marginalization, inflation, food and fuel shortages. The burdens of household service provision had been scarcely reduced in view of the limited application of appropriate technology and capital in this sector. The very low educational status of the majority of women had been major obstacle to their efforts to achieve equality with men."

Many governments noted that worsened budgetary situation caused by recent fluctuations in international economic and financial relations

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105/ M. Bekele, Rural women in health and development, op.cit., Annex III.

106/ A/34/577, paras. 70-75.

had reinforced the generally negative existing situation. 107/

The studies transmitted for use in preparing this report also pointed to the fact that women's responsibilities and labour had been increased by male out-migration. An increasing proportion of households are now headed by women. Poverty, traditional cultural prejudices, inadequate basic education, and the impact of commercialization of food production, processing and distribution had probably seriously reduced nutritional status of many girls and women. Breakdown of family relationships, and stress and fatigue resulting from pressure on husbands may have caused an increase in violence within households, of which women were frequently the object. The health hazards involved in the various tupes of female circumcision in some regions has been identified, and urgent action to suppress such practices called for. 108/ These various intermediate factors themselves were considered to be the result of the nature of the development process in many of the developing market economies. The 1978 meeting on women and family health concluded that the apparent serious deterioration in the situation of large number of women, particularly those in developing countries and among the low income groups, was due

> "...largely to a process of socioeconomic marginalization resulting from prevailing modes of development which are not geared to meeting the needs of the least well off. Under these conditions the health status of women and their families, in particular infants and young children, can be undermined." 109/

The broad approach of Primary Health Care strategy is intended to respond to these negative environmental factors, as the quotation at the beginning of this section shows. However, it is clear that the recommendation to bring about changes in so wide a range of sectors and processes implies a major shift in over-all development strategies.

107/ A/34/577, para. 62.

108/ Report of the Seminar on traditional practices affecting the health of women, Khartoum, Sudan, 10-15 February 1979. (draft); Report of the ECA Regional Preparatory Meeting for UN WCUNDW, Lusaka, Zambia, 3-7 December 1979, p.

109/ FHE/79.1, p. 4.

III. WAYS OF PROMOTING POLICIES AIMED AT EFFECTIVE MOBILIZATION AND INTEGRATION OF WOMEN IN THE DEVELOPMENT PROCESS

A. Introduction

This chapter will respond to the question "what are the ways of promoting policies aimed at the effective mobilization and integration of women in the development process in view of the implications for further policy formulation inherent in the evaluation of the impact of women's policies on national development which has been set out in Chapter II?" The question will be answered, pursuant to operative paragraph 5 of General Assembly resolution 33/200, in the context of preparation of a programme of action for the second half of the United Nations Decade for Women and of preparations for the International Development Strategy of the Third United Nations Development Decade.

Consideration of ways of promoting policies will proceed by examining, separately for each of the "immediate", "intermediate" and "underlying" factors, firstly national policies and secondly the supportive policies of the United Nations system of organizations. Finally implications for international strategies designed to modify the world economic order will be examined.

B. Ways of promoting direct measures

1. At governmental level

The studies and reviews summarised in Chapter II have demonstrated that each of the aspects of women's unsatisfactory condition is mutually supportive of the others: the self-sustaining system of relationships is set out in Figure 1. Consequently measures directed at certain aspects alone can rarely be entirely successful, as their impact is continuously negated by the effects of the remaining processes. Thus it is necessary for governments to adopt a comprehensive set of measures whose implementation needs to be carefully programmed. As resources are usually limited, a concerted attack on all the problems of some women appears preferable to dissipation of energies in unrewarding attempts to improve only certain aspects of the condition of a greater number of women. However, governments may have to choose between giving priority either to the least advantaged or to certain key groups from which improvement might diffuse most rapidly. In such a situation, careful programming should ensure the most rapid possible expansion from those first affected to all women. Such policy making requirements have obvious implications for the functions of national policy formulation and planning institutions; requiring improved data, and careful analysis of relationships and the implications of adopting alternatives among policies.

Analysis of the experience of governments in policy formulation shows that a majority are still at a relatively early stage in their evolution, one characterised by dispersed and uncoordinated measures. Consequently they need the greatest possible international encouragement and assistance. Nevertheless, a promising trend toward adoption of a comprehensive approach is apparent. Undoubtedly the single most encouraging trend has been toward

establishment of appropriate institutional arrangements, particularly during the last five years, stimulated by intergovernmental activities, and the support of international organizations. However, care is necessary to ensure that the most appropriate institutional arrangements are developed. Governmental concern appears to be serious, and current and planned actions wide-ranging and holding significant promise. This fact, together with the expanding international support, suggests rapid progress during the next five to ten years, provided that a comprehensive and carefully programmes approach is maintained. 1/ Time for current measures to realise their potential; further inter-governmental stimulus; political committment; the full participation of women in all phases of policy formulation and planning; increased resources; appropriate institutional arrangements; and emphasis on the comprehensive approach are all necessary. A flexible approach appears most likely to achieve rapid success. For example, if entry on acceptable terms into occupations currently dominated by men is seen to be likely to require a long and energy consuming effort, partly because of the probable longevity and adaptability of forms of discrimination, but primarily because of the limitations of the overall economic context, then, without abandoning completely equal access to all occupations as a long-term goal, simultaneous exploration of new areas of possible expansion might be more profitable of time and energies.

The ILO sponsored study of women and rural development in China suggested that there had been constraints on women's full absorption into "main-line activities. Most progress has been made in the "side-line" activities in primary, secondary and tertiary sectors, and this success had made it easier for women to move later into previously male dominated "main-line" occupations. Although a new form of sex differentiation, and thus to be treated with caution, it appears acceptable, temporarily and tactically, provided that there is equality in conditions and benefits within household and community: complementarity under conditions of equality appears both acceptable and realistic as a short- and medium-term goal. The questions of women's multiple functions also needs flexibility in policy formulation. In conditions of inappropriate technology and societal organization, women have been severely over-employed because of simultaneous occupation in housework, child-bearing and rearing and extra-household activities. However, in more favourable technological, and particularly in more favourable societal circumstances, such a multiplicity of functions might be enriching, whether during a single phase of the life cycle, or spread over the entire cycle. Consequently, measures which tend toward over-specialization, which might lead to segregation and lost opportunities of self-fulfillment, highly deplored

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1/ This appraisal is based primarily upon the observations of 90 Governments transmitted to the Secretary-General in response to his questionnaire on implementation during the period 1975-1978 of the World Plan of Action adopted at the World Conference of the International Women's Year. A first round of analysis, dealing with 73 countries, was included in United Nations documents A/34/577. Comprehensive analysis will be presented in the regional and global reviews prepared for WCUNDW. Detailed studies will be published by the United Nations during 1980.

by women in many developed countries, should be given further consideration. These points are merely illustrative of the need for flexibility, and a broad view of the desired future position of women in society, in planning direct measures, intended to have an "immediate" impact on women's conditions.

2. At inter-governmental level

The limited impact of direct measures and the constraints upon governments' attempts to formulate more appropriate policies, have implications for their further promotion by means of the supportive programmes of international organizations. Recent trends are encouraging. The strategies of sectoral specialized agencies shows a clear trend toward a more appropriate, more comprehensive and better coordinated approach. As Chapter II has shown this is true both of their approach to development problems as a whole, as well as to the problems of women's participation. There has appeared within the context of their identification of a substantial proportion of the population not benefitting from development, and indeed suffering from it, clear recognition of the fact that women not only constitute the highest proportion of these target groups, but suffer more deeply from the development process. Accordingly it is understood that little improvement will occur even as a result of their recently adopted strategies, although these are a prerequisite, except by adoption of special measures within such strategies. The response of these agencies has been examined in Chapter II.

Among the Regional Commissions ECA through ATRCW has been among the most active in support of direct measures and improved national institutional arrangements, as well as in setting up supportive sub-regional and regional institutions. 2/ ECLA activities have also emphasized establishment of such regional institutions. 3/ In ESCAP the Committee on Social Development endorsed a summary of a Five-Year Regional Action Programme

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2/ Course of action programmes and activities: African Training and Research Centre for Women: Biennial Report 1977/1978 (Addis Ababa, ECA, 1979); Report of the Regional Conference on the implementation of national, regional and world plans of action for the integration of women in development (Nouakchott, Mauritania, 27 September - 2 October 1977) (E/CN.14/ECO/128/Rev.1 - E/CN.14/ATRCW/77/Rpt. - SOC/150/84) pp. 4-13; Report of the inaugural session of the Africa regional co-ordinating committee for the integration of women in development (Rabat, 14-17 March 1979) (E/CN.14/716); National machinery for the integration of women in development in African countries (E/CN.4/ATRCW/77/WD.2); National, subregional and regional machineries for women in development: report and directory (E/CN.14/ATRCW/79/WD.2);

3/ Report on the work carried out by the presiding officers of the Regional Conference on the Integration of Women in the economic and social development of Latin America and the Caribbean during their term of office (June 1977 to November 1979) (E/CEPAL/CRM.2/L.5 - E/CEPAL/MDM/6); Report of the Group of Government Experts to appraise the implementation of the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America (Quito, 8-10 March 1979) (E/CEPAL/1071); Report on activities of the CEPAL secretariat relating to the integration of women in the economic and social development of Latin America and the Caribbean (E/CEPAL/MDM/3/Rev.2).

designed to greatly expand its activities. 4/ However, lack of resources had prevented systematic data collection, scientific number of seminars and symposia. However, an Expert Group Meeting on the Development of Women's Organizations in Rural Areas was held in 1978 in Bangkok, for which five case studies were prepared. 5/ It was working with FAO in an inter-country project for the promotion and training of rural women in income-raising group activities. 6/ A number of research studies in various member states had been completed. 7/ The Asian and Pacific Centre for Women and Development had been established, 8/ but there were no policy formulating or implementing institutions analogous to those in Africa and Latin America. In ECWA activities had begun only recently, but already consisted of a substantial and varied programme. In all regions preparations for WCUNDW had included comprehensive programme review and evaluation and preparation of draft programmes of action, including means of improving inter-agency coordination, during the second half of the United Nations Decade for Women.

Funding organizations have similarly called for comprehensive and closely coordinated strategies. In his preface to a revised version of its 1975 booklet on women in development the President of the World Bank stated that

> "...recent years have seen a growing awareness ... of a need to give explicit attention to the effects its projects have on women. ... The Bank's concern with those effects reflected the changes in its lending programmes, which have been focused increasingly on alleviating conditions of absolute poverty."

4/ E/ESCAP/SD.2/5; E/ESCAP/110, paras. 40-46.

5/ Excerpts from the Report (PSA/RPWCDW/1); Philippine Business for Social Progress, Applied nutrition rural prototype in a Philippine village: a case study on rural women's role in community life (PSA/EGM/DWORA/1); A.M. Baginda, A case study on the role of Malaysian rural women in community life (PSA/EGM/DWORA/2); D. Jain, N. Singh and N. Chari, Role of rural women in community life: case study: India (PSA/EGM/DWORA/3); I. Sudjahri and A. Hasjir, Case study of Indonesia: the role of formal and informal leaders' wives at Serpong (PSA/EGM/DWORA/4); A.S. Zehra, Case study on the role of rural women in community development: country case study on Pakistan (PSA/EGM/DWORA/5).

6/ Learning from rural women: village-level success cases of rural women's group income-raising activities (Bangkok, ESCAP/FAO, 1979).

7/ Two were transmitted for use in preparation of this report: S. Chitnis, A review of the progress made in India towards the achievement of the objectives of the United Nations Decade for Women and S. Sadli, Mechanisms for promoting integration of women in development in Indonesia.

8/ Asian and Pacific Centre for Women and Development, Progress Report 1977-1979 (Bangkok, APCWD, 1979) and Report of International Workshop on Feminist ideology and structures in the first half of the Decade for Women, Bangkok, Thailand, 24-30 June 1979 (Bangkok, APCWD, 1979).

Examples of the Bank's support for the role of women given in the booklet

> "...emphasize the importance of paying attention early in the project cycle to the local circumstances that encourage or impede the participation of women in development projects."

The Bank's projects were reviewed at an early stage in their preparation by asking the following questions, which may be taken as generally applicable to all funding operations: How can projects respond to women's needs and make use of their abilities? Can opportunities for women to participate and share in the benefits be found? How can projects overcome potential limitations on women's access to funds and services? Might a project affect women detrimentally? and how can those effects be identified and prevented? Account had to be taken of interdependence between sectors to ensure that the benefits of intervention were fully realized. Examples were given of the need for coordination of efforts so that unchanged negative conditions did not negate the efforts of single programmes. Active liaison with multilateral and bilateral agencies was being maintained so that supportive funds could be made available to increase women's chances of benefitting from the Bank's projects. 9/

The World Food Programme observed that work on reorientation of project implementation to achieve the integration of women in development was in progress, and would serve to guide staff at every point in the cycle of project preparation, implementation and evaluation regarding ways in which the Programme's contribution might be reinforced. A note by the Executive Director to the Seventh Session of the Committee on Food Aid Policies and Programmes stated that:

> "The involvement of women in development efforts must follow an integrated approach. Small sub-projects of food aid with women as beneficiaries and participants do not necessarily make either for optimum integration of for maximum impact of assistance. While keeping a flexible approach, the Executive Director feels that comprehensive projects, with the integration of women in development as one of their aims, and projects oriented primarily towards women, should normally be encouraged. The Programme will strive to convince governments of the value of developing internal procedures which enable the formulation of policies in line with this broad, integrated approach."10/

UNFPA noted that mounting research and programme evidence showed that improvement in the status of women led to more effective family planning. Both were associated with women's non-domestic role, in turn influenced by the level of education as well as by economic opportunities. Because of the inter-dependencies involved UNFPA supports programmes in a wide range

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9/ Recognizing the "invisible" woman in development: ..., op.cit., pp. (iii), 1-2, 19-23.

10/ WFP's contribution to the United Nations Decade for Women: Note by the Executive Director (WFP/CFA.7/8), para. 21.

of sectors. 11/ The Voluntary Fund for the United Nations Decade for Women supports an increasing number of comprehensive projects, including improvement of institutional arrangements. 12/ UNICEF is examining all programmes to calrify their impact on the status of women,13/ and is examining means of improving its data base for this purpose.14/ The Special Meeting on Children in Latin America and the Caribbean with particular reference to their situation and development in rural and urban marginal areas, held under the auspices of the Executive Board of UNICEF in May 1979, indicated the breadth of UNICEF's approach. 15/

This trend among funding organizations is particularly encouraging: only the International Fund for Agricultural Development, because of its recent establishment, had no specific measures, and explained in observations made pursuant to General Assembly report 33/184, that it was not yet pertinent to comment on the subject of women in education and in the economic and social fields.

Each organization's programme has evolved to overlap increasingly with the concerns and activities of other bodies. In such circumstances the value of increasingly close coordination is clear. The need for a strong, sustained and coordinated effort at national level to change sufficiently each of the aspects of the self-sustaining system which constrains women's condition has been noted in the previous section. There has been widespread recognition of the need, in order to support national efforts, for comprehensive, multi-faceted programmes involving close coordination of the programmes of a number of organizations, including sectoral, regional and funding agencies. Closely coordinated sets of international programmes designed to affect in a concentrated manner the same group of women in a single country are likely to enjoy the greatest effect, while scattering of different organization's projects singly among and within countries is likely to dissipate energies, although their pilot and catalytic value, when circumstances are favourable, must be acknowledged.

The emphasis on a comprehensive approach in international assistance to planning of direct measures to assist women is well exemplified in the

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11/ UNFPA Manual for needs assessment and programme development (New York, UNFPA, 1979), Part 2, Chapter 6; Review of UNFPA's assistance to Women, Population and Development Projects (1969 - March 1979) (New York, UNFPA, 1979).

12/ A/34/612

13/ Preparation of the report to the 1980 Board on the integration of women in the development process and its impact on the well-being of children (PRO-54).

14/ V. Hazzard, Building a data base for planning and programming activities for women (UNICEF Knowledge Network on Women, Paper No. 2) (New York, UNICEF, 1979)

15/ Background papers were issued under the reference E/ICEF/LATAM-79/1...

emphasis currently being given by UNDP. As part of its continuing effort to promote the integration of women in development a substantive joint Agency/UNDP exercise on this subject has been undertaken. A report of the exercise entitled 'Forward-looking assessment of recent years' efforts to increase rural women's participation in development' will be presented to the UNDP Governing Council and to WCUNDW. Its general aim is to contribute towards the improvement of the advisory capability of the United Nations system to Governments on this subject. As part of the exercise, four country missions were undertaken to Haiti, Indonesia, Rwanda and Syria in 1979. Precise proposals for action towards improving the active participation of women were negotiated with the Governments of these countries. Apart from such proposals for the future at the country level, UNDP's report will also contain a more general assessment of the United Nations system's technical co-operation activities towards the integration of women in the development process since the adoption by the General Assembly in 1975 of resolution 3505 (XXX). This global assessment will be divided along regional (the four main developing regions) and sectoral (employment, health, education and planning) lines. An analysis of conditions with regard to women in each mission country will serve as a case study for each of these regional reviews. The report will also contain items such as an over-all conceptual framework examining some of the reasons for the adverse impact of development on women. A key aim was to review which factors facilitated and which impeded women's active participation in development and to identify what could be done to overcome the latter by means of technical co-operation as provided by the United Nations development system. Focus was upon the numerous and crucial problems of rural women.

In addition to these activities an effort has been made to coordinate the work of all organizations within the framework of the United Nations Decade for Women, 16/ and many organizations have been closely involved in regional and global preparations for WCUNDW. Permanent regional inter-agency working groups have been formed, 17/ and in Africa there have been promising moves toward very close integration at sub-regional level. 18/ The further strengthening of such inter-agency coordination appears a most promising course of action. Coordination at national level, through the mechanisms already established by UNDP, appears equally vital.

16/ A study of the interagency programme for the United Nations Decade for Women: Equality, Development and Peace, 1976-1985 (E/1978/106).

17/ Report of the first meeting of the United Nations Interagency Working Group on the integration of women in development in Africa (ECA/ATRCW/IWG/79/BD.1); Provisional draft summary of on-going and planned projects of United Nations Agencies and Organizations for the integration of women in development in Africa region (E/CN.14/ATRCW/WD.3); Inter Agency Information Bulletin: Asia and the Pacific Region (Bangkok), vol.1, No.1 (November 1978).

18/ Reports of the inaugural meetings of the subregional committees on the integration of women in development (ECA/MULPOC/NIAMEY/18; ECA/MULPOC/LUSAKA/114, ECA/MULPOC/YAOUNDE/20; ECA/MULPOC/GISENYI/26).

However, in spite of progress achieved, effective activity is at an early stage, with much scope for expansion. For example the FAO's review and analysis for WCARRD stated that:

> "In spite of ... mandates and increasing expressions of concern and pressure for reform, the extent of programmes destined to improve rural women's integration in developing countries is still minimal, with no more than twenty countries having programmes reaching the local level." 19/

The President of the World Bank acknowledged that although design of many projects took into account the need to support the role of women, not all projects were effectively taking account of that role. Concentration on the sectors with the most obvious implications for women, such as education, did not diminish the importance of dealing with the changes in their lives brought about by other types of projects. 20/ In ECLA the Presiding Officers of the Regional Conference expressed their disappointment at the very small number of projects proposed by governments for international assistance. 21/ In spite of a trend toward special attention to the least advantaged, both technical and funding organizations, in their support for direct measures for women, have followed a generally ad hoc approach, dependant upon government initiative, and comprising mainly scattered activities.

Beyond expanding current efforts, priorities must be decided, given that resources are insufficient to mount programmes for all developing countries simultaneously. Such choices are difficult: for example, should least developed or most seriously affected countries receive priority as a contribution to redressing current inequities? Or the least advantaged in all countries - such as the urban poor or rural cultural minorities? Or should attention be focussed on certain key groups in all countries, from whom diffusion of change will be most rapid? No global programme, explicity programmed, has yet been formulated as an answer to such questions. In order to answer them a better understanding is necessary of the causes of current problems and of relationships among the complex factors affecting the situation. For this purpose international organizations need to further expand their own policy-oriented research and evaluation programmes and also give support to national research programmes. Research specifically intended to assist in formulating comprehensive, coordinated, multisectoral programmes is needed. The International Institute for Labour Studies, in observations authorized for use in preparing this report, called attention to symposia in 1975 and 1978 which dealt with women and decision-making and women and industrial relations. As this latter was limited to industrialised countries, it was hoped to organise a similar symposium concerning developing countries at some future date. The International Research and Training

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19/ WCARRD/INF.3, p. 87.

20/ Recognizing the "invisible" woman in development: ..., op.cit., p. (iii).

21/ E/CEPAL/CRM.2/L.5 (E/CEPAL/MDM/6), p. 3.

Centre for the Advancement of Women, established in 1979 in the Dominican Republic, is intended to contribute to such a programme. 22/

In spite of recent emphasis upon technical cooperation among developing countries, international organizations do not yet appear to have sufficiently supported the study and diffusion of the experience already obtained by some countries. The ILO sponsored study of women in rural development in China concluded that an attempt to transfer part of that experience to other countries, even if their overall socio-political character was different, was worth while. 23/ Examination of replies of governments to the 1979 United Nations questionnaire showed that broad dissemination of the experience of a number of market developing economies would also be of value. 24/

In conclusion, it may be claimed that trends are most promising, and that immediate priorities consist of supporting their continuation, and notably significant expansion, in sectors and regions in which progress has been least. In this sense the implications of the situation analysed by many organizations and summarized in Chapter II have been fully noted. A major explanation of limited current activity is the recency of the contemporary concern, and, notably, of identification of the need for a coordinated and comprehensive approach. 25/

As with governments, the time factor is important. The momentum of recognition of the problem, identification of its causes and reformulating policies is gathering, and very considerable progress has been even during the first half of the United Nations Decade for Women. Thus, the long period of consciousness raising and support for broad improvement in legal status, as well as action in such areas as conditions of work, during which the United Nations Commission on the Status of Women worked toward the 1968 Declaration on the Elimination of Discrimination against Women, then through a series of regional and sectoral seminars and studies of the International Women's Year and the activities of the first half to the United Nations Decade for Women, culminating in the preparations for WCUNDW and adoption of the Convention on the Elimination of Discrimination

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22/ A/34/579

23/ E. Croll, op.cit., p. 59

24/ During 1980 the United Nations will begin publication of a series of studies on national experience in the formulation and implementation of policies designed to improve the condition of women and women's contribution to development.

25/ A similar evolution took place in respect to population policies: from an early concentration upon clinical family planning programmes entirely separate from health services and with little consideration of the socio-economic context, there has been a marked advance to what is currently considered a normal approach: integration of family planning within maternal health services, supported by a broad range of economic and social measures.

against Women, and the ILO worked over an even longer period to establish equality of conditions and renumeration, appear now to be bearing fruit in a rapid expansion and deepening of concern and adaption of programmes. This has been generally recognized in recent reviews and appraisals undertaken by specialized agencies, and by regional commission for the series of regional preparatory meetings for the WCUNDW.

C. Ways of promoting adjustments to policies concerned with intermediate processes

1. At governmental level

Appraisal in Chapter II of the impact of direct measures revealed that their varied but generally limited success reflected the fact that they attempted to ameliorate conditions caused by societal processes which, being beyond the scope of the measures, remained unaffected. Thus even while the condition of some women was greatly improved, and partial improvements achieved for others, these contextual factors acted simultaneously to deepen the deprivation faced by the majority of women and to limit their ability to contribute to national development. For the purpse of analysis these contextual processes, whose interrelationships are shown in Figure 1, will be divided into intermediate and underlying types, examination of the latter being postponed to section D. Although determined by underlying processes, those defined as "intermediate" attain a certain autonomy, thus requiring a separate set of specific policies, by virtue of not only their interaction with individuals but primarily their interactions among themselves.

Almost all intermediate processes, in market as in centrally planned economies, are currently the object of intervention as part of government policy. Indeed, to a considerable extent they are the result of government policy, past and present: and if not of commission then of ommission. The action required of governments, therefore, in order to promote a comprehensive national women's policy, is to adjust existing policies toward intermediate processes so that their impact upon women is less negative, and more positive. Previous analysis has shown that their current impact is frequently negative: hence there is much scope for adjustment at least to a neutral or positive effect. Preliminary evaluation suggests that the net contribution of adjustment to reduce such negative effects might well be greater than the total impact of direct measures, although both types of measure are necessary parts of any overall strategy designed to achieve an effective contribution by women to development.

Thus, migration from rural to major urban areas represents in many developing countries a serious waste of human and natural resources. It results in excessive allocation of capital to costly urban services: hence rural investment suffers, and so urban-rural imbalances are maintained. 26/ Diffusion of urban-oriented first level education and access

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26/ Review of human settlements conditions for national and international (regional and global) action (HS/C/2/3).

to mass media, continuously deepens a sense of rural deprivation. Increased proportions of the population become accustomed to life-style models which, at current levels of resources, are inappropriate and divert energies from basic tasks. 27/ Rural transformation constitutes the most effective means of limiting excessive metropolitan growth, and women have a major role in that process, as has been shown in Chapter II. Yet adjustments within the metropolitan sectors need to be simultaneously attempted, and there too women's effective participation is equally important. Neglect of women's role in the informal sector has severely limited urban incomes and well-being, reduced the efficiency of services, restricted production of manufactures appropriate to local culture, and permitted capital intensive sectors with strong external linkages to monopolise urban economies. Insufficient attention to women's potential for community participation has limited the organization of local services, throwing an increased burden upon expensive centrally provided services and infrastructure incapable of meeting demands. Insufficient involvement of women in decision-making has undoubtedly contributed to neglect of national urban planning for basic needs provision. Thus women's role and status is essential for the resolution of urban problems, as the experience of countries which have substantially managed growth of their urban systems growth has revealed.

Studies suggest that most existing intermediate policies have been formulated without taking into account their impact upon women. In many cases adjustment to achieve a more positive impact need not detract from achievement of existing primary and subsidiary objectives. In other cases, however, their adjustment for such a purpose may reduce their effectiveness in achieving original objectives. In these circumstances, adjustment may be abandoned, implying a search for alternative and compensating means of adjustment of other intermediate or underlying levels. If not abandoned, because considered an extremely effective means of intervention, various forms of compensatory adjustment within the set of policies not directed at women may be necessary.

In order to correctly formulate, implement and monitor such complex set of policy adjustments, substantial policy oriented research is required, with particular attention to systems analysis of process relationships and policy interactions. Close scrutiny of almost all intermediate policy areas is necessary if a positive context for direct measures is to be achieved. Given the length of time needed to formulate policies, the earliest possible identification of trends is essential. Such requirements further emphasise the need for effective institutional arrangements for policy formulation and plan implementation. Given the importance of appropriate adjustments to such intermediate processes it might be expected that Governments would have already made them. Systemative analysis of whether this is the case has only recently begun. Preliminary results reveal considerable recognition by Governments of the relevance of intermediate processes, but fewer acknowledgements that those processes are themselves the results of government policies, whether underlying macro-economic or those concerned with intermediate processes themselves.

27/ Societal framework for economic development (E/AC.54/L.99).

For many developing market economies this appears to have resulted from a too limted scope of analysis, and an approach which concentrates primarily upon immediate conditions and direct measures. Such complex analyses, notably of future trends, appear beyond the present capacities of, or, more particularly, outside the terms of reference of, many "national machineries", while not given sufficient attention by central planning units concerned with macro-level analysis. Overall reluctance to accept that past - and particularly current - policies have a negative impact, particularly on the part of responsible departments, appears to be a factor.

Centrally planned developing countries have substantially adjusted intermediate processes as part of their strategies of overall societal restructuring. However, there has been an explicit awareness of the value of such broad changes for improvement of women's condition. 28/

2. At intergovernmental level

A number of international organizations have already developed programmes supportive of governmental action in this area, notably in regard to increasing consciousness of the issues. These efforts have in each instance been based upon programmes of research, and of review and evaluation of their own activities, including both those concerned with intermediate processes and policies themselves and also those concerned with direct measures. Indeed, contradictions between these two aspect of their programmes have been identified. FAO has emphasized the fact that, "to enable rural women to be effective agents and beneficiaries of development," strategies should include attention to general causes of discrimination, the legal system, migration, political system, equal participation in planning. Data collection and research are necessary for this purpose. 29/ The United Nations has drawn attention to these factors in a recent report, which concluded that:

> "In most developing countries societal integration into the international economic order has caused or has strongly contributed to worsening terms of trade between rural and urban sectors; chronic rural decapitalization and deprivation; excessive investment in, and resultant congestion of, metropolitan urban centres; subordination of the use of natural and human resources to highly selective procution schedules determined almost entirely by the needs of developed countries for primary commodities rather than by the basic needs of the producing countries themselves; restricted and distorted transfers of technology; establishment of inappropriate education and health systems; and damage to indigenous cultural systems. Each of these aspects has in turn exercised a negative impact upon women's role and status in society. ... As a result of national developmental experiences, the great majority of women in the developing market economies find themselves

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28/ A/34/577, paras. 47-49; 74-75.

29/ WCARRD/INF.3, pp. 9-11.

> trapped within a vicious circle of over-employment, constant childbearing and rearing, ill-health and restricted status from which it is difficult for them to emerge. ... special programmes to successfully assist the mass of women, notably in rural areas, and simultaneous national restructuring may be necessary. For example, it cannot be expected that attempts to improve women's health and educational status, to reduce the frequency of pregnancies or the burden of fuel and water collection can do more than ameliorate conditions for any but a minority of women if rural-urban terms of trade deteriorate, if increasing proportions or rural families are denied access to land, improved technology, adequate income and security ..." 30/

Some organizations have always taken a broad approach: for example, UNICEF's involvement in health, education and a wide range of supportive programmes for girls, and its increasing concern with intermediate factors and broad developmental processes, which, it recognises, require change in order that more specific progress may be made. Further research and review of their own operational programmes appears to be at an earlier phase among other technical and sectoral organizations. The Regional Commissions, particularly ECA and ECLA, have been most active in examining and diffusing an understanding of the importance of these aspects. Among funding organizations, a similar but still early interest in the relevance of these factors is evident. Thus the World Bank noted that although all educational projects were reviewed for impact and implications on women, this was not yet possible for such projects in urban development, agriculture and rural development and some interesectoral concerns, although their close significance for women was understood. 31/

Although the implications for the physical environment of women's continued use of inadequate and inappropriate technology in household service provision, notably in regard to fuel collection and primary commodity production, has been noted by FAO and ECA, there do not appear to be specific programmes of research of the relationships and value of policy action by United Nations bodies other than those concerning diffusion of appropriate technology. Conversely, the implications for women of the severity of certain physical environments, notably regarding water and fuel supply in arid climates, have been noted, but no specific programme of research yet undertaken. UNCHS has stressed the crucial role of women in the development of human settlements. In its research projects on Integration and Implementation of Human Settlements Planning the role of women was considered a vital part of public participation programmes, in accordance with the recommendation of the Habitat Conference. In addition to the direct contribution of women in the provision and maintenance of shelter, infrastructure and services, it was considered necessary to involve women in the planning and decision-making process at all levels. The Centre was preparing a report on Women in Planning, Development and Management of Human Settlements. ILO, FAO and the Regional Commissions

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30/ A/34/577, para. 94.

31/ Recognizing the "invisible" woman in development: ..., op.cit., pp. 1-2.

have pointed to the need for appropriate technology and improved settlements planning, and the FAO has pointed to its lenghty experience in provision of rural infrastructures.

The United Nations Population Division includes demographic aspects of the integration of women in development as a topic within its regular monitoring of demographic trends. 32/ Examination of relationships between women's status, changes in fertility and nuptiality and formulation of policies designed to resolve contradictions and to enhance complementarities among demographic and societal processes have been published in a series of studies 33/ and in a population policy compendium.34/ General demographic studies are relevant to many aspects of women's condition. However research specifically dealing with women's condition is to begin only in 1980. Studies of relationships between demographic and societal changes and the condition of women (i.e. as distinct from more specific studies of women's reproductive behaviour) are reported also by ILO, FAO, UNESCO and the World Bank. The importance of internal migration was noted by FAO in its review for WCARRD. One of the few specific studies has been prepared by UNESCO 35/transmitted by UNESCO for use in preparing this report.

Research into the particular significance for women of the international migration of males has been begun by ECWA, almost all of whose member states have been severely affected. ECA has drawn attention to the particularly serious effect in southern African countries.

Among organizations involved with broad research UNRISD has included both intermediate as well as underlying factors in its consideration of systems for monitoring relationships between women and development.36/ The Branch for the Advancement of Women of the CSDHA in the United Nations Secretariat, as focal point of the United Nations Decade for Women and as part of its function of monitoring implementation of both the Declaration on the Elimination of Discrimination against Women and the World Plan of

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32/ Report on monitoring of population trends (E/CN.9/XX/CRP.1), Chapter III, Section 9, pp. 390-402.

33/ National experience in the formulation and implementation of population policy, 1958/1960-1976: Cuba (ST/ESA/SER.R/17); Mexico (ST/ESA/SER.R/18); Panama (ST/ESA/SER.R/19); Peru (ST/ESA/SER.R/20); Trinidad and Tobago (ST/ESA/SER.R/21); Madagascar (ST/ESA/SER.R/22); Chad (ST/ESA/SER.R/23); Mali (ST/ESA/SER.R/24); Oman (ST/ESA/SER.R/25); Yemen (ST/ESA/SER.R/26); Ghana (ST/ESA/SER.R/27); United Republic of Tanzania (ST/ESA/SER.R/28); Malaysia (ST/ESA/SER.R/29); Guinea (ST/ESA/SER.R/30); Thailand (ST/ESA/SER.R/31).

34/ Population Policy Compendium (New York, Population Division of the United Nations Department of International Economic and Social Affairs and the United Nations Fund for Population Activities, 1979).

35/ D. Orlansky and S. Dubrovsky, The effects of rural-urban migration on women's role and status in Latin America (Reports and papers in the social sciencies, No. 41) (Paris, UNESCO, 1978)

36/ I. Palmer and U. von Buchwald, op.cit.

Action adopted in 1975, will complete during 1980 detailed studies of the significance of some of these relationships. UNITAR will hold a colloquium on factors affecting women's contribution to cultural life. No organization intends to undertake comprehensive futures research concerning these intermediate factors.

In spite of these research activities and publication of views, active support of governments appears so far to have been limited. Substantial support to national institutions responsible for policy adjustment appears of primary importance, but there have been few such projects. There had been no attempts to finance either positive adjustments, or even less to support governments in compensating aspects "suffering" from adjustments made to intermediate policies in order to improve the condition of women. There is clearly great scope for expansion in this area. However, the limited nature of achievements so far need not be viewed too pessimistically. The process of firstly identifying the need to adjust policies outside initial areas of concern, and particularly thereafter of making adjustments, takes a certain time, but is likely to achieve rapid acceleration once the relevance and benefits are understood by a critical number of organizations and governments. Some organizations have only very recently begun to consider implications of processes and policies in their areas of responsibility.

One of the major constraints appears to have been the fact that some intermediate processes lie outside the competence of organizations hitherto most active with regard to women's policies. Moreover, all such processes are inter-sectoral, and therefore measures designed to adjust them are multi-disciplinary and multi-agency. Hence considerable inter-agency coordination is necessary. Finally, however, it appears that only limited adjustments are possible in processes which are themselves so dependant upon underlying factors, to which attention must now turn.

D. Ways of promoting adjustments to policies concerned with underlying processes

1. At governmental level

Appraisal of the causes of the generally limted impact of direct measures in the Chapter II, and examinations in this chapter of factors relevant to both these and intermediate processes and policies, have pointed to the dominant role of what may be described as "underlying factors": national and international macro-economic and financial processes, and the associated set of government and intergovernmental policies. This was recognized by the Declaration of Mexico, which stated that the issue of women's unequality was closely linked with the problem of under-development, which existed in part because of unsuitable internal structures. Changes in the social and economic structure of societies were prerequisites to immediate improvement in women's status. 37/

37/ 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, Part one, Chapter I.

The importance of national societal structure, and of international macro-economic and financial processes which determine it to considerable degree has been increasingly recognized by inter-governmental organizations. The relationships are summarized in Figure 1. Thus, FAO in its basic background review and evaluation document for WCARRD stated that "it is also understood that economic growth in itself does not necessarily bring the full and equal participation of women in society".38/ The World Bank has pointed out that "changes in traditional systems of social organization and of production have frequently disrupted a complementarity between the roles of the two sexes and the sharing of responsibilities between them. ...Economic change has often altered the traditional division of labour at women's expense, pushing them out of their traditional economic activities and widening the productivity gap between their labour and that of men". 39/

The most significant realization is that any macro-economic or financial policy, although presumed to affect all individuals, groups and classes in all regions in an undifferentiated manner - unless specifically intended otherwise, usually does not do so. In part this results from the fact that the existing situation is already highly differentiated, so that even if equal impact is made, inequalities remain. But primarily it is because any intervention within a complex system comprising multiple interactions is likely to have an unequal effect - if only because of time lags in impact diffusion. Thus macro-economic and financial policies have normally had a differentiating rather than an equalising effect. Consequently, it is appropriate that such policies be re-designed in such a way as to achieve their objective while simultaneously reducing existing and avoiding new inequalities. As women make up about half of the population of almost all countries, and as their condition is depressed, then it might be expected that such policies not only avoid further depressing their condition, but positively seek to resolve it. A number of recent studies have clarified the specific relationships and precise mechanisms whereby underlying processes determine women's condition and manner of contribution to development. Figure 1 summarizes the system of relationships. In the light of still insufficient research this must be regarded as tentative and indicative only of principal relationships. Nevertheless, however, preliminary, it makes it possible to trace the various linkages, usually including reinforcer cycles and mutually reinforcing sub-systems, between the international economic system, underlying national processes, intermediate areas and the condition of women.

As with "intermediate" processes and associated policies, a simple theoretical construct for such intervention may be identified. They need detailed scrutiny to identify ways of reducing negative effects, converting them into a neutral, or better still a positive impact; and of increasing the positive impact of currently neutral and positive measures. As women have been shown to have been most adversely affected by existing measures, special efforts are needed to identify types of intervention which will serve the attain general goals by means other than penalising

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38/ WCARRD/INF.3, p. 87.

39/ Recognizing the "invisible" woman in development: ..., op.cit., p. 1.

women. Undoubtedly this implies in many instances a greater relative negative impact upon men. Here again, care is needed to ensure that such a penalization would not be transferred back to women.

Clearly these processes are already the object of intervention by government macro-economic and financial policies. Accordingly, these are susceptible to adjustment in order to enhance their positive impact for women. However, in spite of growing recognition of the degree of responsibility of these factors for the unacceptability of women's condition, the inefficiency of women's contribution to national development, and the relative lack of success of direct measures there have been relatively few attempts to adjust relevant policies specifically to benefit women as a means of promoting women's policies.

The reasons include the recency of recognition of the need for intervention; the complexity of the relationships and the insufficiency of information; and the fact that national macro-economic and financial processes - including associated policy responses - are largely determined by the international economic order.

2. At intergovernmental level

The importance of underlying macro-economic and financial factors has implications for the supportive activities of international organizations. An important function has been evaluation and analysis of the situation. In its review prepared for WCARRD, FAO described the negative impact upon rural development of these underlying factors, and separately analysed the significance of the distorted nature of rural development for women. 40/ The ILO has summarized the most effective approaches to achievement of basic needs targets, and to the problem of elimination of the poverty of women in developing countries in a manner which emphasizes relationships between underlying and intermediate processes:

> "... the approach followed by each country will vary according to a number of factors, including: the degree of commitment to policies deliberately aimed at the alleviation of poverty; the level of development (including the relative level of development of industry and agriculture, urban and rural areas); research endowment; existing patterns of distribution of income and wealth; degree of dependence on foreign aid, trade and technology; climatic conditions; social structures; and cultural values and traditions."

> "... in spite of the inevitable diversity in policies, approaches and, indeed, commitment to basic needs, there seem to be certain ingredients that are common to all successful basic-needs strategies. These include: (a) efforts to raise the level and productivity of employment through an appropriate mix of products and technology, widespread edu-

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40/ WCARRD/INF.3, pp. ii-iii, 9-11.

cation and training, and necessary land reform; (b) a fairer and more widespread provision of essential services and the appropriate orientation and design of delivery systems; (c) effective participation of the mass of the people in the development process through various economic and political mechanisms; and (d) successful integration of the agricultural sector and the rural population with the overall development strategy. In addition, the pursuit of basic-needs strategies does not imply the abandonment of modern technology or the neglect of the modern industrial sector. Rather, it implies a better balance and mutually reenforcing relationships between capital-intensive and labour-intensive technology, between the modern and informal sectors and between rural and urban areas." 41/

The ILO stated that in order to solve women workers' problems, which were seen as only a part of the problems of the population as a whole, it would be necessary in many countries to change the social and economic structure. National policy in favour of women workers could be implemented only under conditions of peace and democracy and under important structural reforms, such as: land and water reforms; industrialization; elimination of illiteracy; free professional training; healthy and equitable conditions of work; equal pay for equal work; favourable housing conditions; and accessible child care services. It drew attention to conclusions reached by a study of women in industry in developing countries, notably that the international community and national planners had not yet fully understood the significant fact that any analysis of industrialization, modes of production, rates of economic growth or equitable distribution among nations and within economies must include a recognition of women's contribution and participation, if the development effort were to be viewed in its totality. Development efforts could be addressed to the entire community, and hence to the needs of both men and women, once one realized that women's contribution to any economy influenced its direction and determines its orientation. The success or failure of any policy in such diverse areas as science and technology, education, nutrition, food processing and distribution, could very largely depend on the extent and degree to which women were involved, neglected or forgotten. 42/

Regional commissions, notably ECA and ECLA, have given great attention to underlying factors, and to their relationship to international macroeconomic and financial processes.

The concern of most funding organizations has been with intermediate processes as well as with direct measures. This reflects their mandated concentration of their efforts with these aspects, for, as has been reported previously, these organizations have increasingly adopted procedures to evaluate the relevance to women of all their programmes. However, there appears to be much scope for expanded impact, particularly with regard to assistance in policy formulation and also as part of negotiations

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41/ Follow-up Report of the World Employment Conference (ILO, 65th Session, Report VII) (Geneva, ILO, 1979), p. 122.

42/ A/34/577, paras. 43, 44.

for comprehensive assistance programmes such as UNDP's country programming procedures.

Of considerable interest are the views of organizations specifically responsible for advising governments on such matters of macro-economic and financial policy. The IMF considers that it did not feel that a close relationship could be established between its area of competence and the effective mobilization and integration of women in development. It drew attention to the Fund's Articles of Agreement, and in particular to Article 1 on the Purposes of the Fund, which guided its policies and decisions. These purposes included promoting international monetary co-operation; facilitating expansion and balanced growth of international trade; promoting exchange stability; assisting in establishment of a multilateral system of payments in respect of current transactions; giving confidence to members by making the general resources of the Fund temporarily available to them; and, accordingly, shortening the duration and lessening the degree of disequilibrium in the international balance of payments of members. The purpose of facilitating the expansion and balanced growth of international trade was specifically intended "to contribute thereby to the promotion and maintenance of high levels of employment and real income and to the development of the productive resources of all members as primary objectives of economic policy".43/ Previously IMF explained that it had no activities which would specifically address questions relating to the status of women in education and in the economic and social fields because its responsibilities in these fields did not allow for activities directed at particular population groups within member countries. 44/

43/ IMF Survey: Supplement on the Fund. (September 1979), p. 1. Notwithstanding its position, the Fund drew attention to comments on the interrelation between international finance and women made in November 1979 in her personal capacity by the Fund's Historian. She pointed out that inflation, and measures designed to control it, including tight money and high interest rates and curtailment of budgetary expenditures, had widespread implications for the conomic welfare of women, even more so than for men, as did recession, "stagflation", unemployment, indebtness and excessive exchange rate fluctuations. They had effects on real standards of living, prices of essential commodities, wages and salaries in nominal and real terms, job opportunities, hours and conditions of work and on the possibility of conflicts between economic and financial developments and the social and cultural milieu. (These points summarise a draft provided by the International Monetary Fund of an article to appear in the January 1980 issue of IMF Staff News. The Fund pointed out that the Historian of the Fund, Dr. M.G. de Vries, was alone responsible for these views.)

44/ It is possible that this position in part reflected the assumption that women's policies consisted entirely of direct measures at the micro-level. It is notable that a number of regional intergovernmental development banks outside the United Nations system, in observations made pursuant to General Assembly resolution 33/184, also stated that women's policies were had no connexion with their areas of responsibility.

As was indicated in Chapter II, apart from its interest in the impact on women of technological transformation, UNCTAD has not yet given systematic attention to the implications for women of either the existing nature of international trade or of its own proposals for change within a new international economic order. Indeed, certain proposals concerning increased production, processing and export of primary commodities, and for increased exports of manufactures to developed countries, and notably proposals for least developed and land-locked countries, appear to suggest "more of the same" strategies which have been acknowledged already to have had negative impact upon women, both directly as workers and indirectly as members of the societies so severely affected by recent technological and organizational change. 45/ In the context of its responsibilities for supporting industrialization in developing countries UNIDO has only recently begun to take into consideration implications for women. Although no comprehensive study has been made of the impact of transnational corporations upon the condition of women in developing countries, a number of studies have suggested the particular relevance of their activities. 46/

A number of organizations are currently expanding their research programmes the better to clarify these relationships and identify appropriate strategies. In addition to its concern with the role of women in international decision making UNITAR's policy, wherever possible, is to include a component related to the implications for and impact on women within all subjects it studies. Notably, a series of ten Science and Technology Working Papers prepared in connection with UNCSTD included four on women and technology of which three were primarily concerned with the situation in developing countries. 47/ Planning was in process for the holding of an

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45/ Restructuring the international economic framework: report by the Secretary-General of UNCTAD to the fifth session of the Conference, May 1979 (TD/221), paras. 29-43; Comprehensive measures required to expand and diversify the export trade of developing countries in manufactures and semi-manufactures (TD/230); Towards the technological transformation of the developing countries (TD/238); Outline for a substantial new programme of action for the 1980s for the least developed countries (TD/240); Specific action related to the particular needs and problems of land-locked developing countries: issues for consideration (TD/241); Specific action related to the particular needs and problems of island developing countries: issues for consideration (TD/242).

46/ Transnational corporations and the pharmaceutical industry: introduction and findings (E/C.10/53 and Corr.1); Transnational corporations in advertising: Report of the Secretariat (E/C.10/54) para. 40; Social, political and legal impact of transnational corporations - some issues (E/C.10/55), paras. 13, 16-17.

47/ P. D'Onofrio, The implications of UNCSTD's 'Ascending process' for the exploitation of women and other marginalized social groups (Science and Technology Working Papers Series, No. 7) (New York, UNITAR, 1979); Z. Tadesse, Women and technological development in agriculture: an overview of the problems in developing countries (Science and Technology Working Papers Series, No. 9) (New York, UNITAR, 1979); M. Srinivasan, The impact of science and technology and the role of women in science in Mexico (Science and Technology Working Series, No. 10) (New York, UNITAR, 1979).

international colloquium on environmental determinants for artistic and intellectual achievements by women. Plans for further research concerning women were at an exploratory stage. The United Nations is continuing its work of monitoring the condition of women in the context of implementation of international instruments: the Declaration on the Elimination of Discrimination against Women, the Plan of Action adopted at the World Conference of the International Women's Year and the newly adopted Convention on the Elimination of Discrimination against Women. During 1980 further analysis of the impact of underlying factors will be undertaken. ILO is continuing its substantial research programme, including consideration of these broad issues. UNRISD has studied the methodology for information systems on women in the context of a broad approach to the implications of overall societal systems. 48/

Within UNU an Interprogramme Advisory Panel on Aspects of Gender and Age met for the first time in November 1979 and was engaged in defining its role and initial work. Its initial functions included commenting at an early stage of their development on all approved university projects where the condition of women might be given further consideration in the research plan and its implementation and where further evaluation of impact on women would be desirable. Research approaches as found in current university projects were to be examined, and a critique would be produced of these approaches in terms of their adequacy in addressing the broader dynamics of gender and age role and status differentiation in development processes and in terms of the images of future states of the world society which they implied. Proposals for future university projects in this area would be developed.

Of considerable importance has been the significant success obtained in bringing the importance of these matters to the attention of intergovernmental bodies. This has been true particularly of FAO at WCARRD and of ILO with regard to the recent sessions of the World Employment Conference. Particularly in ECA, ECLA and ECWA the attention of Councils of Ministers has been drawn to the need for consideration of underlying factors. The attention of the General Assembly at its thirty-fourth session was drawn to the importance of these factors in a review of the situation of women in education and in the economic and social fields. 49/

In preparation for UNCSTD, a number of bodies, including ESCAP, 50/

48/ I. Palmer and U. von Buchwald, op.cit.

49/ A/34/577

50/ Report of the Round-table discussion on "Participation of women and their emancipation through the application of science and technology to development" (A/CONF.81/BP/ESCAP). APCWD had in 1978 organized a workship on technical co-operation among developing countries and women which produced a declaration on this subject and a statement "Technical co-operation as a strategy towards a new international economic order: the implications for women".

ECA, 51/ CSDHA 52/ and a number of non-governmental organizations 53/ had submitted observations and studies on the topic of women, science and technology in development, but, as a special study prepared under the auspices of UNITAR pointed out, this aspect was not a central theme of the Conference. 54/ Nevertheless, the Conference adopted a resolution which, mindful that the United Nations Decade for Women was proclaimed in order to draw attention to the problems faced by women in their daily lives and to stimulate recognition at the national and international levels of the loss experienced where women, accounting for half of the world's adult population, were not given equal opportunity to contribute fully to national development, invited Member States to facilitate the equal distribution of the benefits of scientific and technological development; the participation of women in the decision-making process related to science and technology; and the equal access for women and men to scientific and technological training and to the respective professional careers. It recommended that all bodies of the United Nations system related to science and technology should continually review the impact of their programmes and activities on women, and promote the full participation of women in the planning and implementation of their programmes, and it invited the proposed Intergovernmental Committee on Science and Technology for Development to give due regard to the perspectives and interest of women in all its recommendations, programmes and actions. 55/

A main policy issue at UNCTAD V was technological transformation of developing countries. A UNCTAD report noted, in an examination of national level constraints to a comprehensive programme of action in this area, that "too little attention is given to raising the technological intensity in certain sectors (e.g. agriculture) and specific groups of the working population (e.g. women workers), so far by-passed by technological advance". Action should include planning technological transformation to ensure that such groups were given high priority "and are fully integrated in the mainstream of the development process". 56/

51/ ECA/ATRCW submitted a paper on the role of women in the utilization of science and technology for development to the African Regional Meeting on UNCSTD in July 1978, and a paper on technical cooperation among developing countries and human resource development: the experience of the African Training and Research Centre for Women of the Economic Commission for Africa.

52/ EST/S and T/AC.7, CRP.3/Add.3. In addition to the specific studies of appropriate technology for rural women, and of relationships between water, women and development (E/CONF.70/A.19) which it prepared.

53/ A/CONF.81/BP/NGO/11, 14, 17, 18 and 21 and NGO Report on the United Nations Conference on Science and Technology for Development (New York, NGO Forum - Science and Technology for Development, 1979) pp. 23-30.

54/ P. M. D'Onofrio, op.cit.

55/ A/CONF.81/16, pp. 42-44.

56/ Toward the technological transformation of the developing countries (TD/238), paras. 111, 123 (vi).

However, neither this document, nor another recent publication on this topic 57/ examine overall implications of technological transformation for women and the nature of a strategy which would be explicitly beneficial for women. However, pursuant to resolution 112 (v) of UNCTAD V, a study was to be undertaken during 1980 on the place and role of women in technological transformation of developing countries. 58/

There have been no known cases of programmes supportive of governmental attempts to adjust their macro-economic and financial policies specifically to benefit women.

In summary, it can be said that substantial work has been done in identifying and drawing attention to the significance of choice of development strategies, including schedules of production and consumption and technology, as well as types of technical assistance. Less has been achieved with regard to the role of transnational corporations, and virtually nothing on the impact of financial policies. A substantial expansion of efforts appears necessary in these areas.

E. Ways of promoting necessary adjustments of the international economic order

Previous sections have drawn attention to the significance of a system of relationships within national societal organization for the effectiveness of women's contribution to national development. Both national macro-economic and financial processes and the ability of governments to adjust them, are determined to large degree in most developing market economies by the international economic system and hence the policies of the developed countries, and of international organizations having a regulatory function in regard to international monetary arrangements, trade, aid, investment and exchange of technology.

These matters have been the subject of substantial debate during the last decade: the intention in this report is to point to their implications for future further policy formulation in the area of women's contribution to national development, and to identify those studies and reviews authorized for use in this report which bear upon this matter. They were recognized in the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, promulgated by the World Conference of the International Women's Year, which stated that the issue of inequality, as it affected the vast majority of women was closely linked with the problem of under-development, which existed as a result not only of unsuitable internal structures but also of a profoundly

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57/ Transfer of technology: its implications for development and environment (TD/B/C.6/22).

58/ Details of the attention given to women at WCARRD, the Primary Health Conference, UNCSTD and TCDC are provided in the Report of the Secretary-General on Women in Development and International Conferences (E/CN.6/624) submitted to the Commission on the Status of Women at its 28th session.

unjust world economic system. A restructuring of the world economic relationships offered greater possibilities for women to be integrated into the stream of national economic, social, political and cultural life. As the present state of international economic relations posed serious obstacles to a more efficient utilization of all human and material potential for accelerated development and for the improvement of living standards in developing countries, it was essential to establish and implement with urgency the New International Economic Order. It emphasised that full implementation of national development policies designed to fulfill this objective was seriously hindered by the existing inequitable system of international economic relations. However, it was recognized that even though changes in the social and economic structure of societies were prerequisities to immediate improvement in women's status, specific measures should be undertaken. 59/

However, the significance for women's mobilization and integration in development of the nature of the international economic order, and of recent fluctuations in it, as well as various global and sectoral attempts to change it, has been noted only in a few reviews and studies.

No comprehensive examination of these matters has been brought to the attention of the Secretary-General for the purpose of preparing the present report. The most specific view is that of the ILO, which, in observations authorized for use in this report drew attention to the 1979 Follow-up Report of the World Employment Conference which, on the basis of a substantial programme of research and evaluation stressed the fact that:

> "...without a favourable international framework, elimination of poverty may have to be postponed to an intolerably late date". 60/

The ILO stated that this conclusion related to the problem of elimination of poverty of women. Sectoral programmes and legislation were not sufficient to achieve equality, and were likely to succeed only in the context of broader strategies, in many cases involving national economic restructuring. In turn these cases required substantial change in the international economic order. Attention was drawn to conclusions of a study of women in industry in developing countries, to the effect that the role of women in industry could not be set apart from the concerns of the new international economic order or at global strategies for the satisfaction of basic needs. 61/ The FAO, in its basic review and evaluation prepared for WCARRD, noted that:

59/ Report of the World Conference of the International Women's Year, ..., op.cit., Part one, Chapter I.

60/ Follow-up Report of the World Employment Conference, op.cit., p. 122.

61/ A/34/577, paras. 43-44 set out in full the ILO's observations. See also Report of the ILO on its activities of special interest to women (E/CN.6/631).

"Trade, aid and private foreign investment are vital links between the rural economies of developing countries and the world economic system. Yet, while these links have added substantially to agricultural production and export earnings, the review also shows how they contribute to problems of agrarian reform, rural dualism and poverty". 62/

In other sections of this same review, the implications for women of such problems as agrarian reform, rural dualism and poverty are identified.

In his analytic report to the General Assembly at its 34th session on women in education and in the economic and social fields, based upon information received from 73 governments and 51 inter-governmental and non-governmental organizations, the Secretary-General concluded that in most developing countries societal integration into the international economic order had caused or has strongly contributed to a number of internal processes (set out in Figure 1) which had in turn exercised a negative impact upon women's role and status in society and hence their level of equality with men. Thus:

"In most developing countries societal integration into the international economic order has caused or has strongly contributed to worsening terms of trade between rural and urban sectors; chronic rural decapitalization and deprivation; excessive investment in and resultant congestion of metropolitican urban centres; subordination of the use of natural and human resources to highly selective production schedules determined almost entirely by the needs of developed countries for primary commodities, rather than by the basic needs of the producing countries themselves; restricted and distorted transfers of technology; establishment of inappropriate education and health systems; and damage to indigenous cultural systems.

Each of these aspects has in turn exercised a negative impact upon women's role and status in society and hence their level of equality with men. Thus, integration of these countries' economies within the world economic order may be identified as the principal underlying cause of the retention of pre-existing inequalities, the introduction of new forms of inequality and the loss of opportunities to break out into a new condition of full equality with men. Although the severity of the impact upon women's status and role was possibly unintended, that impact nevertheless appears to be an historical as well as a contemporary fact which must be acknowledged if correct curative actions are to be identified.

Moreover, in recent years the international economic

62/ WCARRD/INF.3, p. (iii).

order has itself undergone changes, seriously deepening its negative impact upon national economies in both developed and developing countries and in this way actively worsening women's condition. Thus deteriorating terms of trade, increased protectionism among developed countries, continued removal of capital from developing countries and the recent multiple crises affecting the international economy have severely limited progress in non-oil-producing developing countries. Inflation and shortages of food and fuel have further reduced the living conditions of most urban and many rural women." 63/

Among the Regional Commissions, ECA has clearly identified establishment of an appropriate new international economic order as a prerequisite to women's improved condition. 64/

In contrast, the IMF considers that a close relationship could not be established between its area of competence and the effective mobilization and integration of women in development. 65/

Macro-economic and financial policies at international, as at national level, appear likely to have differentiating impact, particularly upon women.

63/ A/34/577, paras. 89-91.

64/ The new international economic order: what roles for women? (E/CN.14/ATRCW/77/WD 3).

65/ However, the Historian of the IMF, in an unofficial statement of views to which the Fund drew attention, noted that excessive fluctuations in exchange rates; high costs and shortages of energy; expansion of international banking; external indebtedness, notably of oil-importing countries; rapid expansion of exports by newly industrialized countries and the reaction of greater protectionism among developed countries were all aspects of the international economic order which had widespread and negative implications for women. The need to focus on the implications for women of international monetary and financial questions had recently become prominent. In an interdependent world economy women had a vital interest in how current pervasive international monetary and economic problems were resolved. In order to determine the consequences of such developments upon individuals, women and men, monetary analysis would have to be depersonalized. Analytic techniques and concepts which obscured developments in real output and consumption of goods and services, employment, productivity and redistribtuion of wealth and income should be abandoned in favour of real variables at both macro- and micro-levels. IMF Staff News (January 1980).

Innovative analysis designed to clarify the impact of both processes and associated policies are necessary in order to identify approaches which will satisfy both macro-economic requirements and at the same time lead to national development strategies beneficial to women. As illustration of active means of promoting women's policies at this macro-economic level the following may be noted: measures to control national indebtedness and bring about deflation might be designed so that their effects on employment incomes are least stringent for women. Restrictions upon public spending should be least harmful in the area of those services most supportive at women. Prices of basic commodities, including labour saving equipment needed by women in providing household services, should continue to be subsidised or at least not allowed to rise. All forms of aid and investment should be scrutinised for their impact upon women and their potential for "affirmative" support to them. The need for similar scrutiny of strategies of technological transformation and industrialization has been made previously. Promotion, by means of differential subsidies and penalties of shifts from domination of production schedules by consumerism to production and consumption of the basic commodities and capital equipment most useful to women. The impact upon women of international political tensions is a matter of considerable concern to various bodies, notably the UN, UNRWA,66/ UNHCR, ECA and ECWA. 67/

Global policies and strategies designed to adjust international monetary arrangements, stimulate international trade, expand and improve international aid and technical assistance and diffuse advanced technology will not themselves automatically have an undifferentiated or even beneficial effect, but will do so only with carful incorporation of specific elements designed to have such an effect.

Thus it is not enough merely to identify the implications for women's mobilization and integration in development of international economic order, nor of calling for the establishment of a new order. Rather it is necessary to proceed further to identify that type of international economic order most beneficial to women. Given that women constitute at least half of the population, it is not unreasonable to suggest that any new order should be designed specifically to have the least negative and the most beneficial impact for women. In general terms a new international economic order should be one in which the relations between countries, and notably those between developed and developing countries, are such as to stimulate those underlying processes at national level most beneficial to women. Thus considerable care needs to be taken in matters of increased international trade in developing country manufactures, in increased monetisation of primary commodity production, and in expanded international transfer of technology. The precise form in which these processes have occurred previously has been seen to be largely responsible for the current ineffective contribution of women to national development: more of the same would only worsen the situation.

66/ In information transmitted for use in preparing this report UNRWA drew attention to resolution No. WHA31.38 which noted the continued threat to the health of women and children among the Palestinian refugee population of the political situation in the area. (Annual report of the Director of Health, 1978 (Vienna, UNRWA, 1979), pp. 52-54.

67/ Special measures of assistance to the Palestinian Woman (E/ECWA/SDHS/CONF.4/5/Rev.1).

IV. CONCLUSION

A. Strategies for achieving more effective mobilization and integration of women in the development process

The previous chapter has demonstrated that in order to resolve the problems faced by women in most developing countries it is necessary to carry out a comprehensive set of measures designed simultaneously to improve the immediate condition of women, to adjust policies concerned with what have been termed "intermediate" processes, to adjust underlying national macro-economic and financial policies, and finally, to bring about a new international economic order specifically designed to enhance the effective contribution of women to development. Such a comprehensive set of measures and adjustments constitutes a national "women's policy".

During the first half of the United Nations Decade for Women considerable progress has been made. Many direct measures have begun, and several wider achievements deserve notice. Firstly, global consciousness of the extent to which women's condition is unacceptable in absolute terms, inequitable relative to the position of men and damaging to the entire process of development has been raised significantly during the last decade. Moreover, an expanding number of studies have identified the causes of the situation, particularly those intrinsic to the development process itself. Also encouraging has been the rapidity with which Governments and United Nations bodies, as well as other intergovernmental bodies and non-governmental organizations, have carried out action programmes, including notably the setting up of new institutional arrangements; have integrated women's components in many aspects of their programmes and have allocated resources to special programmes. A significant momentum has been established and adoption of national, regional, sectoral and global plans assures its future. Of equal importance have been the shifts of emphasis which have occurred. However, it is apparent that efforts have been concentrated at a too low, and consequently too dependant, order of conditions and processes within the developmental system. Consequently the notable progress made in certain aspects and for a minority of women, have been off-set by the unaltered impact of societal processes leading to a deterioration in other aspects, and for the majority of women in developing countries. Moreover, although further successful carrying out of direct measures may be expected if necessary priorities and resources are given, it appears likely that resultant improvement will reach a ceiling beyond which further progress will require substantial adjustment of intermediate and underlying factors. Even achievement of such a ceiling is considered by a number of agencies and regional commissions to be a long-term process.

It is clear that there can be no question of opposition between "women's policies" and "development policies" and hence no need to choose between them. Both specific direct measures intended to change the condition of women and also special adjustment to intermediate and underlying policies, which in most cases have other and broader objectives, are necessary. Thus, there is no value in a debate as to whether it is to

necessary to improve the condition of women first and stimulate development later, or vice versa - the inter-relationships between the condition of women and women's participation in development and all other developmental processes are so strong that one cannot proceed without the other.

Moreover, it is possible to clarify the meaning of the term "integration of women in development". Women are clearly already integrated in development: not only are they responsible for a major proportion of all national activities - quite probably exceeding the contribution of men in many countries - but their unsatisfactory and unequal condition, and the ineffectiveness of their contribution to development, are results of the nature of the developmental process itself as experienced by most market developing countries. Therefore attempts to secure "integration" without consideration of what this implies may be considered irrelevant if not dangerous: rather the question is of designing a strategy which will encourage their beneficial and efficient participation in appropriate developmental processes.

The need for a comprehensive strategy including direct measures in many sectors undertaken by many different government and non-governmental agencies, together with adjustment of almost all sectoral and global policies, has very clear implications for the nature of the institutional arrangements required for the formulation and implementation of a national women's policy. The optimal arrangements comprise primarily a set of many different institutions, effectively coordinated, and with a basic component within the country's central planning agency.

It appears that a further shift of emphasis is necessary at both national and international levels. Although direct measures need substantial expansion, and massive support in order to do so, attention also needs to be shifted upwards through the sequence of intermediate to the determinant underlying developmental processes. It is necessary urgently to examine policies concerned with all such processes, identify their impact upon women, and make immediate, if provisional, adjustments to reduce negative and enhance their positive impact. Permanent change requires a major adjustment of developmental strategies at national level, supported by a new international economic order. Thus, national agencies, particularly those responsible for underlying processes need to scrutinise their areas of responsibility however remote these may appear to be from the improvement of women's condition. This is true also for international bodies. Very substantial expansion of policy-oriented research at these levels appears essential if correct identification of the chain of causes and effects is to be made and correct adjustment identified. Nevertheless, in spite of the importance of "turning off the negative underlying factors" there remain, through inertia and the result of their own interactions, problems which must be resolved by special adjustments and direct measures, as was recognized in the Declaration of Mexico.

B. Effective contribution by women: a prerequisite to achievement of the objectives of a new international development strategy

The reliance of a new international development strategy upon an effective contribution by women is the complement of the reliance of women's policies upon amelioration of the overall societal context by means of achievement of a new international development strategy. The two strategies are mutually dependant. Moreover, improvement in women's condition is itself a basic objective of development. This is true of any group, whatever its proportion of the total population but is even more significant given that the population concerned is at least half of the total. Moreover, given the emphasis in current developmental strategies upon ameliorating the severely depressed condition of the seriously poor, destitute, malnourished and illiterate, then it must be emphasised that not 50 but much higher proportions of such target populations in many developing countries are women. Achievement of such an improvement is a major purpose of an international development strategy.

Nevertheless, due attention also must be given to the means of achieving such objectives, including the effective conversion of physical resources, including the physical and mental resources of the population, into commodities, equipment and services. In this regard, it is clear that women constitute half of human resources, and a hitherto very poorly utilised half, but one capable of a major impact upon the work of development still to be tackled.

Moreover, the potential contribution of women to the solution of major world problems must be recognised. Inadequate food supply in countries where a high proportion of food production is the responsibility of women is quite clearly primarily the result of the depression of women's technological and organizational status as primary producers. On the basis of the broad evidence summarized in this report this neglect appears as a major cause of world food problems. This has been acknowledged already by FAO. 1/ Indeed, ECA has pointed out that:

> "A consequence of this neglect of women's interests is this startling reality: while the global community cries out against the possible starvation of millions unless food production and distribution are improved, Africa's food producers - the women - continue largely to be ignored." 2/

The implications of insufficient national food production for imbalance of payments and political dependency are clear. The damage caused by primary commodity production and household service provision at low technological levels and under inappropriate organizational conditions upon the physical environment and hence upon immediate supplies of water and

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1/ The state of food and agriculture, 1977 (Rome, FAO, 1978), p. 2/9.

2/ E/CN.14/ATRCW/77/WD 3, p. 3

fuel as well as upon longer-term trends is well established. As the principal actors women have the potential for solution of these problems.

The central impact of women's low health, educational, occupational and social status upon their own reproductive behaviour, and the consequences for the mental and physical welfare of children, and hence for the productivity of future economically active populations, as well as the immediate and long-term consequences of rapid demographic expansion, are well established.

Women's ineffective contribution is a depressant upon all aspects of developing economies and consequently is depressive of male employment. The processes of technological and organizational change within national societies involve numerous cycles of interaction among individuals. Each time that a reaction, a contribution, from a woman is essential to the effective continuation of the cycle, and that contribution is impaired by her depressed condition and status, then some impetus toward achievement of the goals of development is lost. Women's contribution, in physical and mental labour and in innovative capacity, has been shown by the experience of some countries to be essential if comprehensive programmes of technological and organizational change are to be successful, and such change is a prerequisite for reduction of male underemployment and unemployment and rapid improvement in occupational fulfillment. In this way women's contribution is essential to solution of rural development problems and hence to excessive migration to major cities and its consequences. The limited involvement of women in the planning and administration of human settlements appears to have been instrumental in the failure to provide an acceptable built-environment, infrastructure and services in both rural and urban areas.

The potential contribution of women in science and cultural life, with immediate productive as well as welfare benefits, is enormous, if released by education and made possible by reduction of physical burdens achievement of enhanced social status. Consequent benefits include those of greater national cultural autonomy and self-respect. Women's potential contribution to the formulation of more appropriate development strategies, and to political life in general has been shown in some countries to be very substantial.

Not only is women's contribution a prerequisite for national development, but, through such development, is potentially a major contribution to international stability and peace. Thus,

> "...the depressed status of women and the existing limitations upon her productivity and effective participation in the economy have themselves severely constrained may aspects of national development, have thereby contributed to the economic weakness of developing countries, and hence to the maintenance of an unbalanced international economic order. Furthermore, national and regional weaknesses have contributed to international instability and tensions which have in turn brought about the fluctuations in the international economic order which have had such negative effects upon women." 3/

3/ A/34/577, para. 92.

Moreover, efficient use of international assistance in most areas depends upon women's improved condition. The World Bank has pointed out that "if women continue to be left out of the mainstream of development and deprived of opportunities to realize their full potential, serious inefficiencies in the use of resources will persist". 4/ Thus improvement in women's condition is the key to solution of many problems as well as being a basic objective of development and essential to production of necessary goods and services. The structural changes in underlying macro-economic and finanical processes needed to make possible more effective contributions by women are fortunately those which in any case are necessary if many other developmental objectives are to be achieved. In terms of the benefits and costs of alternative strategies, it appears one of the most effective.

It appears that neglect of women's potential contribution is one of the major explanations of the currently clearly visible differentials among developing countries in rates of progress toward satisfaction of basic needs for entire national populations. Quite simply, countries in which it has been made possible for women to contribute effectively have made substantially faster and wider progress toward solution of basic problems than those in which women have been neglected.

The matter of women's condition and status is not a peripheral but a central element in any development strategy. Failure to integrate an appropriate strategy for women's effective participation in development in a third international development strategy would place a severe impediment on the successful achievement of its goals.

This has been a report based upon the reviews, studies and observations of various bodies of the United Nations system. As such it treats in detached terms a situation which in reality is one of immense suffering and deprivation for the majority of women, and consequently of children and men also. Accordingly, it is perhaps valuable to close by turning to this reality. A paragraph describing the death of a resident of the "urban informal sector" may be taken as representative of the situation of many millions of women and as a reminder that urgent action is necessary:

> "Guadalupe died as she had lived, without medical care, in unrelieved pain, in hunger, worrying about how to pay the rent or raise money for the bus fare for a trip to the hospital, working up to the last day of her life at the various pathetic jobs she had to take to keep going, leaving nothing of value but a few old religious objects and the tiny rented space she had occupied." 5/

4/ Recognizing the "invisible" woman in development: the World Bank's experience (Washington, the World Bank, 1979), pp. 1, 22-23.

5/ O. Lewis, A death in the Sánchez family (Harmondsworth, Penguin Books, 1972), p. 10.

ANNEX

TENTATIVE GRAPHICAL DEPICTION OF INTER-DEPENDENCIES BETWEEN DEVELOPMENT PROCESSES AND THE CONDITION OF WOMEN IN DEVELOPING COUNTRIES

The observations provided by the 27 bodies within the United Nations system in response to request for information, and the studies and reviews which they authorized for use in this paper, showed that full attention should be given to the entire complex of inter-dependencies which exist between a wide range of development processes and the condition of women. This material made possible identification of direct relationships between many aspects of women's condition and a number of development processes. In addition, it permitted identification of entire sequences of direct relationships between various groups of development factors and aspects of women's condition. Attention was drawn to the many examples of feed-back processes and self-sustaining sub-systems within the entire set of inter-dependencies.

It was considered useful to depict these inter-dependencies in graphical form as a supplement to the textual descriptions contained in the paper. Not only may this serve to identify relationships more succinctly than would be the case in a textual description, but it allows further exploration by the reader of the possible ways - some of which may not be immediately obvious - in which women's condition might be affected by, and in turn might affect, the process of national and international development.

However, it must be strongly emphasised that, although based firmly upon the findings of the studies and reviews made available by the bodies concerned, this graphical presentation is considered an initial and tentative attempt to depict the complex of inter-dependencies. It is included only in the hope that it will stimulate further and more rigorous examination of the relationships suggested.

ANNOTATIONS

Development processes and factors and aspects of women's condition — LOW LABOUR PRODUCTIVITY

One-way relationship between processes, factors or aspects of women's condition —

Mutual relationship between processes, factors or aspects of women's condition —

Boundary between principal components of the set of inter-dependencies (Figure 3) —

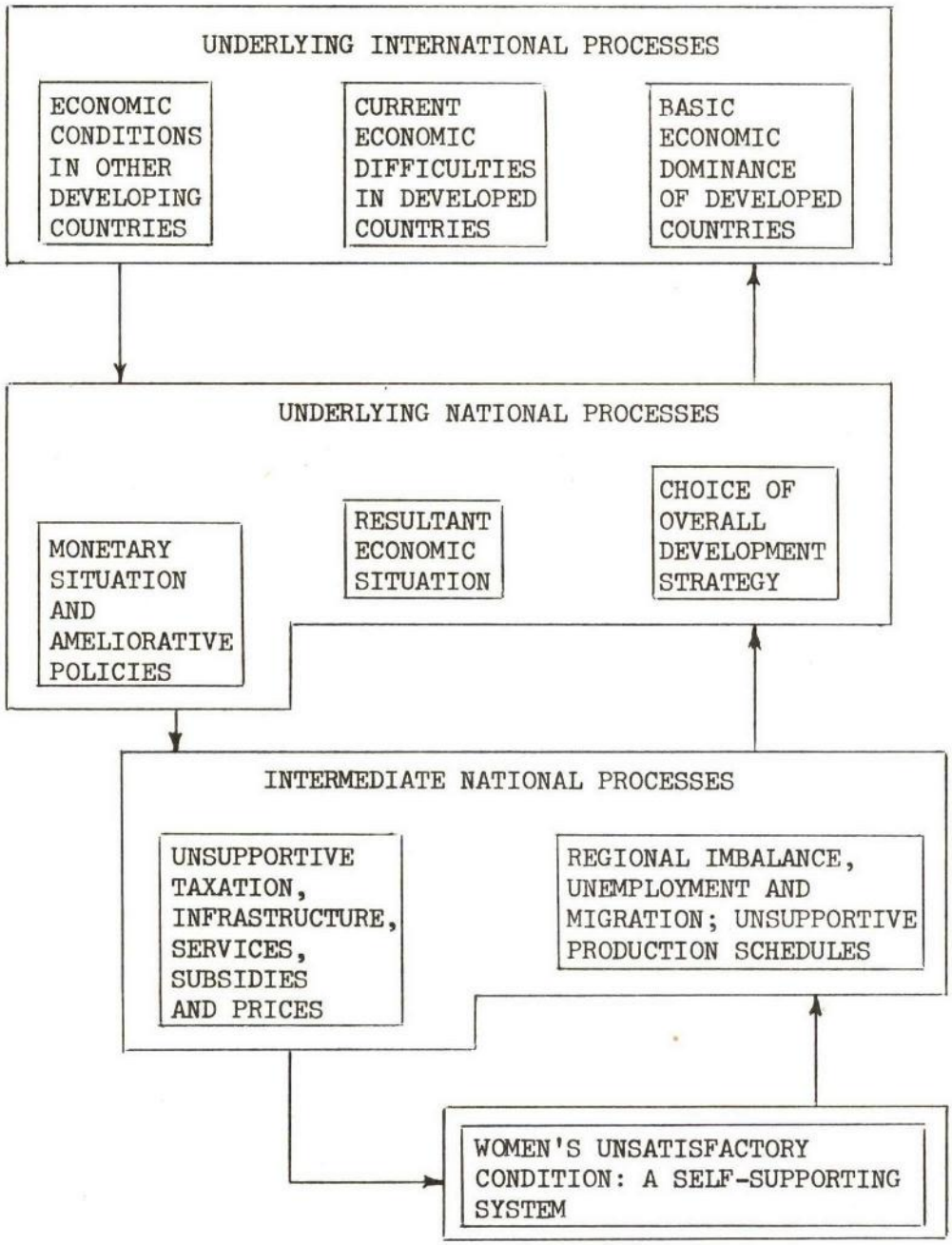

Figure 1 Principal components of the set of inter-dependencies between development processes and the condition of women in developing countries

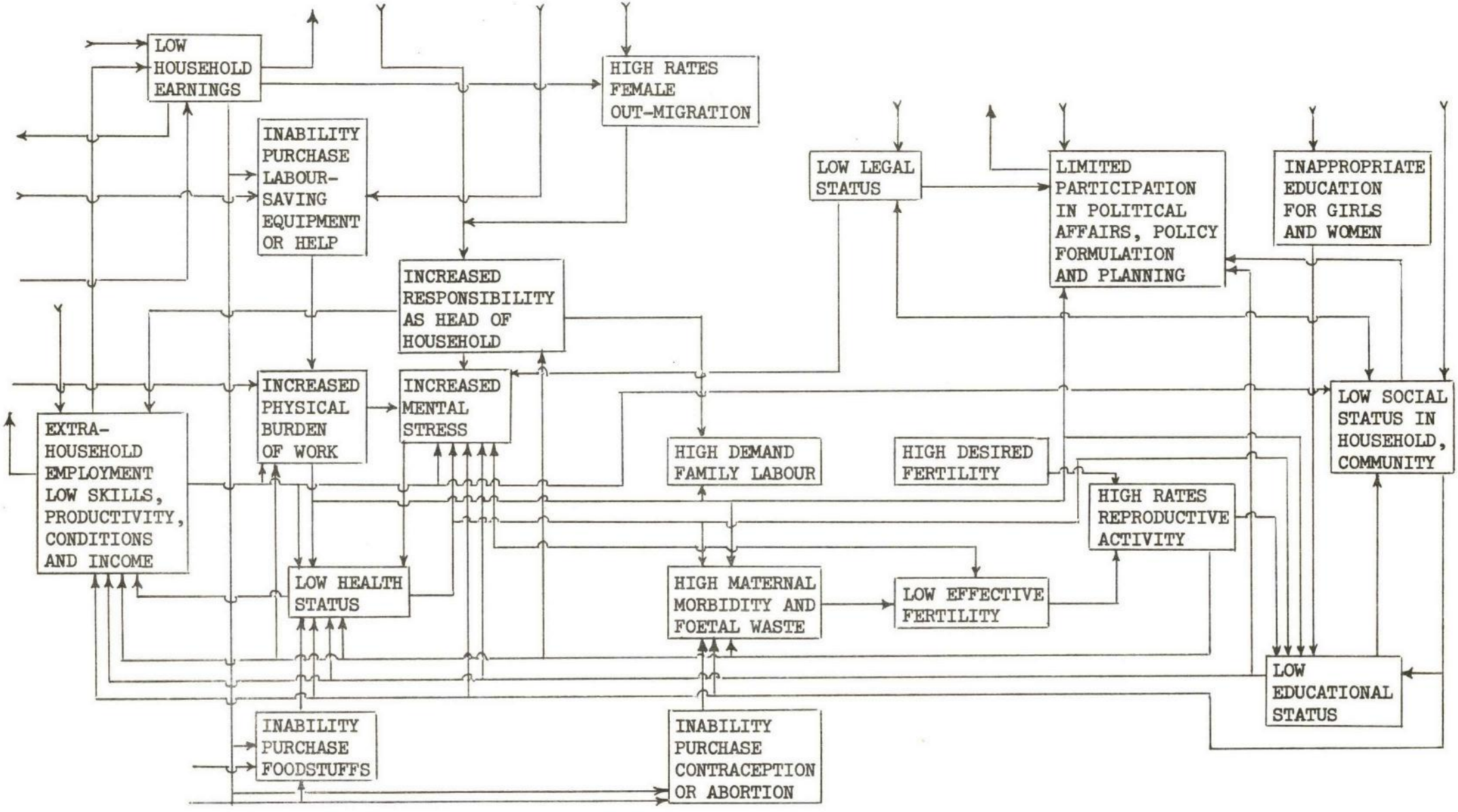

Figure 2 Relationships among different aspects of women's condition: a self-sustaining system

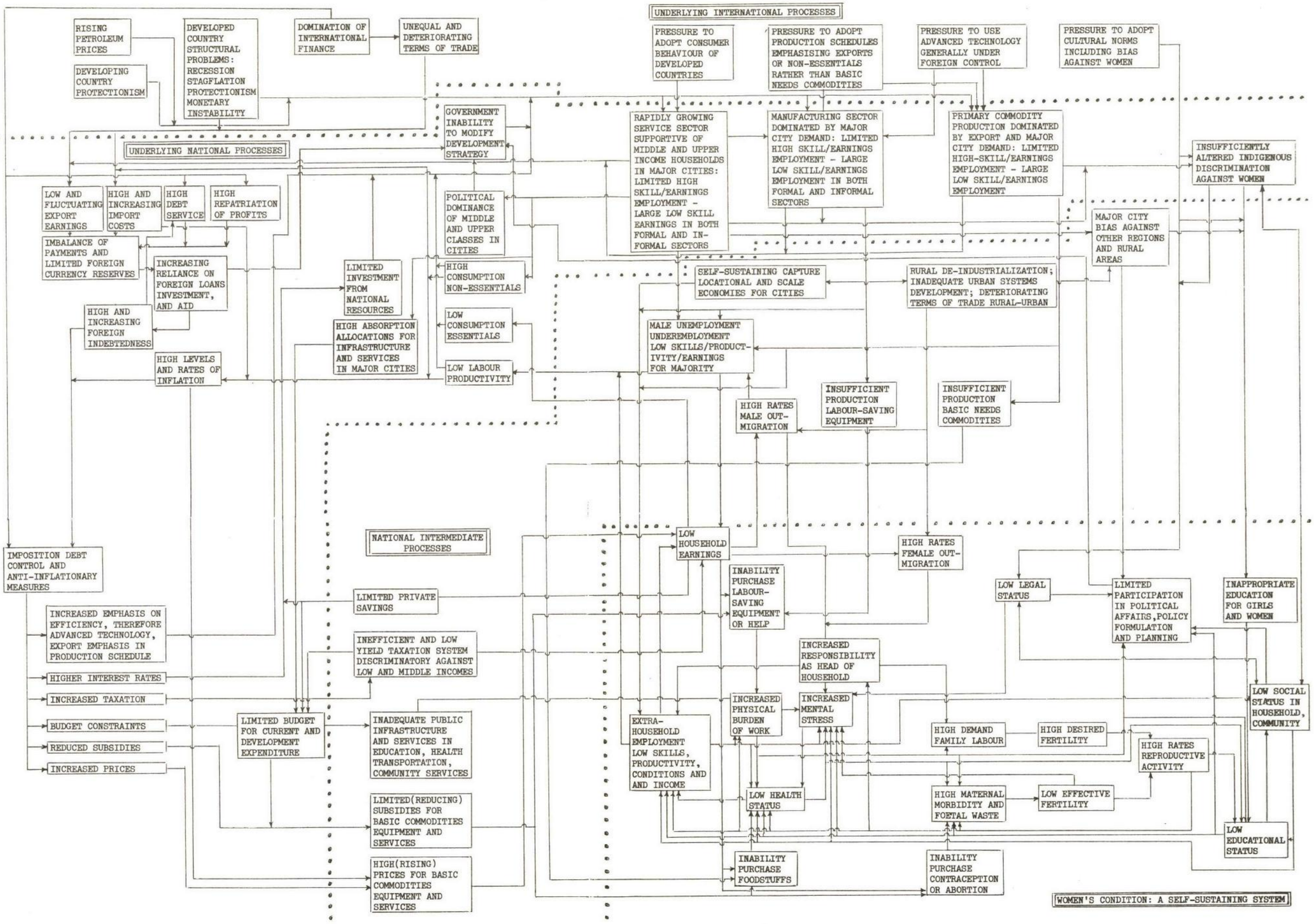

Figure 3 Principal relationships between development processes and the condition of women in developing countries

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Item 3 of the provisional agenda. Preparations for the World Conference of the United Nations Decade for Women: Equality, Development and Peace, 1980: (c) Women and development and international conferences

Report of the Secretary-General

SUMMARY

This document contains the recommendations relating to women and development which emerged from four conferences held under the auspices of the United Nations: the United Nations Conference on Technical Co-operation among Developing Countries; the International Conference on Primary Health Care; the World Conference on Agrarian Reform and Rural Development; and, the United Nations Conference on Science and Technology for Development. The recommendations from these conferences, together with those from other conferences held under the auspices of the United Nations since 1975, will form the basis of an analytical report to be prepared for the World Conference of the United Nations Decade for Women.

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INTRODUCTION

1. This report of the Secretary-General has been prepared by the Secretariat of the World Conference of the United Nations Decade for Women in accordance with Economic and Social Council resolution 1978/34 entitled "Women in development and international conferences". It contains the recommendations relating to women and development from the United Nations Conference on Technical Co-operation among Developing Countries (Buenos Aires, 30 August-12 September 1978), the International Conference on Primary Health Care (Alma Ata, 6-12 September 1978), the World Conference on Agrarian Reform and Rural Development (Rome, 12-20 July 1979), and the United Nations Conference on Science and Technology for Development (Vienna, 21-31 August 1979).

2. The Council, in resolution 1978/34, calls on Governments: (1) to include women in the planning stages of international conferences and in government delegations attending these conferences; (2) to include the topic of women and development in the substantive discussions of the conferences or as a separate agenda item; and (3) to organize national and regional forums and activities related to women and development, as an input to these conferences and to develop national and/or regional guidelines and programmes of action. Paragraph 2 of the resolution reads as follows:

> "2. Suggests that the recommendations related to women and development emerging from the above-mentioned conferences be made available to the Commission on the Status of Women at its twenty-eighth session and to the World Conference of the United Nations Decade for Women ...".

3. The recommendations from these conferences, together with those from other conferences, held under the auspices of the United Nations since 1975, will form the basis of an analytical report to be prepared for the World Conference of the United Nations Decade for Women.

I. UNITED NATIONS CONFERENCE ON TECHNICAL CO-OPERATION AMONG DEVELOPING COUNTRIES

Pre-conference activities

4. None of the enabling resolutions for this Conference drew attention to the need to identify the relevance of this issue to women.

5. In preparation for this Conference, the United Nations Development Programme commissioned two papers on the African region:

> "Technical co-operation among developing countries and human resources development: the experience of the African Training and Research Centre for Women of the Economic Commission for Africa" (Economic Commission for Africa, 1979);

"Technical co-operation among developing countries in the context of an educational programme for the integration of women into development: project to provide equal access for women and girls to education in Upper Volta", by Scholastique Kampoare (Upper Volta, 1978).

6. A draft plan of action 1/ submitted to the third session of the Preparatory Committee, 15-19 May 1978, included a statement on the contributions of women and youth within the context of the vitalization of regional and subregional institutions.

7. The Asian and Pacific Centre for Women and Development held an international preparatory workshop on technical co-operation among developing countries and women from 24 to 26 April 1978 at Teheran, Iran. The Centre commissioned the following papers for the meeting:

L. C. Jain, "Technology: women: TCDC"

Ingrid Palmer, "TCDC and women"

K. Catherine Rezavi and M. Taghi Farvar, "The oppressed half-technology for women in development"

Dr. A. Tcheknavorian-Asenbauer, "Women's integration in industry"

Dr. Vatchareeya Thesanguan, "The position of women and their contribution to the food processing industry in Thailand"

Economic Commission for Western Asia, "Technical co-operation among developing countries and women's role in development in the ECWA region".

8. The workshop prepared a report, a Declaration on Technical Co-operation among Developing Countries and Women, a Statement on Technical Co-operation as a Strategy towards a New International Economic Order: the Implications for Women, and comments on the draft plan of action. 1/ These documents were submitted to the third session of the Preparatory Committee; however, the report of that meeting does not indicate that any of them were discussed.

Conference participation

9. The participation of women in the Conference was as follows: 23 per cent of the delegations had women members; 5.3 per cent of the total number of delegates were women; 0.7 per cent of the delegations were headed by women.

Conference proceedings

10. None of the workshop documents was submitted to the Conference and the Conference did not address itself to questions relating to women and technical co-operation.

11. The Mozambique delegation commented on the lack of participation by women in the Conference and the lack of attention to women's issues.

1/ "Draft plan of action: note by the Secretary General of the Conference" (A/CONF.94/PC.24), recommendation 11.

Conference recommendations

12. The Buenos Aires Plan of Action for promoting and implementing technical co-operation among developing countries refers to the integration of women in development, inter alia, in just one paragraph:

> "The recommendations formulated below should strengthen and support co-operation among developing countries, for example, and without implying an indication of priority, through the implementation of current activities and programmes of action decided upon by the developing countries, in such fields as employment and development of human resources, fisheries, food and agriculture, health, industrialization, information, integration of women in development, monetary and financial co-operation, raw materials, science and technology, technical co-operation and consultancy service, telecommunications, tourism, trade, and transport and communications. These recommendations should also facilitate the formulation of programmes of co-operation in other sectors." 2/

II. INTERNATIONAL CONFERENCE ON PRIMARY HEALTH CARE

Pre-conference activities

13. The documentation for the Conference included a joint report by the Director-General of the World Health Organization (WHO) and the Executive Director of the United Nations Children's Fund (UNICEF), entitled "Primary health care". In chapter II of the report, in the section on support to primary health care from other sectors, two paragraphs refer to women as beneficiaries of primary health care:

> "It is particularly important to ensure that women enjoy the benefits of agricultural development as well as men. In most developing countries the majority of women in rural areas are engaged simultaneously in agriculture, household management and the care of infants and children. They need appropriate technology to lighten their workload and increase their work productivity. They also require knowledge about nutrition which they can apply with the resources available, in particular concerning the proper feeding of children and their own nutrition during pregnancy and lactation.
>
> Similar policies in support of health are needed in other sectors. Water for household use is as important as water for cattle, irrigation, energy and industry. Plentiful supplies of clear water help to decrease mortality, and morbidity, in particular among infants and children, as well as making life easier for women. Countrywide plans are required to bring urban and rural water supplies within easy reach of the majority in the shortest

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2/ Report of the United Nations Conference on Technical Co-operation among Developing Countries, Buenos Aires, 30 August-12 September 1978 (United Nations publication, Sales No. 78.II.A.11), para. 17.

possible time. This is in keeping with the target adopted by Habitat, the United Nations Conference on Human Settlements, of having safe water for all by the year 1990. The safe disposal of wastes and excreta also has a significant influence on health." 3/

In chapter III, entitled "Operational aspects of primary health care", in the section on family members, the following paragraph refers to the role of women and women's groups as providers and promoters of health care.

"Family members are often the main providers of health care. In most societies, women play an important role in promoting health, particularly in view of their central position in the family; this means that they can contribute significantly to primary health care, especially in ensuring the application of preventive measures. Women's organizations in the community can be encouraged to discuss such questions as nutrition, child care, sanitation and family planning. In addition to being important for health promotion, these organizations can stimulate the interest of women in other activities likely to enhance the quality of community life." 4/

Participation of women

14. The participation of women in the Conference was as follows: 33 per cent of the delegations had women members; 12.3 per cent of the total number of delegates were women; 0.5 per cent of the delegations were headed by women.

Conference proceedings

15. The summary of the Conference discussions briefly mentions the role of women's groups, the nutritional needs of women, and maternal and child health care as aspects of primary health care. However, there are no specific sections or paragraphs on women. 5/

Conference recommendations

16. The Conference report mentions women, inter alia, in recommendation 8, in the following statement:

"The Conference recommends that, as part of total coverage of populations through primary health care, high priority be given to the special needs of women, children, working populations at high risk, and the underprivileged segments of society and that the necessary activities be maintained, reaching out into all homes and working places to identify

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3/ "Primary health care: a joint report by the Director-General of the World Health Organization and the Executive Director of the United Nations Children's Fund", paras. 31 and 32.

4/ Ibid., para. 84.

5/ Primary Health Care. Report of the International Conference on Primary Health Care, Alma-Ata, USSR, 6-12 September 1978 (ICPHC/ALA/78.10) pp. 5-8.

systematically those at highest risk, to provide continuing care to them, and to eliminate factors contributing to ill health." 6/

17. A subsequent report by WHO to the secretariat of the World Conference of the United Nations Decade for Women indicates that several basic principles of the primary health care approach are directly relevant to women in development and to their traditional work in health since they emphasize community participation, self-reliance, total coverage of the population, and accessibility of health care. 7/

6/ Ibid., p. 10.

7/ Correspondence of 4 October 1979, from Dr. S. Flache, Assistant Director-General, World Health Organization, to Lucille Mair, Secretary-General of the World Conference of the United Nations Decade for Women.

III. WORLD CONFERENCE ON AGRARIAN REFORM AND RURAL DEVELOPMENT

Pre-conference activities

17a. The nineteenth session of the FAO Conference held in Rome, Italy, 12 November-1 December 1977, adopted resolution 14/77, entitled "World Conference on Agrarian Reform and Rural Development: integration of women in rural development". This resolution requested that the role of women in rural development be a major theme for the World Conference on Agrarian Reform and Rural Development and that, in preparation, a systematic analysis of the situation of rural women be undertaken. The resolution states that

> "Convinced that, in line with the recommendation of the FAO Council in its seventy-first session, due importance should be given to the role of women in the World Conference on Agrarian Reform and Rural Development which will be held in 1979 ...
>
> "Requests that the Director-General, within the framework of the preparations for the Conference, take steps to have a systematic analysis made of the situation of rural women and of the role they play in rural activities, with particular emphasis on food production, and submit the results of this analysis, including measures for achieving the full incorporation of women in social and economic development processes in their respective countries, to the Conference for review and consideration.
>
> "Requests the Director-General to include in the major themes for discussion by the Conference the growing role of women in all aspects of rural development, including policies and means required to ensure their full participation on an equitable basis in policy-making, planning and implementation of agrarian reform and rural development."

18. Twenty papers relating to women and rural development and agrarian reform were prepared for the Conference. They are listed in the Conference index 8/ in the following manner:

> Agrarian structure and change: rural development experience and policies in Bangladesh
>
> World Conference on Agrarian Reform and Rural Development: country review paper of Cuba
>
> The role of rural organizations in involving the rural poor in the process of development in Ghana
>
> Report of the Republic of Guinea on agrarian reform and rural development

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8/ World Conference on Agrarian Reform and Rural Development, Rome, 12-20 July, 1979, Index and Addendum (WCARRD, July 1979).

The integration of women in agrarian reform and rural development in India and Sri Lanka

The role of rural organizations in involving the poor in Kenya's development

Rural organizations and participation in Malaysia

Involvement of the poor in rural development through people's organizations in Nepal

Policy of agricultural and rural development in Poland: Country review paper

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General conclusions on the integration of women in agrarian reform and rural development in Africa: summary

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The integration of women in agrarian reform and rural development in French-speaking countries of Africa south of the Sahara

The integration of women in agrarian reform and rural development in Asia and the Far East

Review of conditions affecting the integration of rural women in development in 10 countries of FAO's Asia and the Far East and Near Eastern regions

Rural women's working conditions: an extreme case of unequal exchange

Women in food production - a critical dimension for the advancement of science and technology for development

Appropriate technology for developing countries and the needs of rural women

Water, women and development

The participation of women in the development of Latin America

19. The Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs, United Nations Secretariat, participated in the Interdepartmental Task Force on Rural Development, provided inputs to the FAO

task force on women and made contributions and suggestions on the draft programme of action. 9/

20. Recommendations on women and development were made at the FAO Regional Conferences on Agrarian Reform and Rural Development, held at Arusha (United Republic of Tanzania), Damascus (Syrian Arab Republic), Kuala Lumpur (Malaysia), Lisbon (Portugal) and Montevideo (Uruguay) during 1978. 10/

21. The conference document entitled "Review and analysis of agrarian reform and rural development in the developing countries since the mid 1960s" contains a chapter on the integration of women and development. 11/

Participation of women

22. The participation of women in the conference was as follows: 35 per cent of the delegations had women members; 9 per cent of the total number of delegates were women; 0.7 per cent of the delegations were headed by women.

Conference proceedings

23. The agenda adopted by the conference included item III.4, Integration of women in development. Forty-six delegations made statements on the item, and a substantial number of the delegates participating in the debate were women. Delegations also recognized the vital role of women in the socio-economic life of rural areas in the plenary presentation. The report of Commission I - National Policies of Agrarian Reform and Rural Development - to the plenary included the following:

> "Integration of women in rural development
>
> "The Commission recognized the importance of this item on women, but stressed the role of women should be considered in the other issues being deliberated in the Conference and especially in regard to access to land, water and other natural resources, people's participation and education, training and extension.
>
> "Several delegations emphasized the urgent need for statistical data and action-oriented research on women's contribution and role in agricultural and rural development.

9/ In addition to comments, memoranda and discussions, two internal position papers were presented by the Branch to the Task Force: "Women in food production: a critical dimension for the advancement of science and technology for development" (February, 1978) and "Rural women's working conditions: an extreme case of unequal exchange" (April 1978).

10/ WCARRD/INF.4/Rev.1.

11/ WCARRD/INF.3.

"Delegations stressed the need to alleviate some of the burdens of women in their multiple roles in the home, the community and in agricultural production and marketing. Several delegations stressed the need for appropriate technology, child care services, adequate water and fuel supplies, training in home economics, population education, nutrition, sanitation, and food production, processing and storage. Income-generating activities which increase employment opportunities for women on a par with men were considered essential for improving the quality of life for rural families.

"Emphasis was laid on the need to integrate women in decision-making on all levels of planning, implementation and evaluation of rural development policies and programmes from village to national development plans and programmes and including representing Governments at international conferences such as the World Conference. Delegations pointed out that in order for women to assume this responsibility leadership training was needed on village, district and national levels.

"A major problem in development planning was identified as the disregard of women's role in development even when appropriate legislation existed. Social values and traditional discrimination, attitudes, behaviour and institutions were considered inhibiting factors and require reorientation to achieve needed change. For this purpose the media should be used to publicize, for example, the results of studies on the situation and conditions of women, Women also should be made aware of their rights and responsibilities and motivated for collective action. It was noted that along with government action, women's organizations, non-governmental and specialized agencies had important contributions to make, especially in seeking resources and providing technical assistance.

"The Commission fully supported the text of this item in the Programme of Action and adopted it with the incorporation of some amendments. Most Islamic delegations in the Commission explained women's inheritance rights under their religious laws.

"A proposal by the delegate of Bangladesh for a new section on "Reorientation of social visibility of women", which was received after the agreed deadline for submission of amendments, was noted, and it was felt that its contents were substantially reflected in the revised Programme of Action."

24. The final documents of the conference reflect the extensive preparation which was undertaken to systematically analyse the situation of rural women and the role they play in rural activities.

Conference recommendations

25. The Declaration of Principles states that

"women should participate and contribute on an equal basis with men in the social, economic and political processes of rural development and share fully in improved conditions of life in rural areas".

26. The Programme of Action adopted at the Conference contains an extensive list of activities for consideration by Governments to facilitate the integration of women in rural development. Section IV of the Programme of Action 12/ is as follows:

IV. INTEGRATION OF WOMEN IN RURAL DEVELOPMENT

Recognition of the vital role of women in socio-economic life in both agricultural and non-agricultural activities, in accordance with the goals of the United Nations Decade for Women, is a prerequisite for successful rural development planning and programme implementation. Rural development based on growth with equity will require full integration of women, including equitable access to land, water, other natural resources, inputs and services and equal opportunity to develop and employ their skills. There is also an urgent need to expand knowledge and statistical data on all aspects of women's roles in rural activities and to disseminate this information in order to promote greater awareness of women's role in society.

Governments should consider action to:

A. Equality of legal status

(i) Repeal those laws which discriminate against women in respect of rights of inheritance, ownership and control of property, and to promote understanding of the need for such measures.

(ii) Promote ownership rights for women, including joint ownership and co-ownership of land in entirety, to give women producers with absentee husbands effective legal rights to take decisions on the land they manage.

(iii) Adopt measures to ensure women equitable access to land, livestock and other productive assets.

(iv) Repeal laws and regulations which inhibit effective participation by women in economic transactions and in the planning, implementation and evaluation of rural development programmes.

(v) Ensure full membership and equal voting rights for women in people's organizations such as tenants' associations, labour unions, co-operatives, credit unions and organizations of the beneficiaries of land reform and other rural development programmes.

12/ World Conference on Agrarian Reform and Rural Development, Rome, 12-20 July 1979. Report (WCARRD/REP, July 1979), p. 10.

B. Women's access to rural services

(i) Provide agricultural inputs and social and economic services to women through non-discriminatory access to existing delivery systems.

(ii) Establish special recruitment and training schemes to increase the number of women in the training and extension programmes of development agencies at all levels, including professional fields from which women have been traditionally excluded.

(iii) Broaden the range of agricultural training and extension programmes to support women's roles in activities of agricultural production, processing, preservation and marketing.

C. Women's organization and participation

(i) Promote collective action and organization by rural women to facilitate their participation in the full range of public services and to enhance their opportunities to participate in economic, political and social activities on an equal footing with men.

(ii) Establish systems, with the involvement of women's organizations, to identify and evaluate obstacles to women's participation and to monitor progress and co-ordinate action, especially with regard to agricultural services, educational services and school enrolment, health and other social services and employment and wages.

(iii) Revise procedures for the collection and presentation of statistical data for the identification, recognition and appreciation of the participation of women in productive activities.

(iv) Promote research and exchange of information and establish and strengthen programmes to facilitate and ease the burden of women's household work, such as day care centres, in order to permit their greater participation in economic, educational and political activities. Also promote understanding of men's responsibilities to share household duties.

D. Educational and employment opportunities

(i) Ensure educational opportunities of similar quality and content for both sexes and provide special incentives such as reduced fees for increased enrolment of girls and women in schools and training programmes.

(ii) Promote income-generating opportunities for women and guarantee equal wage rates for men and women for work of equal value.

(iii) Establish and strengthen non-formal educational opportunities for rural women, including leadership training, instruction in agricultural as well as non-farm activities, health care, upbringing of children, family planning and nutrition.

(iv) Evaluate and take steps to minimize the possible negative effects on women's employment and income arising from changes in traditional economic patterns and the introduction of new technology.

IV. UNITED NATIONS CONFERENCE ON SCIENCE AND TECHNOLOGY FOR DEVELOPMENT

Pre-conference activities

27. The Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs prepared a number of papers in preparation for this Conference. Two papers were presented to the Advisory Committee on the Application of Science and Technology for Development (ACAST) in May 1977. The papers were entitled "Appropriate technology for developing countries and the needs of rural women" and "Women and food production: a critical dimension for the advancement of science and technology for development".

28. Another paper, entitled "Women and science and technology for development: the International Research and Training Institute for the Advancement of Women and the Voluntary Fund for the United Nations Decade for Women", was prepared by the Branch for the Advancement of Women for the African Expert Group Meeting to Assess Preparations for UNCSTD in the Light of World Trends and African Needs (19 May 1979, Lome, Togo). The final report of that meeting contains recommendations concerning women in the areas of financial and institutional resources. 13/

29. The Asian and Pacific Centre for Women and Development and the ESCAP Regional Centre for the Transfer of Technology organized an international roundtable discussion on "Participation of women and their emancipation through the application of science and technology for development", which was held at Bangalore, India, 3-5 July 1979, and was attended by representatives of 14 countries and several United Nations agencies. A number of country papers were prepared and the report of the roundtable included specific recommendations regarding the Conference, namely, that national delegations include at least one suitable woman member and that material be prepared to be included in national statements and addresses to the Conference. 14/

30. The United Nations Institute for Training and Research, as part of the science and technology working papers it prepared for the Conference, included four papers on women. They were:

Science and technology working paper No. 7: The implications of UNCSTD's "ascending process" for the exploitation of women and other marginalized social groups, by Pamela M. D'Onofrio

Science and technology working paper No. 8: Women and technology in the industrialized countries, by Maria Bergom-Larsson

Science and technology working paper No. 9: Women and technological development in agriculture: an overview of the problems in developing countries, by Zenebeworke Tadesse

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13/ TCD/UNCSTD/AC.1/17.

14/ A/CONF.81/DP/ESCAP.

Science and technology working paper No. 10: The impact of science and technology and the role of women in science in Mexico, by Mangalam Srinivassan.

31. At the third Preparatory Conference for the United Nations Conference on Science and Technology for Development (New York, 22 January-5 February 1979), Finland, Norway and Sweden put forth the following suggestion for inclusion in the World Programme of Action:

> "It is essential to think about technology in the context of the cultural and socio-economic environment in which it will operate, since this environment will influence the lives of women and men and their families. Not enough attention is given to the link between technological choices and this environment; between specific economic goals, such as increasing agricultural export, promoting industrialization, or providing employment and the impact these choices will have on people, especially women."

32. At the fourth Preparatory Conference (New York, 23 April-4 May 1979), several Nordic countries proposed the following inclusion in the introduction of Target Area A:

> "... (c) The national science and technology policy should be based on a process of participation by all sectors of society, by women and men alike. The formulation of the national policy should proceed from identification of the development needs at the community level and up, with the participation of those it will affect, women as well as men, in the identification of priorities."

33. At the fifth Preparatory Conference (New York, 25 June-7 July 1979), the discussion of Target Area C for the projected World Programme of Action, item 2.4, "Development of human resources", includes the following statements:

> "C.11 The organs, organizations and bodies of the United Nations system should ... (g) strengthen support for national efforts to promote the full participation of women in the mobilization of all groups for the application of science and technology for development." 15/

34. The draft Programme of Action submitted to the Conference included two short references drawn from the preparatory conferences.

The annotated provisional agenda for the Conference under item 4, "Science and technology for development", states in "(c) Methods of integrating science and technology in economic and social development", that ... "the Conference is expected to examine problems of applying science and technology to development and means for overcoming the obstacles encountered" inasmuch as "the adequate use of human resources is one of the main obstacles to the application of science and technology

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15/ A/CONF.81/L.1, paras. A.5 (g) and C.11 (g).

to development ... (and) the potential of women - half the world's population - is hardly involved in the scientific and technological enterprise". 16/

Conference participation

35. The participation of women in the Conference was as follows: 29 per cent of the delegations had women members; 6.7 per cent of the total number of delegates were women; 2.8 per cent of the delegations were headed by women.

Conference proceedings

36. The relevance of science and technology to women was discussed in committees and in the plenary. A number of Governments and non-governmental organizations proposed that the substance of these discussions be included in the conference documentation.

37. The working group on Science and Technology and the Future presented a report which included the following paragraphs adopted by the Conference:

> "21. Technological development often affects men and women differently and the introduction of new technologies has tended to have an adverse impact on the latter, thereby lessening their earnings and social status. It is therefore of the utmost interest to society that in future the full participation of women be ensured in the planning and setting of priorities for research and development as well as in activities relating to the design, choice of application of science and technology for development. They should also be provided with equal access to scientific and technological training and professional career opportunities. In developing countries an adequate share of resources available for research and training should be allocated to the advancement of skills of women in the fields traditionally occupied by them as well as new fields.
>
> "22. Rapid development of science and technology throughout the world will depend in part on the younger men and women who can be brought into the fields and involved in decision-making bodies and given full opportunity to use their intelligence and skills. In the bio-sciences, for example, three steps are essential to accomplish this: (a) improved education in the ideas and methods of modern biology including the necessary grounding in physics, mathematics and chemistry; (b) creation of well equipped research laboratories in many developing countries; and (c) a much greater exchange among young biological scientists and technologists of developed and developing countries. This approach should be equally applicable to all other fields." 17/

16/ A/CONF.81/PC.12.

17/ A/CONF.81/16.

Conference recommendations

38. The Conference adopted a resolution entitled "Women, science and technology". The resolution invites member States to facilitate an equal distribution of the benefits of scientific and technological development; participation of women in the decision-making process; and equal access to training and the respective professional careers. The resolution also recommends that all organs, organizations and other bodies of the United Nations system should review the impact of their programmes on women and promote the full participation of women in the planning and implementation of programmes. In addition, the resolution invites the proposed Intergovernmental Committee on Science and Technology to give due regard to the perspectives and interests of women in its activities and to review the progress in implementing the resolution in its annual reports.

39. The Conference also adopted the Vienna Programme of Action for Science and Technology for Development. The fifth paragraph of the preamble states:

> "5. The ultimate goal of science and technology is to serve national development and to improve the well-being of humanity as a whole. Men and women in all groups of society can contribute positively to enhance the impact of science and technology on the development process. However, modern technological developments do not automatically benefit all groups of society equally. Such developments, depending on the given economic, social and cultural context in which they take place, are often seen to affect various groups in society differently. They may have a negative impact on the conditions of women and their bases for economic, social and cultural contributions to the development process. This is seen to happen in industrialized as well as in developing countries. Therefore, steps should be taken to ensure that all members of society be given real and equal access to, and influence upon the choice of technology." 18/

40. Further, in paragraph III.D of the Programme of Action, under the heading "Development of human resources", paragraph 99 states that "the organs, organizations and bodies of the United Nations should ... (g) strengthen support for national efforts to promote the full participation of women in the mobilization of all groups for the application of science and technology for development". 19/

18/ Ibid.

19/ Ibid.

WB, P.10

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(d) Preparations for the World Conference

ACTIONS TAKEN IN PREPARATION FOR THE WORLD CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Report of the Secretary-General

SUMMARY

The purpose of this report is to provide a review of the significant actions taken by the United Nations, its regional commissions and other relevant organizations both within and outside the United Nations system in preparation for the World Conference of the United Nations Decade for Women: Equality, Development and Peace.

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INTRODUCTION

The purpose of this report is to provide the Commission on the Status of Women, at its twenty-eighth session, with a review of the significant actions taken by the General Assembly, the Economic and Social Council and the Preparatory Committee for the World Conference of the United Nations Decade for Women: Equality, Development and Peace at its first and second sessions, as well as by the regional commissions and other relevant organizations both within the United Nations system and outside, in order to indicate the current state of preparations for the World Conference.

I. ACTION TAKEN BY THE PREPARATORY COMMITTEE FOR THE WORLD CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE AT ITS FIRST SESSION

1. The Economic and Social Council, in its resolution 2062 (LXII) at 12 May 1977, decided to establish a preparatory committee to make recommendations concerning the substantive and organizational arrangements for the World Conference of the United Nations Decade for Women: Equality, Development and Peace.

2. The first session of the Preparatory Committee was held at Vienna from 19-30 June 1978. At that session the Committee adopted a draft resolution on the substantive and administrative aspects of the preparatory work for the World Conference, including its agenda, documentation, participation in the Conference, rules of procedure, the organization of regional and sectoral preparatory activities and adequate allocation of financial resources, the organization of work and the appointment of a Secretary-General and a secretariat for the World Conference. The Committee also adopted a decision concerning information activities for the Conference. These were submitted to the Economic and Social Council at its resumed second regular session of 1978 (see A/CONF.94/PC.4, sect. V, para. 118 and sect. II, para. 36), together with the report of the Secretary-General on the work of the Preparatory Committee (A/33/339 and Corr.1).

3. By its decision 1978/85 of 15 November 1978, the Council decided to transmit to the General Assembly for its consideration the report of the Preparatory Committee and the draft resolution contained therein and the report of the Secretary-General on the work of the Preparatory Committee at its first session, together with comments made thereon in the Council. The Council also decided to authorize the Secretary-General to submit directly to the General Assembly his report on the programme of information activities for the Conference (A/33/339/Add.1).

II. ACTION TAKEN BY THE GENERAL ASSEMBLY AT ITS THIRTY-THIRD SESSION

4. The General Assembly, at its thirty-third session, having considered the aforementioned reports of the Secretary-General, adopted the following resolutions:

(a) Resolution 33/189 of 29 January 1979, entitled "World Conference of the United Nations Decade for Women: Equality, Development and Peace" which dealt, inter alia, with all matters referred to above, and requested the Secretary-General to appoint a Secretary-General for the Conference and to make available adequate financial resources to ensure the successful preparation of the Conference;

(b) Resolution 33/185 of 29 January 1979, entitled "Preparations for the World Conference of the United Nations Decade for Women: Equality, Development and Peace, including the adoption of the subtheme "Employment, Health and Education", which emphasized the said subtheme for the Programme of Action for the second half of the United Nations Decade for Women and invited the regional commissions, specialized agencies and other United Nations organs concerned to review progress, constraints and problems and to suggest appropriate programmes for the second half of the Decade taking into account the broad approaches of technical co-operation, research, data collection and analysis and the dissemination of information;

(c) Resolution 33/200 of 29 January 1979, entitled "Effective mobilization and integration of women in development", in which United Nations bodies were requested to prepare development-oriented studies relevant to their programmes of work, focusing on the impact of policies aimed at the effective mobilization and integration of women in the development process, with a view to the early submission of those studies to, inter alia, the Preparatory Committee.

III. APPOINTMENT OF THE SECRETARY-GENERAL OF THE WORLD CONFERENCE AND ESTABLISHMENT OF THE CONFERENCE SECRETARIAT

5. On 12 February 1979, the Secretary-General appointed Ambassador Lucille M. Mair (Jamaica) as the Secretary-General of the Conference. Mrs. Mair took up her duties on 1 April 1979 and proceeded to establish a secretariat for the Conference. Five Professional staff members from the Advancement of Women Branch, Department of International Economic and Social Affairs, United Nations Secretariat, were seconded to the secretariat of the Conference as of 1 April 1979; two others were subsequently seconded when they became available, and recruitment to the additional posts provided by General Assembly resolution 33/189 was undertaken.

IV. ACTION TAKEN BY THE ECONOMIC AND SOCIAL COUNCIL, 1979

6. By its decision 1979/4 of 9 February 1979, the Economic and Social Council accepted the invitation of the Government of Denmark to hold the World Conference at Copenhagen from 14 to 30 July 1980.

7. At the first regular session of 1979, the Council considered a note (E/1979/6/Rev.1) containing the proposed work programme of the Preparatory Committee, including the documents expected to be considered by the Preparatory Committee at its second session and the related programme of work of the Commission on the Status of Women at its twenty-eighth session, and listing the items on the provisional agenda of the World Conference that were also on the draft provisional

agenda for the twenty-eighth session of the Commission. In the note it was pointed out that the proposed agenda for the second session of the Preparatory Committee would not allow the Preparatory Committee to fulfil its mandate from the Economic and Social Council, as set out in Council resolution 2062 (LXII), to make recommendations on substantive arrangements for the Conference, since the Preparatory Committee would consider only the progress report on some substantive items and a substantive outline on the programme of action and a provisional report on measures of assistance to women in southern Africa. It was also pointed out that:

> "In addition, in accordance with General Assembly resolution 33/142 and Economic and Social Council resolution 1978/29, the Commission, under item 3 (c), will consider a report of the Secretary-General containing the views and proposals received from Governments, the specialized agencies and other international intergovernmental organizations, as well as concerned non-governmental organizations in consultative status with the Council, regarding the nature and content of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination. The Commission, in the light of these views and/or proposals, will consider the question of elaborating a draft declaration with a view to submitting it to the World Conference" (para. 26).

8. It was concluded that the Preparatory Committee could only carry out effectively the mandate entrusted to it by holding a third session, which would take place after the session of the Commission on the Status of Women (see para. 30). During the proposed additional session, the substantive responsibilities of the Preparatory Committee would be:

> "(a) to review the basic documents for the Conference that are submitted to the Commission at its twenty-eighth session; (b) to make use of the expertise of the Commission as reflected in its comments and recommendations thereon; and (c) to comment on any other basic documents for the Conference that might be ready in the required languages by the third session, including - depending on the Commission's recommendation - any document regarding a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination" (para. 30).

9. The Council took note of the revised note by the Secretariat on the effects of the provisional agenda for the World Conference of the United Nations Decade for Women on the programme of work of the Council and the Commission on the Status of Women (see decision 1979/20) and also decided to authorize the Secretary-General to transmit the report of the Preparatory Committee on its second session to the General Assembly at its thirty-fourth session (see Council decision 1979/21).

V. ACTION TAKEN BY THE PREPARATORY COMMITTEE FOR THE WORLD CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE AT ITS SECOND SESSION

10. The second session of the Preparatory Committee was held from 27 August to 7 September 1979 at Headquarters. The documentation prepared for the session included the draft provisional rules of procedure for the Conference (A/CONF.94/PC.7), a draft outline of the Programme of Action for the second half of the Decade and a report on the effect of apartheid on women in southern Africa (A/CONF.94/PC.8).

11. At its second session the Preparatory Committee adopted draft decisions relative to the provisional rules of procedure for the Conference, organization of the Conference and the necessity to convene a third session of the Preparatory Committee. It also recommended that the Secretary-General of the Conference should present detailed proposals on the other activities related to the preparation of the Conference including budgetary provisions, decisions and recommendations to be submitted for the consideration of the General Assembly at its thirty-fourth session (see A/CONF.94/PC/12).

12. It also prepared preliminary draft guidelines for the Draft Programme of Action for the second half of the United Nations Decade for Women, including the conceptual framework. The decisions of the Preparatory Committee were submitted to the General Assembly at its thirty-fourth session, together with the report of the Secretary-General on the work of the Preparatory Committee at its second session (A/CONF.94/PC/12, A/34/657 and A/34/657/Add.1).

VI. ACTION TAKEN BY THE GENERAL ASSEMBLY AT ITS THIRTY-FOURTH SESSION

13. At its thirty-fourth session, the General Assembly, having considered the aforementioned reports of the Secretary-General (A/CONF.94/PC/12, A/34/657 and A/34/657/Add.1), as well as the statement by the Secretary-General of the Conference on the recommendations, and the budgetary provisions of the other activities related to the preparation of the World Conference, adopted the following resolutions:

(a) Resolution 34/162 of 17 December 1979, by which the Assembly approved the recommendations contained in the report of the Preparatory Committee on the work of its second session concerning the activities relating to the preparation of the World Conference, requested the Secretary-General to provide the necessary budgetary appropriations specified in his note (A/34/657 and Add.1), further requested the Secretary-General to seek additional budgetary funds (i) to ensure the participation of one representative from each of the islands and land-locked developing countries in the World Conference, and (ii) to provide for the information activities proposed for the period after the Conference, and also approved the rules of procedure formulated by the Preparatory Committee;

(b) Resolution 34/160 of 17 December 1979, by which the Assembly decided to include in the provisional agenda of the Conference an item on Palestinian women, entitled "Effects of Israeli occupation on Palestinian women inside and outside the Occupied Territories";

(c) Resolution 34/161 of 17 December 1979, by which the Assembly decided that the situation of women refugees all over the world should be made part of the provisional agenda of the Conference as a subitem under the item on the Programme of Action for the second half of the Decade and requested the Office of the United Nations High Commissioner for Refugees to prepare a report on that subject;

(d) Resolution 34/158 of 17 December 1979, by which the Assembly stressed the importance of the World Conference, requested the Preparatory Committee to intensify its work in preparing an effective programme of action to be based on a careful review and evaluation of progress made in implementing the World Plan of Action and on the recommendations made by the regional preparatory meetings, and urged the Commission on the Status of Women to consider at its twenty-eighth session the question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, discrimination, foreign aggression and occupation, and all forms of foreign domination, in accordance with Assembly resolution 32/142, and for the full and effective enjoyment of human rights and fundamental freedoms;

(e) Resolution 34/155 of 17 December 1979, by which the Assembly requested the World Conference to consider (i) under the general theme of development, appropriate means of ensuring more effective participation of women in the planning policies of their Governments and a reflection of their needs in those policies and (ii) under the subtheme of employment, health and education, the necessary conditions to ensure the access of women to positions of responsibility in order to participate in the formulation of national policies;

(f) Resolution 34/159 of 17 December 1979, by which the Assembly requested the Secretary-General to circulate his analytical report on the status and role of women in education and in the economic and social fields (A/34/577) as a background document of the World Conference of the United Nations Decade for Women. It also invited the World Conference to give due attention to the question of improving the status and role of women in education and in the economic and social fields in order to achieve equality between women and men;

(g) Resolution 34/204 of 19 December 1979, entitled "Effective mobilization and integration of women in development", by which the Assembly requested the World Conference to include in the Programme of Action for the second half of the Decade concrete measures for the effective mobilization and integration of women in all sectors of development which will contribute to the economic and social development of their countries, and further requested the Secretary-General of the United Nations to bring to the attention of the General Assembly at its special session in 1980, the relevant documents pertaining to the World Conference of the United Nations Decade for Women.

14. The Secretary-General submitted to the Fifth Committee, in accordance with rule 153 of the rules of procedure of the General Assembly, a note (A/34/657 and Add.1) containing the administrative and financial implications of the draft resolution in document A/C.3/34/L.53. The Fifth Committee unanimously approved the budgetary appropriations as indicated in that note.

VII. INTERAGENCY ACTIVITIES

15. An ad hoc interagency meeting was convened at Geneva from 25 to 27 April 1979, in accordance with a decision taken by the Consultative Committee on Substantive Questions (PROG) of the Administrative Committee on Co-ordination (ACC) on 16 March 1979. Its purpose was to invite the participation of various agencies and organizations, clarifying their specific contributions to the regional conferences and the World Conference and establishing projected deadlines for those contributions.

16. The Secretary-General of the Conference acted as Chairman of the meeting, which was attended by representatives of 21 United Nations bodies, including four of the regional commissions, a number of specialized agencies, development agencies and departments of the Secretariat. The meeting discussed the following questions:

(a) Substantive preparations for regional preparatory meetings;

(b) Preparation of basic documents for the World Conference;

(c) Background documents for the Conference.

17. The discussion focused on the most effective means by which the different bodies could co-operate with the Conference secretariat and the regional meetings to provide the appropriate documents and/or inputs in a timely and efficient fashion. On the question of background documentation, it was agreed that specific agency proposals could be considered at the second session of the Preparatory Committee.

18. The meeting arrived at a general agreement on an outline for specialized agency reports to the regional preparatory meetings and on a document specifying the responsibility and timing for the submission of documents to the regional commissions and to the Conference secretariat.

19. The Consultative Committee on Substantive Questions (PROG) of the Administrative Committee on Co-ordination held its second regular session at United Nations Headquarters from 15 to 22 October 1979. The secretariat of the World Conference of the United Nations Decade for Women submitted a report to the Committee at that session on actions taken to effectively fulfil the mandates of the General Assembly, which recommended the active participation of specialized agencies and other United Nations bodies in the preparation of documentation for the Conference.

20. In compliance with General Assembly resolution 33/185 and the agreement of the interagency meeting held at Geneva in April 1979, the current status of the contributions of the specialized agencies and the United Nations bodies is discussed below.

Contributions to regional preparatory meetings 1/

21. The specialized agencies have prepared and submitted documents for the regional preparatory meetings as follows:

(a) The World Health Organization (WHO) has prepared and submitted four reports to the Economic Commission for Africa (ECA), the Economic Commission for Latin America (ECLA), the Economic Commission for Western Asia (ECWA) and the Economic and Social Commission for Asia and the Pacific (ESCAP);

(b) The Food and Agriculture Organization of the United Nations (FAO) has submitted reviews and appraisals of its activities relating to the integration of women in rural development to ECA, ECLA, ECWA and ESCAP for the regional preparatory meetings;

(c) The International Labour Organisation (ILO) has prepared five reports and submitted them to ECA, ECE, ECLA, ECWA and ESCAP, respectively. Those reports review ILO activities in the regions relevant to women workers. In addition, the ILO has submitted statistical studies on women in economic activities in Africa, Asia, European market economy countries, Eastern European countries and Latin America;

(d) The United Nations Educational, Scientific and Cultural Organization (UNESCO) has submitted a paper to ECA, ECLA, ECWA and ESCAP, reviewing its activities, policies and programmes and future trends for 1981-1985 in the represented regions in the Commissions. These papers review activities carried out within the framework of agency programmes in corresponding regions and their contribution to the integration of women in the development process. They also give an indication of future trends and directions in the agency's programmes and objectives for the remainder of the Decade. Copies of these papers have been received by the Conference secretariat;

(e) Regional offices of the United Nations Children's Fund (UNICEF) have also submitted four reports on the review and appraisal of agency objectives and programme activities for their regions and on the formulation of policy recommendations, programmes and strategies for 1981-1985.

1/ Two interagency meetings were held at the regional level prior to the convening of both the regional preparatory meetings of ECLA and ECA.

Contributions to the World Conference

22. The following contributions to the documentation for the Conference have been received or promised from the following agencies:

(a) The World Bank is publishing a report describing economic and social factors that affect women's participation in the development process. The report will illustrate the approaches the World Bank has used to improve women's opportunities;

(b) WHO has submitted a report on recommendations made by the International Conference on Primary Health Care held at Alma Ata, USSR, 6-12 September 1978, with regard to women. It will also prepare a report on health implications for women under apartheid, which will cover such issues as mortality, morbidity (disease patterns), medical and health training and the psycho-social implications of apartheid, as well as an over-all report on women and health;

(c) The World Food Programme (WFP) will submit a review and appraisal of its activities from 1975 to 1980 and an outline of policies and trends and substantive programmes for the second part of the Decade;

(d) The United Nations High Commissioner for Refugees (UNHCR) will make a contribution to the report currently being prepared by the Conference secretariat on apartheid. UNHCR also envisages preparing a comprehensive study on the situation of women refugees the world over, an outline of which will be ready for the third session of the Preparatory Committee.

Other contributions

23. In addition to the documents prepared according to the time-table set up at the ad hoc meeting held in April 1978, a number of agencies have transmitted, or promised to transmit, to the Conference secretariat reports emanating from meetings they have hosted and studies they have conducted which would facilitate the preparation of conference documentation on apartheid, review and appraisal of progress achieved and obstacles encountered in the first half of the Decade and the Programme of Action for the second half of the Decade. In this regard valuable contributions have been received from FAO, ILO, WHO, UNESCO, the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) and also on joint WHO/UNICEF activities relating to women.

24. In addition to its other contributions to the Conference, UNICEF is undertaking a programme review which will provide a report to its Executive Board in 1980. The strategy envisioned by UNICEF includes the gathering of detailed information from national and regional offices, with advisory services to assist them if necessary; the development of case studies; the compilation of a report; and the holding of a workshop in December 1979.

VIII. REGIONAL PREPARATORY MEETINGS

25. The regional preparatory meetings called for in paragraph 11 of General Assembly resolution 33/189, have been convened as follows:

(a) The Economic Commission for Europe held a seminar in Paris from 9 to 12 July 1979 on the participation of women in the economic evolution of the ECE region in Paris. While not technically a regional preparatory meeting, it involved both the support and participation of the Conference secretariat;

(b) The Economic and Social Commission for Asia and the Pacific held its regional meeting from 5 to 9 November 1979 at New Delhi. This meeting adopted, on the basis of the review of development since 1975, action proposals concerning the ESCAP region for the World Conference and requested the member Governments of the region to undertake the necessary measures to implement these action proposals. The ESCAP meeting proposed the holding of a World Conference in 1985, the last year of the United Nations Decade for Women, to review the achievement of targets set out at the Mexico Conference in 1975;

(c) The Economic Commission for Latin America convened its regional preparatory meeting at Macuto, Venezuela from 12 to 16 November 1979. The meeting was ECLA's second regional conference on the integration of women into the economic and social development of Latin America. The main outcome of this conference was a comprehensive resolution entitled "Appraisal and priorities of Latin America with a view to the World Conference of the United Nations Decade for Women: Equality, Development and Peace". This resolution elaborated new strategies for the implementation of ECLA's regional plan of action by its member Governments. The conference requested the submission of this resolution, together with the ECLA report on this conference, inter alia to the Committee for Development Planning and the Preparatory Committee for the New International Development Strategy;

(d) The Economic Commission for Africa held its regional preparatory meeting at Lusaka, Zambia, from 3 to 7 December 1979. The meeting adopted programmes and strategies for the years 1980-1985 with a view to promoting equality, development and peace in the African region. These programmes and strategies emphasized that in the current efforts to implement the new international economic order, technical co-operation among developing countries and the United Nations development strategy, an effort should be made to include women in these measures;

(e) The Economic Commission for Western Asia held its regional preparatory meeting at Damascus from 10 to 14 December 1979. The meeting approved a review of the progress made in implementing the regional plan of action, as well as a further programme of measures to be taken during the second half of the Decade. It also reiterated its support for the struggle of the Palestinian women.

IX. SECTORAL MEETINGS

26. A meeting on the role of women in industrialization in developing countries was organized by UNIDO and took place at Vienna from 6 to 11 November 1978. The meeting discussed the participation of women in industry and the barriers to that participation, including education, socio-cultural employment conditions and the limited participation of women in decision-making. The meeting made recommendations at the national and international levels, including those to be carried out by UNIDO and in co-operation with other United Nations agencies.

27. A seminar on women in political participation within the framework of the World Conference of the United Nations Decade for Women was held at Headquarters from 29 to 31 October 1979. The seminar was held under the auspices of the World Association of Former United Nations Internees and Fellows (WAFUNIC), assisted by the United Nations Institute for Training and Research (UNITAR) and with the participation of the secretariat of the World Conference. The seminar adopted a number of recommendations relative to the problem of women in political participation. They are found in the final report of the seminar.

28. The seminar on women and the mass media, to be organized jointly by the United Nations and UNESCO, will be held from 19 to 23 May 1980.

X. OTHER ACTIVITIES

Conference of Non-Aligned and Other Developing Countries on the Role of Women in Development

29. The Conference of Non-Aligned and Other Developing Countries on the Role of Women in Development was held at Baghdad from 6 to 13 May 1979 and was attended by the representatives of 46 countries. Representatives of three countries and six United Nations bodies attended as observers and one country attended as a guest. The agenda included, inter alia, items on national development strategies, rural development, the impact of migration, the role of women's organizations, and the participation of women in the political, social and economic life of their countries and their contribution to the consolidation of peace. The Conference adopted a programme of action and inter alia, made recommendations on the means of co-operation between non-aligned and other developing countries and the United Nations. These recommendations were endorsed by the Sixth Conference of Heads of State or Government of Non-Aligned Countries, held at Havana from 3 to 9 September 1979 and were circulated to States Members of the United Nations (see A/34/321).

Information programme

30. The programme of information activities approved by the General Assembly in resolution 33/189 included such activities as the publication of a promotional brochure and a poster; the broadcasting of radio programmes and sequences and the provision of assistance to United Nations Information Centres for information activities undertaken in connexion with the Decade.

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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
Vienna, 25 February-5 March 1980
Item (4) of the provisional agenda

QUESTION OF ELABORATING A DRAFT DECLARATION ON THE PARTICIPATION OF WOMEN IN THE STRUGGLE FOR THE STRENGTHENING OF INTERNATIONAL PEACE AND SECURITY AND AGAINST COLONIALISM, RACISM, RACIAL DISCRIMINATION, FOREIGN AGGRESSION AND OCCUPATION AND ALL FORMS OF FOREIGN DOMINATION

Report of the Secretary-General

SUMMARY

This report was prepared in compliance with Economic and Social Council resolution 1978/29. It contains the text of a draft declaration submitted by the German Democratic Republic, as well as excerpts from replies received from 19 Governments and a brief summary of replies received from specialized agencies and non-governmental organizations in consultative status with the Economic and Social Council concerning the nature and content of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination.

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INTRODUCTION

1. The present report has been prepared by the Secretariat of the World Conference of the United Nations Decade for Women in compliance with Economic and Social Council resolution 1978/29 of 5 May 1978, entitled "Question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination".

2. In paragraph 1 of that resolution, the Economic and Social Council invited all Governments, the specialized agencies, international intergovernmental organizations and concerned non-governmental organizations in consultative status with the Economic and Social Council to transmit to the Secretary-General their views and/or proposals concerning the nature and content of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination.

3. In paragraph 2 the Council requested the Secretary-General to submit the views and/or proposals received, to the Commission on the Status of Women at its twenty-eighth session.

4. In paragraph 3 the Council requested the Commission on the Status of Women to consider at its twenty-eighth session, in the light of those views and/or proposals, the question of elaborating a draft declaration with a view to submitting it to the World Conference of the United Nations Decade for Women.

5. It may be recalled that the General Assembly, in resolution 32/142 of 16 December 1977, entitled "Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination", had requested the Commission on the Status of Women to consider, as a contribution to the preparation of the World Conference of the United Nations Decade for Women, the elaboration of a draft declaration on the subject.

6. Also, in resolution 34/158, the General Assembly, reiterating its resolution 32/142, again urged the Commission on the Status of Women to consider at its twenty-eighth session the question of elaborating a draft declaration.

7. On 29 January 1979, the Secretary-General invited States, the specialized agencies and other international intergovernmental organizations, and concerned non-governmental organizations in consultative status with the Economic and Social Council to furnish views and/or proposals on the nature and content of a draft declaration on the subject.

8. At the time of the preparation of the present report, views and proposals were

received from 19 States, 1/ three specialized agencies, 2/ and 13 non-governmental organizations in consultative status with the Economic and Social Council. 3/

9. In order to conform with United Nations directives on control and limitation of documentation, only excerpts from Governments' replies have been reproduced below. Owing to technical constraints, the replies of the specialized agencies and non-governmental organizations have been summarized.

10. Of the Governments that replied to the Secretary-General's note verbale, 12 4/ supported the elaboration of a draft declaration with a view to its submission for consideration by the World Conference of the United Nations Decade for Women: Equality, Development and Peace. Several of these Governments supported the elaboration of the declaration on the grounds that it would promote one of the main objectives of the Decade - namely, Peace. The German Democratic Republic provided the full text of a draft declaration.

11. The Central African Republic stated that it had no particular objections to a draft declaration.

12. Three Governments 5/ opposed the adoption of a declaration, mainly on the grounds that it would divert time and attention from other subjects where the Commission on the Status of Women might make a more worthwhile contribution. The Netherlands considered that the elaboration of the draft declaration should not be given high priority in the programme of work of the United Nations organs and forums concerned with the position of women.

1/ Australia, Byelorussian Soviet Socialist Republic, Central African Republic, Cuba, Egypt, German Democratic Republic, Hungary, Mali, Mauritius, Mongolia, Nepal (to be reproduced in an addendum to this report), Netherlands, New Zealand, Philippines, Poland, Ukrainian Soviet Socialist Republic, Inion of Soviet Socialist Republics, United Arab Emirates, United States of America.

2/ International Labour Office, United Nations Educational, Scientific and Cultural Organization, World Bank.

3/ Category I: International Alliance of Women, International Federation of Business and Professional Women, Women's International Democratic Federation. Category II: Afro-Asian People's Solidarity Organization, International Association of Democratic Lawyers, International Council of Jewish Women, International Federation of University Women, International Social Service, International University Exchange Fund, Socialist International, Lutheran World Federation, World Union of Catholic Women's Organizations, World Young Women's Christian Association.

4/ Byelorussian SSR, Cuba, Egypt, German Democratic Republic, Hungary, Mauritius, Mongolia, Philippines, Poland, Ukrainian SSR, Union of Soviet Socialist Republics, United Arab Emirates.

5/ Australia, New Zealand, the United States of America.

13. Mali did not state its position with respect to the elaboration of a draft declaration, but described the activities of the National Union of Malian Women in favour of peace.

14. The United Nations Educational, Scientific and Cultural Organization (UNESCO) reported that the question of elaborating a draft declaration bore a close relationship to resolution 13.2 adopted by the General Conference of UNESCO at its twentieth session in 1979. It suggested areas which could be included in the draft declaration.

15. The International Labour Office referred to the Declaration on Equality of Opportunity and Treatment for Women Workers, whose general principles are valid in respect of the role of women in the fields envisaged by Economic and Social Council resolution 1978/29.

16. The World Bank indicated that, in so far as development contributed to strengthening international peace and security, its policy was in line with the objectives of the draft declaration.

17. Eleven of the non-governmental organizations 6/ that replied to the note verbale supported the principles contained in Council resolution 1978/29. Four of them 7/ commented specifically on the content of a draft declaration and furnished suggestions in this respect. Others expressed their general views on the nature of a draft declaration and the role of women in matters relating to international peace and security.

18. The International Federation of Business and Professional Women expressed the view that the Commission on the Status of Women should vote against elaborating a draft declaration. However, it made comments on the nature of a declaration should such a declaration be drafted.

19. The International Federation of University Women stated that it did not see the need for drawing up a draft declaration.

20. Some replies drew attention to the Final Document of the Tenth Special Session of the General Assembly devoted to disarmament, as well as to the Declaration on the Preparation of Societies for Life in Peace, adopted by the General Assembly in

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6/ International Alliance of Women, Women's International Democratic Federation (Category I), Afro-Asian People's Solidarity Organization, International Association of Democratic Lawyers, International Council of Jewish Women, International Social Service, International University Exchange Fund, Socialist International, Lutheran World Federation, World Union of Catholic Women's Organizations, World Young Women's Christian Association (Category II).

7/ Women's International Democratic Federation (Category I), International Council of Jewish Women, Lutheran World Federation, World Union of Catholic Women's Organizations (Category II).

resolution 33/73 of 15 December 1978, which contain the ideas relevant to the draft declaration envisaged in Economic and Social Council resolution 1978/29. Reference was also made to the Declaration on the Protection of Women and Children in Emergency and Armed Conflict. 8/

21. Several replies indicated that the ideas of the proposed draft declaration served to promote realization of the provisions and decisions taken by the World Conference of the International Women's Year, held at Mexico City, in particular the Declaration of Mexico on the Equality of Women and Their Contribution to Development and Peace, 1975, the World Plan of Action for the Implementation of the Objectives of the International Women's Year, and other decisions on the status of women adopted within the framework of the United Nations.

22. Some respondents favoured the adoption of the Draft Convention on the Elimination of Discrimination against Women before the consideration of the proposed draft declaration.

8/ See General Assembly resolution 3318 (XXIX).

I. OBSERVATIONS AND PROPOSALS CONCERNING THE NATURE AND CONTENT OF A DRAFT DECLARATION: EXCERPTS FROM REPLIES RECEIVED FROM GOVERNMENTS

AUSTRALIA

[Original: English]
[30 April 1979]

While the Australian Government is sensitive to the broad objectives enumerated in the resolution in question, it is opposed to the adoption by the United Nations of a declaration of the kind envisaged.

It considers that the approach proposed embodies a distinction on the basis of sex in areas which do not warrant such a distinction, serving only to emphasize unnecessarily the role of one to the detriment of the other. In that way, it would detract from the consensus which, up to the present, had assured the united and equal role of men and women ... The Australian Government therefore considers that the issues raised in the proposed declaration are more appropriately the subject of discussion in areas of the United Nations where such questions were customarily addressed.

The Australian Government is concerned to maximize the benefit accruing to women from activities undertaken in association with the United Nations Decade for Women and strongly supports the principal aims of the Decade. It considers, however, that the proposed declaration did not fully accord with those aims and would inevitably divert attention from the more limited but pressing areas such as employment, health and education ... which were conducive to practical and useful action on a multilateral level.

In conclusion, it is considered that such a declaration would be devoid of practical import for women. It believes that the interests of the United Nations, and of its work on behalf of women would best be served by a decision not to draft and adopt a declaration on this subject.

BYELORUSSIAN SOVIET SOCIALIST REPUBLIC

[Original: Russian]
[30 May 1979]

The Byelorussian SSR supported General Assembly resolution 32/142, in which the General Assembly requested the Commission on the Status of Women to consider the elaboration of a draft declaration ...

The Byelorussian SSR is convinced that ... active participation of women on an equal footing with men in the political, economic, social and cultural life of

the country is an important pre-condition for the all-round development of society. It would consider it appropriate to note in the declaration that the attainment of lasting peace and social progress and the guaranteeing of human rights is possible only with the active co-operation of women on the basis of equality. Discrimination against women, which is still the case in a number of regions of the world, is an obstacle to women's active participation in the solution of many international problems.

The declaration should indicate that the necessary conditions for bringing about full equality of rights for women throughout the world are created by the preservation and strengthening of peace, international co-operation on the basis of equality of rights and in accordance with the Charter of the United Nations, respect for the sovereignty of all States and non-interference in their internal affairs, implementation of the right of peoples to self-determination, and the non-use of force or the threat of force in international relations.

The draft declaration should include provisions enshrined in a number of progressive decisions of the United Nations on questions of the struggle for peace, against colonialism, racism, racial discrimination and apartheid, and also in the 1975 Declaration of Mexico ...

In the drafting of the declaration it must be borne in mind that the principal prerequisites for the free development of women throughout the world is the implementation of the purposes and principles of the United Nations Charter, and in particular the implementation of the right of each State to choose its own path to development, to manage its own natural resources and to advocate for the establishment of equitable international economic relations.

It is important that the declaration should emphasize that States must create the necessary conditions for women to participate on an equal footing with men in the struggle against the arms race and for disarmament.

Attention should be focused on the fact that the struggle to strengthen peace and international security is inseparably linked to the struggle of peoples against colonialism, racism, racial discrimination, foreign aggression and all forms of foreign domination. The important role which women are called upon to play in this struggle should therefore be taken into account. Note should also be taken of the contribution they make to the cause of broadening and strengthening co-operation and friendly relations between States with differing social structures.

It is desirable for the declaration to stress the importance of adhering to the norms of international humanitarian law in order to resolve the problem of protection of women and children in emergency and armed-conflicts in the struggle for peace, self-determination, national liberation and independence.

The declaration might also include a provision containing recommendations to States to exert appropriate influence on the mass media so that they may widely inform public opinion regarding the active role of women in the struggle for the strengthening of peace and against colonialism, apartheid and racial discrimination.

It is the view of the Byelorussian SSR that the adoption of /a proposed/ ... declaration will help to integrate women into the active struggle for peace and for the strengthening of international security, and will also promote the attainment of the aims of the United Nations Decade for Women: Equality, Development and Peace.

CENTRAL AFRICAN REPUBLIC

/Original: French/
/22 June 1979/

The Central African Republic ... has no particular objections to the draft declaration.

CUBA

/Original: Spanish/
/31 May 1979/

The Republic of Cuba attaches particular importance to the preparation of such a draft declaration as an input to the World Conference of the United Nations Decade for Women, to be held in 1980, since only if universal peace for all States is guaranteed and in an atmosphere of international security can the provisions of the Mexico Declaration, the World Plan of Action and other resolutions adopted by the General Assembly in connexion with the United Nations Decade for Women be implemented.

... /T/he proposed draft declaration should include reference to the following ideas:

(a) The full economic and social development of a country, the welfare of the world and the cause of peace require the fullest participation by men and women in every sphere of activity;

(b) Women, who constitute one half of the world's population and who, together with their children, have had great suffering, as a result of war inflicted upon them, have an important role to play in the all-around strengthening of world peace and international security with the aim of promoting the economic, social and cultural development of peoples;

(c) The continued existence of areas in the world which are still living under colonialism, racism, racial discrimination, aggression and foreign occupation constitutes a very serious violation of the principles of the United Nations Charter and, hence, a serious threat to international peace and security;

(d) It is incumbent on States to join in efforts to attain the objectives of the Decade through universal solidarity among all women, with the aim of intensifying

efforts to strengthen international peace and security, since the more resolute and active the participation of women is in this field, the sooner victory will be achieved, and with it, a better and more just world.

EGYPT

/Original: English/
/1 June 1979/

The Egyptian Government supports the elaboration of a draft declaration ... This document should be inspired by the principles and ideas contained in all the previous resolutions of the United Nations related to the subject, and in particular the Declaration on the Protection of Women and Children in Emergency and Armed Conflict.

GERMAN DEMOCRATIC REPUBLIC

/Original: English/
/13 June 1979/

The German Democratic Republic ... transmits a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression, occupation and all forms of foreign domination. 9/

HUNGARY

/Original: English/
/30 July 1979/

The interests of the whole of mankind and the cause of social progess require the extension of the process of détente, the strengthening of international peace and security and the promotion of disarmament ...

Women, making up more than half of mankind, have a determining role to play in the development of the world situation, as was underlined and reaffirmed by the slogan of the International Women's Year which laid down the strengthening of international co-operation and world peace as a fundamental task of the Decade for Women ...

9/ For the full text of the draft declaration submitted by the German Democratic Republic, see chap. II below.

The full equality of women and their many-sided participation in the development of their respective countries are fundamental human rights, the exercise of which alone makes it possible for women to be actively involved in the struggle for peace and security as well as against colonialism and aggression on the national and international plane alike.

The Hungarian Government attaches great importance to the adoption of a declaration ... Adoption of such a declaration by the United Nations can have a great motivating force and thereby contribute significantly to the efforts for advancing the cause of international peace and security, disarmament and women's equality.

The underlying ideas of a draft declaration could be the following:

(a) /C/reation - also by way of eliminating colonialism, racism, apartheid, neo-colonialism, and wars of aggression - of the necessary pre-conditions for the assertion of women's equality;

(b) /P/romotion of all means of women's participation, on an equal footing with men, in the struggle for safeguarding peace and achieving disarmament;

(c) /P/rovision of support and assistance to women who are victims of aggression, colonialism, racism, apartheid, oppression and any form of exploitation;

(d) /E/ducation of children for mutual respect for peoples and nations, the equality of races and sexes, the promotion of international co-operation and social progress, and the maintenance of peace, the main emphasis being laid on the role and responsibility of women and mothers in such educational activity.

MALI

/Original: French/
/31 July 1979/

The Government of Mali, in reply to Economic and Social Council resolution 1978/29 of 5 May 1978, transmits the document "The Activities of the National Union of Malian Women in Favour of Peace throughout the World". /The document describes the contribution of Malian women to the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination./ 10/

10/ The full text of this reply is reproduced in document A/34/471 and is available at the United Nations Secretariat.

MAURITIUS

/Original: English/
/10 May 1979/

The Government of Mauritius is in favour of the elaboration of a draft declaration ...

... /L/ike men, women of Mauritius are interested in seeing that measures are taken to construct a healthier society, to foster peace and to strive for better living conditions, all of which are related to the struggle for the strengthening of international peace and security and against all forms of domination.

The Government of Mauritius recognized the importance of the role which women can play in such a struggle and feels it is its duty to suggest that the draft declaration should:

(a) /T/ry to strengthen the consciousness of women as equal partners of men and call upon them to foster such consciousness in all fields where men and women work together;

(b) /H/int at the fact that apart from the positive action they are apt to take in the day-to-day life, women have the natural and sacred vocation of bringing up a new generation of individuals free from prejudices, imbued with mutual respect and capable of making its contribution to a better world;

(c) /S/tress the fact that the successful participation in the struggle for the strengthening of international peace and security depends on women's unity and firmness of action throughout the world.

Lastly, it would be important to underline this struggle, which is meant to support the claims and rights of a section of the world population, whose conditions of living have not, by far, reached a standard acceptable to human dignity.

MONGOLIAN PEOPLE'S REPUBLIC

/Original: Russian/
/15 November 1979/

The Mongolian People's Republic attaches great importance to the elaboration ... of a draft declaration ... determined by the fact that women at the present time are becoming an increasingly important political and social force. Society cannot function without their contribution. They produce a significant part of all the material and spiritual values of mankind. Women also play an increasing role in the struggle for the social and national liberation of peoples, for fundamental human rights and for a lasting and just peace.

Nevertheless, many countries lack the conditions which would guarantee women

equal social and civil rights and provide them with opportunities for free development and unlimited application of their creative abilities. This situation is further aggravated by the fact that the threat of war has not yet been eliminated from the world, the material preparation for war in the form of the increasing arms race continues, hot-beds of tension persist, and attempts at imperialist intervention, including armed intervention, in the affairs of sovereign States and peoples continue.

Millions of people, including women and children, are the victims of these pernicious phenomena. It is therefore essential that women should take an active part on an equal basis with men in the struggle for peace and security, détente and disarmament, national and social liberation, the democracy and the progress of peoples, and against imperialism, colonialism, racism, aggression and foreign domination. This would also be in keeping with one of the main goals of the United Nations Decade for Women: Equality, Development and Peace.

... /T/he draft declaration should include the following:

(a) A guarantee of the broad participation of women on an equal basis in all spheres of public life: political, economic, social and cultural;

(b) The elimination of all barriers: legal, social or moral, which impede the participation of women in the solution of questions relating to the foreign and domestic policy of States;

(c) A guarantee of the active participation of women in the solution of vital problems of the present time, such as the preservation of universal peace, the strengthening of international détente, the achievement of disarmament, and the elimination of colonialism, racism and foreign domination;

(d) The mobilization of the efforts of the United Nations and its specialized agencies and of all States of the world and their Governments, Parliaments and public organizations in order to achieve the three basic goals of the United Nations Decade for Women: Equality, Development and Peace; the securing of the implementation of decisions of the General Assembly and other international forums held as part of the Decade, including the resolutions and other important documents adopted at the 1975 World Conference in Mexico.

The Mongolian People's Republic considers that the speedy elaboration of a draft declaration at the 1980 World Conference of the United Nations Decade for Women would be a significant contribution towards the achievement of the goals of the United Nations Decade for Women: Equality, Development and Peace.

NETHERLANDS

/Original: English/
/5 April 1979/

The Government of the Netherlands is of the opinion that the elaboration of the above-mentioned declaration should not be given high priority in the programmes of work of United Nations organs and fora concerned with the position of women. The Netherlands has repeatedly stated that the strengthening of the role of women in economic and social development and their participation in the political life of their countries first and foremost requires practical action-oriented approaches. The problems facing women throughout the world are manifold, and in many countries, women's basic needs are not yet met: a shortage of employment opportunities exists, the illiteracy rate for girls is disproportionally high, health care is not adequate, etc. It is these problems that should be given high priority. The General Assembly, in fact, appeared to be of the same opinion when it adopted resolution 33/185 in which it, inter alia, decided on the subtheme "Health, Employment and Education" for the World Conference for the Decade of Women. By stressing this particular subtheme, the General Assembly, by implication, emphasized the importance of these particular practical problems for the programme of the second half of the decade.

The elaboration of international standards on the role of women ... is still an important element of the United Nations work for the improvement of the position of women, which hopefully will culminate in the adoption of the Draft Convention on the Elimination of Discrimination against Women by the thirty-fourth session of the General Assembly. After this legislative period, however, it is time for the United Nations to direct its full attention on measures to encourage Governments to apply the standards adopted and to ensure to women the rights proclaimed. It is this difficult task which should now be given the highest priority.

NEW ZEALAND

/Original: English/
/16 May 1979/

New Zealand voted against both General Assembly resolution 32/142 and Economic and Social Council resolution 1978/29 ... and it also expressed its opposition to the preparation of a draft declaration in the Commission on the Status of Women in January 1978. New Zealand's views on the subject are unchanged.

The New Zealand Government considers that means should first be provided to protect women against discrimination in the broadest sense and to encourage their participation in all facets of national and international life. New Zealand gives high priority to the completion of an International Convention on the Elimination of Discrimination against Women and would wish to see this fundamental instrument finalized before considering a new initiative involving a much wider range of issues.

There is, of course, no disagreement about the need to strengthen international peace and security, nor the contribution women can make to this objective. In view, however, of the existing international instruments covering the strengthening of international peace and security, New Zealand considers that the Commission on the Status of Women should not be diverted at this time towards a major new task while a very real need remains to be met in the area for which the Commission has prime responsibility - namely, the elimination of all forms of discrimination against women, and the promotion of their well-being and participation in national and international life.

PHILIPPINES

/Original: English/
/21 June 1979/

The National Commission on the Role of Filipino Women is of the opinion that a draft declaration ... should, among other things, emphasize respect for national territorial integrity, sovereignty and independence and the freedom of national choice for any socio-economic or political system. The draft declaration should also uphold the right of free choice, which is the essence of the principle of self-determination. In this context, it also means freedom from political and economic interference, which are the most insidious means of undermining the stability of a State.

A purpose of the draft declaration should be to recognize the need for women ... to have an important role to play in promoting internal peace and security, which, in the final analysis, renders international peace and security possible. To achieve this purpose, the necessary conditions and environment for women to operate in the national setting must be created. Equally important, international organizations must provide the necessary support and appropriate institutional framework for the development of this role.

This could take the form of exchanges of information among women's groups designed to encourage and promote activities geared toward the elimination of all forms of discrimination against women and their wider participation in all sectors of national life, and assistance from the United Nations and its specialized agencies, either in the form of financial support or through consultants' and experts' services, to national programmes aimed at giving women the necessary training, skills and opportunities for self-improvement and self-development.

The declaration should contain an exhortation for increased participation of women in international conferences and negotiations, and for the Governments and agencies concerned to assure such participation. For this purpose, Governments should give priority to educational opportunities for women. Women should also be made more aware of their respective Governments' activities and positions in vital questions of international affairs. Such awareness would provide them with the proper outlook to fulfil their roles in the struggle to strengthen international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination.

POLAND

/Original: English/
/10 July 1979/

The maintenance of international peace and security is one of the fundamental purposes of the United Nations. Therefore, it is a matter of deep concern that despite many resolutions passed by the General Assembly and the Security Council, as well as other United Nations bodies, international conferences, symposiums and meetings, the world community is still faced with the painful vestiges of colonialism, racial discrimination, aggression and foreign occupation.

The standpoint of the Polish People's Republic in this regard has remained unchanged over the last 35 years. On numerous occasions we have voiced our strong condemnation of those practices and actively contributed to the formulation of international instruments seeking suppression and punishment of these crimes against humanity. This standpoint derives both from the most cruel historical experiences endured by the Poles during the Second World War, as well as from the philosophy of the internal and foreign policy pursued by socialist Poland. As it was stated in the message delivered by the President of the Council of State of the Polish People's Republic to the World Conference to Combat Racism and Racial Discrimination, held last year in Geneva,

> "... /T/he Polish People's Republic and its people voice their resolute and consistent support for the principles of common equality and spare no effort for the purpose of full implementation of the International Convention on the Elimination of All Forms of Racial Discrimination and the International Convention on Suppression and Punishment of the Crimes of Apartheid, condemn all forms of racism and racial discrimination and render their full political, moral and material support for peoples fighting for the realization of their basic human rights."

It is the common conviction that the existence of these cases of mass and flagrant violation of human rights endangers peace and international security and makes the attainment of such goals as development and social progress in the world impossible. There is also a conviction that the current United Nations Decade for Women shall contribute decisively to the eradication of these practices ... The Government of the Polish People's Republic finds the proposed draft declaration ... an extremely useful tool in striving for the attainment of those lofty goals. It is stated in the 1975 Declaration on the Equality of Women and their Contribution to Development and Peace that "women of the entire world, whatever differences exist between them, ... will become natural allies in the struggle against any form of oppression, such as is practised under colonialism, neo-colonialism, zionism, racial discrimination and apartheid, thereby constituting an enormous revolutionary potential for economic and social change in the world today" and ... that "women have a vital role to play in the promotion of peace in all spheres of life: in the family, the community, the nation and the world. Women must participate equally with men in the decision-making processes which help to promote peace at all levels." Having this in mind, the Government of the Polish People's Republic

considers the ideas of the proposed draft declaration as being the most appropriate form of implementation of the results of the 1975 Mexico City Conference.

.../T/he thirty-third session of the General Assembly had made an important step toward a further improvement of international peace and security by adopting the Declaration on the Preparation of Societies for Life in Peace. The primary purpose of this significant document is strengthening international security and détente and realization of the main purpose of humanity ... Therefore, since the ideas contained in the proposed draft declaration also seek the achievement of these noble goals, they have the full support of the Government of the Polish People's Republic. At the same time, to underline the close relationship between the Declaration on the Preparation of Societies for Life in Peace and the /proposed/ draft declaration ... it is considered useful to incorporate a new preambular paragraph into the draft which could read:

> "Having in mind the ideas contained in the Declaration on the Preparation of Societies for Life in Peace 1/ adopted by the General Assembly during its thirty-third session and reaffirming the special role women should play in the process of bringing up new generations;"

"1/ General Assembly resolution 33/173."

UKRAINIAN SOVIET SOCIALIST REPUBLIC

/Original: Russian/
/16 November 1979/

The Ukrainian SSR considers that there is an extremely urgent need to prepare ... a draft declaration. It believes that the approval of such a document would be a significant contribution to the achievement of the important goals of the United Nations Decade for Women: Equality, Development and Peace, and would enhance the role of women in the struggle for a lasting and just peace, for full equality and for social progress.

It is important that Governments should create favourable conditions for the participation of women and men on an equal basis in the achievement of the noble goals, enumerated in the title of a draft declaration.

The future document should emphasize the fact that the essential conditions for the achievement of full equality of rights for women are as follows:

(a) /T/he maintenance and strengthening of international peace and security, the achievement of general and complete disarmament, the deepening of the process of international détente, the achievement of international co-operation on an equal basis in accordance with the Charter of the United Nations, the exercise of the right of peoples to self-determination, respect for the sovereignty of all States and non-interference in their internal affairs, and the non-use of force or the threat of force in international relations;

(b) /T/he elimination of the policy of aggression, colonialism and neo-colonialism, racism, all forms of racial discrmination, apartheid, foreign dcmination and hegemonism.

In the view of the Ukrainian SSR, the future document should reflect the following elements:

(a) The creation of conditions for the participation of women and men on an equal basis in political, economic, social and cultural life; the solution of questions relating to the internal and foreign policy of countries; efforts to establish and strengthen universal peace; efforts to achieve social progress, democracy and guarantees of human rights; the struggle for the realization of the supreme human right - the right to a peaceful life; the struggle for disarmament, and the reduction of military budgets and the use of the resources thus released to solve urgent social and economic problems;

(b) The need for strict compliance by States with the rules of international humanitarian law in order to protect women and children in exceptional circumstances during periods of armed conflict;

(c) The need for States to exert their influence on the mass information media in order to keep the public widely informed about the participation of women in the struggle for the strengthening of peace and against colonialism, racism, apartheid, aggression, foreign domination and occupation;

(d) The need to mobilize the efforts of States, the United Nations and its specialized agencies, and women's and other organizations and movements at the international and national levels to implement the recommendations of the 1975 Declaration of Mexico, the World Plan of Action, the Programme for the United Nations Decade for Women and other United Nations decisions concerning women's participation in and contribution to development and the struggle for peace.

UNION OF SOVIET SOCIALIST REPUBLICS

/Original: Russian/
/15 August 1979/

The elaboration in the United Nations of a draft declaration ... for consideration by the 1980 World Conference of the United Nations Decade for Women: Equality, Development and Peace, would be important and timely, as it serves to promote one of the main objectives of the Decade - to increase the role of women in the struggle for a lasting and just peace, complete equality of rights and social progress ... Despite numerous decisions of the United Nations aimed at strengthening peace and security, eradicating colonialism, racism and apartheid, and preventing aggression, occupation and other forms of foreign domination, the world is not yet rid of the threat of war, centres of tension continue to exist, and millions of people, including women and children, are being victimized by the policies of colonialism and neo-colonialism, racism and apartheid and are suffering

as a result of foreign aggression and occupation. Women have a prominent role to play in the struggle for peace and social progress.

The draft declaration should reflect the following points:

(a) The active participation of women on an equal footing with men in political, economic, social and cultural life and in solving problems of the foreign and domestic policy of States is a vital pre-condition for the over-all development of society;

(b) The attainment of world peace, democracy and social progress and the realization of human rights is possible only through the active and equal participation of all members of society, both men and women. The discrimination against women which still exists in many areas of the world is a serious obstacle to their active participation in the solution of major international problems;

(c) The maintenance and strengthening of peace, the attainment of general and complete disarmament, international co-operation on the basis of equality and in accordance with the Charter of the United Nations, respect for the sovereignty of all States and non-interference in their internal affairs, the realization of peoples' right to self-determination, and the non-use of force or the threat of force in international relations are essential conditions for achieving full equality for women.

In this connexion, particular emphasis should be placed on the need to find as speedily as possible, a solution to today's most urgent problem - the problem of disarmament. The accelerating and expanding development, production and deployment of new types of weapons and weapons systems is taking on an increasingly dangerous aspect. It is therefore the noble duty of all people, including women, to work for the achievement of real disarmament. As the experience of various women's organizations shows, the fight against the arms race and for disarmament is occupying an increasingly important place in their activities. Women are aware that, under conditions of peace and détente, the enormous resources absorbed by the arms race could be directed towards solving urgent social problems, including maternal and child welfare and the improvement of education and health care, all of which is in accordance with such important goals of the United Nations Decade for Women as ensuring equal rights for women and involving women in the development process;

(d) The campaign for the maintenance and strengthening of international peace and security, for disarmament and for the deepening of the process of détente is directly related to the struggle of peoples against colonialism, racism, racial discrmination, apartheid, aggression and all forms of foreign domination.

In this connexion, it should be particularly noted that the policies of aggression, foreign domination, colonialism and neo-colonialism, racism and apartheid pursued by certain circles in a number of areas of the world constitute a glaring violation of the United Nations Charter and of many other important United Nations documents, hinder the exercise of democratic freedoms and of the right of peoples to

self-determination, and threaten the security of peoples and peace throughout the world. Women and children are the first victims of the policies of aggression, domination and oppression;

(e) The importance of observing the norms of humanitarian law in order to deal with the problem of protecting women and children in the exceptional circumstances of armed conflict in the struggle for peace, self-determination, national liberation and independence;

(f) A recommendation to States to bring the appropriate influence to bear on the mass media to provide all possible assistance in involving women in the struggle to strengthen peace and combat colonialism, racism, apartheid, aggression, occupation and foreign domination and to provide the public with broad coverage of women's participation in this struggle.

The observance of the United Nations Decade for Women affords extensive opportunities for a significant advance in the achievement of genuine equality for women in all spheres of public life and in involving them more deeply in the fight for peace and international co-operation, democracy, social progress and the restructuring of international economic relations on a just, equal and mutually beneficial basis. The outcome of this struggle largely depends on women's participation in it. It is important, in order to make maximum use of the new prospects which have opened up in connexion with the United Nations Decade for Women:

(a) To promote by all possible means the further involvement of women in the common fight of the peoples for the realization of the highest human right - the right to a peaceful life, to disarmament, and to the reduction of military budgets and the use of the resources thus released in order to solve crucial social and economic problems;

(b) To mobilize the efforts of the United Nations, its specialized agencies, Governments, Parliaments, and women's and other public organizations and movements at both the international and the national level for the practical implementation of the recommendations addressed to them in the 1975 Mexico City Declaration ... in the World Plan of Action, in the programme of the United Nations Decade for Women, and in other decisions on the status of women adopted within the United Nations;

(c) To step up the campaign for the implementation of General Assembly resolution 3093 (XXVIII) concerning reduction of the military budgets of States permanent members of the Security Council by 10 per cent and utilization of part of the funds thus saved to provide assistance to developing countries, inter alia, in meeting the needs of women and children;

(d) To promote to the fullest extent the combined efforts of the world public and the international community directed towards the attainment of all three of the programme goals of the United Nations Decade for Women: Equality, Development and Peace, since true equality for women and an improvement in their socio-economic

status are essential pre-conditions for the successful development of any country, and this is possible only under conditions of lasting peace and co-operation among peoples on the basis of equality.

The decisions adopted at international gatherings taking place within the framework of the Decade ... provide a good starting point and a new legal basis for strengthening and developing the positive experience in co-operation gained by the United Nations, governmental organizations and various social forces in the course of the International Women's Year and of the first half of the United Nations Decade for Women in pursuit of the goals of equality, development and peace ...

The implementation of these decisions through combined efforts should promote more active and effective participation by women in political and social life and in solving the historical tasks of our time relating to the strengthening of peace and the security of peoples, disarmament and national and social liberation.

The adoption of a declaration by the 1980 World Conference ... will unquestionably help to focus the attention of Governments and women on these acute problems and will mobilize the entire world community in the search for concrete and effective means of solving them, which, in turn, will promote the attainment of the lofty and noble goals of the United Nations Decade for Women: Equality, Development and Peace.

UNITED ARAB EMIRATES

/Original: English/
/29 March 1979/

The Government of the United Arab Emirates supports, in principle, Economic and Social Council resolution 1978/29.

UNITED STATES OF AMERICA

/Original: English/
/18 May 1979/

On ideological grounds, the United States believes that elaboration of such a declaration would achieve no practical purpose, and would involve a great deal of time, money and energy which would result in an undue amount of highly inflammatory political rhetoric. This initiative would divert time from other more worth-while subjects where the Commission on the Status of Women might make a more worth-while contribution.

Moreover, the United Nations should not consider elaborating such a declaration, particularly at the present time, because it is now in the process of completing the Draft Convention on the Elimination of Discrimination against Women. It is

unnecessary to pursue another initiative aimed at standard-setting when it has not completed its first task.

It would prove most unfortunate to burden the 1980 World Conference for the Decade for Women with preparations for a document which is politically controversial and of questionable value in achieving progress in the status of women.

II. TEXT OF A DRAFT DECLARATION SUBMITTED BY THE GERMAN DEMOCRATIC REPUBLIC

Draft Declaration on the Participation of Women in the Struggle for the Strengthening of International Peace and Security and against Colonialism, Racism, Racial Discrimination, Foreign Aggression, Occupation and all Forms of Foreign Domination

The World Conference of the United Nations Decade for Women,

Recalling that the World Conference of the International Women's Year in the Declaration of Mexico, 1975, stressed the "vital role" women have "in the promotion of peace in all spheres of life: in the family, the community, the nation and the world" and demanded that women must therefore "participate equally with men in the decision-making processes which help to promote peace at all levels",

Recalling further that the same World Conference decided in the World Plan of Action that "in order to involve more women in the promotion of international co-operation, the development of friendly relations among nations, the strengthening of international peace and disarmament, and in combating colonialism, neo-colonialism, foreign domination and alien subjugation, apartheid and racial discrimination, the peace efforts of women as individuals and in groups and in national and international organizations should be recognized and encouraged",

Convinced that the maintenance and strengthening of peace, sustained international co-operation based on equal rights, respect for the sovereignty of all States and non-interference in their internal affairs, the implementation of the right of peoples to self-determination, non-resort to the use or threat of force in international relations pursuant to the Charter of the United Nations, and the restructuring of international economic relations along democratic lines in conformity with the principles of the Charter of Economic Rights and Duties of States are fundamental and indispensable prerequisites for a world-wide enforcement of full equality of rights for women,

Taking into account that the liberation of peoples and the elimination of colonialism, racism, apartheid and fascism and of any foreign occupation, which place particular burdens on women and mothers, are inseparably linked with efforts to maintain international peace and security and to consolidate and expand political détente,

Expressing serious concern at the persistence of the arms race and the continued existence of sources of tension and crisis and of colonialist and racist oppression,

Reaffirming that a secure peace, social progress and comprehensive guarantees of human rights are attainable only with the active and equal co-operation of women, and with men and women sharing in their common responsibility,

Noting that despite progress towards the achievement of an equal status for women, considerable discriminations continue to exist in various parts of the world, which impedes the active participation of women in the solution of vital international problems,

Reaffirming the need to intensify international co-operation in respect of the participation of women in the struggle for strengthening international peace and security in accordance with General Assembly resolutions 3519 (XXX) of 15 December 1975 and 32/142 of 16 December 1977.

Commending the important role already played by women in all countries in the strengthening of international peace and security and in the expansion of co-operation among States on equal terms and in the elimination of any manifestation of discrimination,

Declares solemnly:

I

Article 1

The participation of women in the endeavour to implement the right to life in peace as a fundamental human right shall be encouraged. To this end the participation of women on equal terms with men in the struggle to safeguard peace shall be promoted by all appropriate means.

Article 2

In accordance with their obligation to maintain peace, States shall create the necessary prerequisites for women to participate without hindrance in the struggle against the arms race and for disarmament. Resources released as a result of effective measures of disarmament shall be used to promote economic and social development, to solve global problems of mankind and to provide assistance to developing countries. In this context particular attention shall be given to the advancement of women and to the protection of mother and child.

Article 3

Colonialism, apartheid, racial discrimination, neo-colonialism and all forms of foreign aggression, the acquisition of foreign territory by force and foreign occupation, as well as the economic and social consequences thereof, shall be eliminated to create essential prerequisites for the world-wide and unrestricted enforcement of equal rights for women.

Article 4

All forms of oppression and inhuman treatment of women on account of their advocacy of peace and the right of peoples to self-determination, such as massacre, imprisonment, torture, devastation of homes, and forced evacuation and reprisals, shall be condemned as crimes against humanity and as gross violations of human rights.

Comprehensive solidarity and assistance shall be rendered to those women who are victims of aggression, colonialism, racism, apartheid, oppression, exploitation and fascism and are compelled to live under most adverse conditions.

Article 5

With a view to safeguarding international peace and creating appropriate socio-economic conditions for the free development of women, the implementation of the sovereign right of every State to establish an economic order of its own choice and to utilize its own natural resources, the democratic restructuring of international economic relations in accordance with the Charter of Economic Rights and Duties of States, and the reduction of differences in the level of developed and developing countries in conformity with the decisions of the sixth and seventh special sessions of the United Nations General Assembly shall be ensured everywhere in the world.

II

Calls upon all States to take the following action in order to give effect to the principles set out above:

(a) To support the efforts of non-governmental and intergovernmental organizations aimed at the strengthening of international peace and security, the development of friendly relations among States and the promotion of active co-operation of States. Women should be encouraged to actively participate in and to support the efforts of such organizations;

(b) To adopt appropriate programmes to ensure the active co-operation of women in the attainment of the goals contained in the present Declaration;

(c) To promote the exchange of experience at the national and international levels for the purpose of enhancing the involvement of women in the efforts of peoples for peace and their struggle for national independence and against colonialism, racism, apartheid, foreign aggression and occupation;

(d) To give effective publicity to the active role played by women in the struggle for peace, respect and understanding for all nations and peoples, for racial equality and equality of the sexes, for the implementation of the right of every nation to self-determination and for international co-operation, and against colonialism, apartheid, and racial discrimination, and to influence the work of mass media accordingly;

(e) To pay tribute to the contribution of women to the struggle for the safeguarding of peace and against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination by proclaiming special days and by other marks of appreciation;

III

Appeals to the General Assembly and other organs of the United Nations to periodically review the progress made in promoting the equality of women in respect of their participation in the struggle for the safeguarding of world peace and against colonialism, racism, apartheid, foreign aggression and occupation as a reflection of their involvement in the political affairs of society.

UNITED NATIONS

GENERAL ASSEMBLY

Distr.
GENERAL

A/RES/34/156
30 January 1980

Thirty-fourth session
Agenda item 80

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

/on the report of the Third Committee (A/34/821)/

34/156. Voluntary Fund for the United Nations Decade for Women

The General Assembly,

Recalling its decision of 15 December 1975 that the activities of the voluntary fund for the International Women's Year should be extended to cover the period of the United Nations Decade for Women, 1/

Recalling also its resolution 31/133 of 16 December 1976, containing the criteria and arrangements for the management of the Voluntary Fund for the United Nations Decade for Women,

Noting with satisfaction the valuable programme policy developed by the Fund, in accordance with the criteria and arrangements for the management of the Fund, to assist projects in developing countries,

Bearing in mind that by its resolution 31/133 it, inter alia, requested the Secretary-General to consult the Administrator of the United Nations Development Programme on the use of the Fund for technical co-operation activities,

Noting with appreciation the new procedures for submission and review of project proposals at the country level, through the resident representative of the United Nations Development Programme,

Noting also with appreciation the expansion of the activities supported by the Fund and the increased co-operation with the organizations within the United Nations system.

1/ See Official Records of the General Assembly, Thirtieth Session, Supplement No. 34 (A/10034), p. 100, items 75 and 76, para. (a).

Conscious that the Fund was designed to supplement, through financial and technical support, development activities involving women at the national, regional and global levels, in co-operation with relevant organizations of the United Nations system,

Recognizing the need for all operational activities and regional commissions within the United Nations system to pay increasing attention to including projects for women in their regular programmes,

Recognizing also the necessity of continuing financial and technical support to development activities which respond to the specific needs of women in developing countries and the importance of the incorporation in national and international development planning of policies and programmes aimed at the mobilization and integration of women in development,

Having considered the report of the Secretary-General on the Voluntary Fund for the United Nations Decade for Women, 2/

1. Notes with satisfaction the decisions of the Consultative Committee on the Voluntary Fund for the United Nations Decade for Women during its fifth and sixth sessions; 3/

2. Requests the President of the General Assembly, in accordance with paragraph 3 of resolution 31/133 and with due regard to continuity, to select five Member States, each of which will appoint a representative to serve on the Consultative Committee;

3. Expresses its appreciation to the relevant organs of the United Nations system, in particular the United Nations Development Programme and the United Nations Children's Fund, for their invaluable assistance to the ongoing work of the Voluntary Fund for the United Nations Decade for Women;

4. Expresses its desire to see the activities developed by the Fund continued beyond the United Nations Decade for Women and, in this regard, requests the Secretary-General to study this question in consultation with the Consultative Committee and the Administrator of the United Nations Development Programme, as well as with other relevant United Nations agencies, and to report thereon to the General Assembly at its thirty-sixth session;

5. Decides that the Voluntary Fund for the United Nations Decade for Women shall continue to be situated at Headquarters;

6. Decides also to review its decision at its thirty-sixth session on the basis of the report to be submitted by the Secretary-General on his consultations

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2/ A/34/612.

3/ Ibid., sect. II.

with the Consultative Committee, the Administrator of the United Nations Development Programme and other United Nations agencies directly concerned, as well as on the views to be submitted by Member States by 1 June 1981;

7. Expresses its appreciation for the voluntary contributions pledged by Member States at the recent United Nations Pledging Conference for Development Activities and appeals to Member States to consider giving or increasing their support to the Fund in order to ensure the availability of resources sufficient to meet rapidly multiplying demands in developing countries;

8. Requests the Secretary-General:

(a) To continue to report annually on the management of the Fund as well as on the progress in the implementation of its activities;

(b) To continue to include the Fund on an annual basis as one of the programmes of the United Nations Pledging Conference for Development Activities.

105th plenary meeting
17 December 1979

UNITED NATIONS

GENERAL ASSEMBLY

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1 November 1979

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Thirty-fourth session
Agenda item 80 (d)

UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Voluntary Fund for the United Nations Decade for Women

Report of the Secretary-General

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I. INTRODUCTION

1. In its resolution 33/188 of 29 January 1979, the General Assembly requested the Secretary-General to continue to report annually on the management of the Voluntary Fund as well as on the progress in the implementation of the activities supported by the Fund. Section II of this report contains a review of developments during 1979, including the major recommendations and observations of the Consultative Committee which held its fifth and sixth sessions from 5 to 9 March and 10 to 14 September 1979, respectively. Section III contains illustrations of innovative activities receiving assistance from the Fund. Section IV contains the observations of the Secretary-General. Annexes to the report include a list of projects approved in 1979, a breakdown of all ongoing projects by field of activity and region, information activities of the Centre for Social Development and Humanitarian Affairs under an earmarked grant, the financial status of the Voluntary Fund and contributions from Governments.

II. REVIEW OF DEVELOPMENTS IN 1979

2. The period under review, October 1978-September 1979, was one of continued growth in terms of both the number and the quality of the activities supported by the Fund. Through improvements in the procedures for the submission and review of project proposals, increased co-operation with the organizations of the United Nations system, the convening by the regional commissions of interagency working groups to deal, inter alia, with project submissions and other arrangements introduced during the year and described elsewhere in this report, the effectiveness of use of the resources from the Fund for meeting the priority needs of the poorest women in the developing world has been strengthened. In addition, Voluntary Fund support has had a stimulating effect upon the implementation of regional Plans of Action at the national, subregional and regional levels, as well as between divisions within the secretariats of the regional commissions.

A. Project supported

3. As at August 1979, resources from the Fund were used in support of 60 projects in Africa, Asia and the Pacific, Latin America and the Caribbean, and Western Asia. Of these, 33 were regional or multi-country activities, while the remaining 27 projects were being carried out in 36 different countries. Total expenditures for operational activities were divided nearly equally between country and regional projects. Expenditures for country-level projects, which ranged in cost from $4,000 to $164,000, averaged about $20,000, while regional projects averaged $44,000.

4. At the sixth session of the Consultative Committee, 33 additional projects were recommended for implementation. Of these, 21 were at the country level, 11 regional and one global, constituting a significant move towards support of country-level activities, and increasing by one half the total projects supported.

5. The requests of the regional commissions for support funds to national activities (at $4,000 each) were assessed and found to be both within the criteria

for the utilization of the Fund and catalytic to national activities, especially in the field of development planning. The pilot loan funds (each $10,000) available to the Economic Commission for Africa (ECA) had provided revolving loan funds for co-operative economic activities of rural women in Ethiopia and Swaziland. A list of projects approved during 1979 and a detailed breakdown of projects by field of activity and region may be found in annexes I and II respectively. A total of 93 country and regional projects have been supported by the Fund since 1977.

B. Finance

6. As at 30 June 1979, the official statement of assets, liabilities and unencumbered balance of the Fund showed a balance available of $8.8 million (annex III). However, the operational reserve for ongoing and future phases of activities is now about $6.5 million, leaving only about $2.3 million uncommitted at this time. Contributions pledged to the Voluntary Fund at the 1978 United Nations Pledging Conference for Development Activities were $2.86 million (annex IV). Four million dollars were committed to new projects in 1979.

C. Identification of priority areas

7. Emphasis was placed by the Consultative Committee at its fifth session on the need for the resources of the Fund to be utilized for meeting a few very specific, long-term development needs of a global nature relevant to women in a wide range of countries. In this regard, development planning was identified as a priority concern by ECA, the Economic Commission for Latin America, the Economic Commission for Western Asia and the Economic and Social Commission for Asia and the Pacific. Support for the promotion of woodlots to provide fuel for cooking fires and the development and exploitation of alternative sources of energy (e.g., solar, biogas, etc.) were also identified as important priorities, particularly in the African and Asian and Pacific regions, that could have a major impact on improving the lives of rural women, who are directly engaged in the provision and utilization of fuel for the home. Along these lines, a variety of activities were proposed by ECA and ESCAP, including reforestation campaigns, improved cooking stoves, and forestry-related small industries. In this context, the Consultative Committee proposed that, in the formulation of future programmes, the regional commissions should bear in mind the need to encourage the modernization of traditional cooking technologies to the extent that would significantly improve the living conditions of women in developing countries.

8. Other major areas of emphasis which have emerged as priorities include communications within regions, the training of rural trainers and the promotion of small-scale industries. Country projects approved following the sixth session were mainly in rural and community development, and small-scale industries.

D. Assistance to women victims of apartheid in southern Africa

9. At its fifth session, the Consultative Committee resumed consideration of the question of extending assistance to women victims of apartheid in southern Africa

from the resources of the Fund as called for by the Economic and Social Council in its resolution 1978/33. The Committee did not reach a consensus that legal aid was strictly in accordance with the criteria of the Fund as set forth in General Assembly resolution 31/133, and so decided to recommend that $30,000 be allocated to ECA for the provision of legal aid to women in southern Africa, on an exceptional basis, from a special allocation for contingency cases. Attention was called to the guideline of the Fund that it should not duplicate the operations of existing United Nations funds. The Committee noted that the United Nations Trust Fund for South Africa provided grants, inter alia, for legal assistance to persons charged under discriminatory and repressive legislation in southern Africa and suggested that in future those who wished to give much needed assistance to women in this context could contribute to the Trust Fund and designate their contribution for the special benefit of women.

E. Implications of the relocation of the Centre for Social Development and Humanitarian Affairs to Vienna

10. At its sixth session, the Consultative Committee raised questions and expressed differing views regarding the implications of the transfer to Vienna of the post at the Centre for the co-ordination of the work of the Fund and financed from its resources, consequent upon the relocation of the Centre to Vienna in accordance with General Assembly resolution 33/181, especially in maintaining links with the United Nations Development Programme and the United Nations Children's Fund. In this context, an opinion was expressed that the present level of substantive backstopping and administrative support for the activities receiving financial assistance from the Fund should be maintained without any increased administrative costs.

F. New procedures for submission of country-level project proposals

11. A major commitment of Fund resources is to provide assistance to the development of programmes for women at the regional level, and very good progress has been made in this matter. However, to ensure that maximum demand is made on the Fund's resources and that Fund-financed projects are integrated in the wider development effort, an agreement was reached with UNDP that requests for country projects having no direct input from the regional commissions and prepared by Governments, non-governmental or United Nations organizations be initially reviewed by the UNDP Resident Representative in the country concerned. Following assurance that the Government has no objection to the project being carried out, the Resident Representative forwards the proposal directly to headquarters, with a copy to the appropriate regional commission for comments it may wish to make. Proposals for regional projects continue to be formulated and/or selected by the regional commissions.

12. The UNDP circular to field offices (UNDP/ADM/FIELD/657) provides clear instructions on the assistance to be given by UNDP, and stresses that the modest supplementary resources available from the Voluntary Fund should in no way lessen UNDP's mandate to support activities of benefit to women in the UNDP country programmes. In addition, UNDP is financing senior women's programme officers at the subregional level in ECA and ESCAP.

13. UNICEF, which has considerable experience in work for low-income women, will also assist with project identification and appraisal at the country level. Representatives of UNDP and UNICEF were invited by the Consultative Committee to discuss these matters at the sixth session.

G. Co-operation with the organizations of the United Nations system

14. In addition to the above, during the period under review closer working relationships were established with the specialized agencies and programmes of the United Nations system. Meetings were held with individual agencies and an interagency meeting on the Fund took place in September 1979 at United Nations Headquarters, in line with the criteria of General Assembly resolution 31/133. Executing agencies for current projects include the International Labour Organisation (ILO), the Food and Agriculture Organization of the United Nations (FAO) and the United Nations Industrial Development Organization (UNIDO).

H. Support of the work of the regional commissions

15. Efforts for the continuous improvement of communications and exchange of ideas and experience with the regional commissions have been maintained. To this end, a meeting of regional women's programme officers took place at Headquarters, and the officers also had the opportunity to brief the Consultative Committee at its sixth session on developments in their regions. They noted the important contribution of the Fund resources to the creation or strengthening of regional programmes.

16. An additional measure to improve the responsiveness and efficiency of the Fund has been support for urgent needs of the regions, including supplementing official technical missions to assist with project development or evaluation, increasing the availability of particularly useful publications, and supplementing outside funds in order to bring together the senior women's programme officers from the regional commissions.

17. At its fifth session, the Committee had recommended that the first of the two posts for senior women's programme officers in ECA, ECLA, ESCAP and ECWA supported by resources from the Fund be extended for two years, and reaffirmed its original expectation that all posts would be converted to established posts under the regular budget. At its sixth session, the Committee expressed concern at the apparent lack of effort on the part of the regional commissions to make provision for these posts under the regular budget. Work for women was a vigorous growth area and strongly supported by resolutions adopted by member States. The Committee therefore recommended that the financing of these posts by the Fund should be discontinued after the expiration of existing commitments unless at least one of them would be provided in the regular budget for each of the four commissions.

I. Information and fund-raising activities

18. Publications supported by the Fund during the period under review included: (a) the Decade Note, issued in October 1978 and March 1979, which provides

information on the Fund, including a description of its activities and application procedures, to both potential users and donor organizations; (b) a Note to the Organizations of the United Nations System on the origin and activities of the Voluntary Fund, with special emphasis on the role of the United Nations organizations in relation to the work of the Fund, which was circulated in March 1979.

19. Other activities to publicize the Fund included:

(a) Provision of comprehensive briefings on the progress of the work to representatives of member States, as well as journalists and voluntary organizations which are often in a position not only to provide assistance in project identification and implementation, but also to stimulate interest in contributions to the Fund;

(b) Preparation of information kits suitable for press and radio, as well as for Governments, business firms and non-governmental organizations;

(c) Publishing articles in both United Nations and outside publications.

20. An information officer was appointed in December 1978 within the Branch for the Advancement of Women of the Centre to a post created from a specific allocation to the Fund for public information activities. Activities undertaken through this earmarked donation appear in annex V.

III. INNOVATIVE ACTIVITIES SUPPORTED BY THE VOLUNTARY FUND

21. A brief examination of the assistance provided from the Voluntary Fund indicates its unique role in initiating and introducing innovative activities in certain key sectors aimed at encouraging the wider involvement of women in the economic life and development efforts of their countries. The assistance provided, which is not readily available from other sources, may take the form of the addition of a women's component to ongoing activities or the organization of special projects for women. Some illustrative examples of these projects are:

(a) Development planning. The interests of women have frequently been overlooked in the establishment of countries' development priorities and in the planning of development projects, and few efforts have been made to assist countries in these activities. With Fund resources, in the ESCAP region, the services of several consultants are available to advise planning ministries in the region on the integration of women in the over-all national planning process. Similarly, ECWA is sponsoring, in December 1979, a regional workshop on women's role in national development planning with the participation of the League of Arab States. In the African region, in an effort to involve women more actively in planning and decision making at all levels of the development process in their countries, ECA has conducted four subregional workshops on the preparation, implementation and evaluation of project proposals for female programme managers and planners. Plans are under way at ECA to conduct workshops at the national level along similar lines. In addition, all four regional commissions have identified development planning as

a major priority field of assistance in their respective regions for the use of Voluntary Fund resources. A global project to develop strategies and a manual for national development planners to procure appropriate data and include concerns of women as participants and beneficiaries in development activities was submitted by the secretariat for the World Conference for the United Nations Decade for Women and will be executed in 1979-1980.

(b) Revolving loan funds. Women's organizations frequently express interest in establishing co-operative small-scale enterprises, but are unable to obtain access to credit facilities. While the United Nations regular programme of technical assistance and many other funding sources are not authorized to establish loan funds for credit facilities, the Fund can make available working capital to women's groups for small-scale projects to selected income-generating activities. In the Philippines, as part of a regional small-farmer support programme, financial assistance was given by the Voluntary Fund to a women's co-operative for swine production, which enables co-operative members to obtain loans to purchase young female pigs and materials for the construction of swine housing. In the African region, credit was provided to a women's carpet-weaving co-operative in Ethiopia for the purchase of improved equipment. In Guyana, working capital is being given to a garment production centre for children's clothes in order to set up a revolving fund for the initiation of a small but eventually self-sustaining local industry.

(c) Introduction of activities of special benefit to women into existing or planned development programmes and projects.

(i) Many of the activities financed by the Voluntary Fund serve as a catalyst for stimulating women's integration in development through the introduction of short-term inputs to ongoing or planned development projects; these are expected to be incorporated in the over-all activities of the projects after about two years. This feature is particularly important in rural development programmes, which require the active participation of women if they are to succeed. For example, two workshops have been financed through ECA, in co-operation with the Pan-African Institute for Development (PAID), FAO, UNICEF and WHO, in order to meet the much-felt need for additional training of intermediate-level trainers/supervisors working in rural areas in French-speaking countries, in the fields of food and nutrition, village technology and improved family living. The long-range objective of the project is to integrate this training in the PAID training programme with a view to making nutrition in rural development a major field of specialization. Follow-up financing for the project will be undertaken by FAO for a period of five years beginning 1981.

(ii) Similarly, as a component of the ongoing activities of the Small Farmer Development Programme being carried out by FAO in three countries in the ESCAP region, Voluntary Fund support is being given for the provision of trained assistance to rural women directed at promoting and encouraging group action through the formation and organization of subgroups of small women farmers around an economic income-generating activity, and through the development of the necessary skills and training. This assistance is being provided for a period of two years and will complement the activities already being undertaken by male small farmer groups.

(d) Baseline research. As data and relevant information about the condition of women's lives are generally poor, data-collection and action-oriented research activities, including surveys, inventories, case studies and country profiles are needed and serve as useful initial inputs for the systematic preparation and planning of medium- and long-term activities designed to augment national development. Assistance is being provided to the ECA/Gisenyi MULPOC project, which is conducting studies on the role of women in agriculture in the Ruzizi Valley with a view to exploring ways and means of integrating women in Burundi, Rwanda and Zaire in the planning of large-scale activities for the integrated rural development of the valley.

(e) Technical co-operation among developing countries. Assistance in this new dimension of technical co-operation is being provided from the Fund to projects carried out by ECA in seven countries in the African region which are concerned with upgrading the technical and management skills of self-employed women in small-scale industries and businesses in the least developed countries of the region. The projects utilize qualified women volunteer/trainers who are owners and managers of successful businesses and who provide on-the-spot training and technical advice to women from other African countries on the techniques and management of the tie-dyeing, cloth printing, food processing and catering industries. These activities not only promote collective self-reliance and mutual supportiveness among women, but also provide assistance at low cost.

(f) Impact of modernization on the socio-economic situation of women. One of the biggest problems facing the developing countries is that with social, economic and technological change, small-scale producers are often driven out of economic activity or left out of the modernization process, and consequently experience adverse effects from it. Women are especially vulnerable in these situations. Both ESCAP and ECA have initiated, with assistance from the Fund, case studies on the impact of change on the lives of women in such areas as the modernization of the hand-loom industry, commercial wharf construction, mine exploration, fish marketing and radio and television with a view to identifying the needs of women for the future planning of assistance.

IV. OBSERVATIONS OF THE SECRETARY-GENERAL

22. The Secretary-General notes with satisfaction the new orientation for country-level activities and, in particular, the improved procedure implemented in collaboration with UNDP which will help ensure that projects receiving assistance from the Fund are integrated into wider development efforts. During less than two years of operational activities, the use of resources from the Fund has permitted the support of a number of innovative activities which serve as important inputs to efforts directed at the fuller involvement of low-income women in development activities. The collaboration maintained with agencies and organizations of the United Nations system continues to guarantee the avoidance of overlapping and duplication. The Secretary-General shares the concern of the Consultative Committee regarding the efficient utilization of the resources of the Fund and intends to continue to ensure that activities financed from the Fund receive all the support they require.

23. With the rapid increase in requests for support from the Fund, exemplified by the $3 million committed to new projects during the second semester of 1979, an increased level of expenditures of more than $6 million annually could be achieved by 1981. Moreover, owing to the annual nature of past contributions to the Fund and the fact that it can assure its operational reserves for only a two-year period, difficulties are experienced in planning long-term, high-impact activities. The Secretary-General therefore urges donor Governments to consider pledging support to the Fund for multiyear periods, and expresses the hope that a larger number of contributions to the Fund will be pledged by a wider range of countries at the forthcoming United Nations Pledging Conference for Development Activities on 6 November 1979.

ANNEX I

Voluntary Fund projects approved in 1979

In the African region

1. Somali Women's Democratic Organization Handicraft Training Centre in Mogadiscio (Somalia)

2. Bethlehem Training Centre Carpet Production Co-operative and Hand-printing (Ethiopia)

3. Women and Agriculture in the Ruzizi Valley (Burundi, Rwanda and Zaire)

4. Pilot Project for Rural Integrated Development with Emphasis on Specialized Skills (Egypt and Ethiopia)

5. Women in the Mass Media and Development (regional)

6. Film on National Machineries for the Integration of Women in Development Activities in Africa (Kenya, Ghana and Ivory Coast)

7. Workshops on the Preparation and Implementation of Project Proposals (Benin, Ivory Coast, Liberia, Mali, Mauritania, Senegal and Sierra Leone)

8. Training in the Establishment and Administration of Co-operatives (Burundi)

9. Effective Utilization of the Law to Improve the Status of Women (regional)

10. Development of Small Enterprises in Women's Handicrafts (Kenya)

11. Integration of Women into Agricultural and Rural Development (Somalia)

12. Development of Indigenous Skills and Building Materials (Ethiopia)

13. Farm Produce Marketing: Kumasi Women's Co-operative Society (Ghana)

14. Development of Pottery Industry at Katola (Ivory Coast)

15. Women's Development Groups in Rural Areas: Training and Economic and Social Institutions Building (Senegal)

16. Rural Development (Interneships)

17. Training in Optimal Nutritional Use of the Food donated for Relief and Food for Work Activities (Ethiopia)

/...

In the Latin American/Caribbean region

1. Impact of Modernization on a Rural Community: Community Study Design Development and Initial Implementation of Participatory Health System (Brazil)

2. Pilot Project for Community Training and Demonstration (Paraguay)

3. Education and Training of Women and Rural Families in Latin American Countries using Radiophonic Schools (Central America)

4. Participation of Women and Families in Health-Training in Rural Bolivia

5. Seminar for Training of Caribbean Women Leaders (Cuba)

6. Flexible Funding: Consultants for an Evaluation Meeting

7. Production, Training, Marketing and Service Support for Women in a Rural Integrated Development Project (Guyana)

8. Supporting Grass-roots Initiatives for Rural Women (Jamaica)

9. Upgrading of Technologies of Women Potters in Cochabamba (Bolivia)

10. Integrated Programme for Campesino Women in Sumapaz (Colombia)

11. ECLA subregional Women's Programme in Mexico

In the Western Asian region

1. Integrated Rural Development and Co-operatives (Democratic Yemen)

2. Establishment of a Training Centre for Women Working in Nurseries and Day-Care Centres (Lebanon)

3. Preparation of Prototype Educational Materials for Women's Extension Programmes (Bahrain)

4. Women's Component in Community Development and Primary Health Services in the Rural Areas (Sultanate of Oman)

5. Skill Development in Integrated Social Work for NGO Workers (Lebanon)

6. Radio for Women's Non-formal Education in Health (Lebanon)

7. Improving Animal and Poultry Stock and Processing Food Products (Yemen Arab Republic)

8. Development of Skills for Organization and Participation in Training Workshops (regional)

9. Community Self-Help Activities (Egypt, Jordan and Iraq)

10. Policy Formulation for Developmental Images of Women in Mass Media and Literature (regional)

11. Workshop on Experimental Training Methodologies for Trainers of Rural Development Workers (regional)

12. Logistic Support for ECWA's Women Development Programme (regional)

In the Asia/South Pacific region

1. Subregional Training Workshop on Social Welfare Strategies to Enhance Rural Women's Role in Socio-Economic Activities and Community Leadership (Burma, Indonesia, Malaysia, Philippines, Singapore, Thailand and Viet Nam)

2. Subregional Workshop on Project Identification, Phase II (South-East Asia subregion)

3. Promotion and Training of Rural Women in Income-raising Group Activities, Phase II (Pacific subregion)

4. Promotion of Group Action and Training Within the Small-Farmer Development Project (Bangladesh, Nepal, Philippines)

5. Workshop on Women's Participation in Dairy Co-operatives (Bangladesh, India, Nepal, Pakistan and Sri Lanka)

6. Delivery of Social Services for Self-employed Women (India)

7. Field Training, So. Pacific Rural Services (South Pacific)

8. Expert Group Meeting on Women and Forest Industries (regional)

9. Regional Publications: Asian and Pacific Centre for Women and Development (APCWD)

10. Women's Development through Income-generating Activities (Pakistan)

11. Development of Food Production by Filipino Women (Philippines)

12. Village Woodlots, Improved Stoves and Forest Industries (Thailand)

13. Reforestation by Women: Woodfuel and Environmental Conservation (regional)

ANNEX II

Voluntary Fund project inventory as at September 1979

		ECA	ECLA	ECWA	ESCAP	TOTAL
A.	Regional and subregional projects					
1.	Development planning	1	-	1	-	2
2.	Project design/implementation	2	-	1	2	5
3.	Small industries	-	1	-	4	5
4.	Technologies	1	-	-	-	1
5.	Training of trainers	2	-	1	-	3
6.	Training of leaders	-	1	1	-	2
7.	Volunteers service	1	-	-	-	1
8.	Information/Communications/ training material	1	3	2	3	9
9.	Scholarships/Interneships	3	-	-	-	3
10.	Research	2	-	-	1	3
11.	Law	1	-	-	-	1
12.	Rural development	-	1	2	2	5
13.	Community development	-	-	1	-	1
	TOTAL	14	6	9	12	41

/...

Voluntary Fund project inventory as at September 1979 (continued)

		ECA	ECLA	ECWA	ESCAP	TOTAL
B.	National projects a/					
1.	Development planning	-	-	-	5	5
2.	Project design/implementation	7	-	-	-	7
3.	Small industries	9	2	-	5	16
4.	Technologies	6	-	-	-	6
5.	Training of trainers	6	-	2	1	9
6.	Training of leaders	-	-	-	-	-
7.	Volunteer service	-	-	-	-	-
8.	Information/Communications/ training material	-	-	2	-	2
9.	Scholarships/Interneships	-	-	-	-	-
10.	Research	7	-	1	16	24
11.	Law	-	-	-	-	-
12.	Rural development	3	2	3	1	9
13.	Community development	2	3	1	1	7
	TOTAL	40	7	9	29	85
C.	Global projects					
	Development planning					1

a/ Includes projects of regional commissions which take place in several countries consecutively; each participating country is counted separately.

ANNEX III

Statement of assets, liabilities and unencumbered Fund balance as at 30 June 1979

ASSETS:	In United States dollars
Cash	7 858 548
Pledged contributions unpaid (Schedule 15.5.1.1)	1 159 247
Accounts receivable	171 211
Remittances to executing agencies	18
Total assets	9 189 024
LIABILITIES AND UNENCUMBERED FUND BALANCE:	
Liabilities:	
Accounts payable	10 910
Unliquidated obligations	391 676
Reserve for allocations	18
Due to United Nations General Fund (Schedule 15.5.1)	20 502
Total liabilities	423 106
Unencumbered Fund balance:	
Balance available 1 January 1978	2 664 813
Add, excess of income over expenditure (see below)	6 101 105
Balance available 30 June 1979	8 765 918 a/
Total liabilities and unencumbered Fund balance	9 189 024

a/ This amount should be reduced by $6.5 million, the amount committed for 1979-1981 programmes. This leaves a balance of only $2.3 million for future commitments.

Statement of income and expenditure for the 18-month period of the biennium 1978-1979 ended 30 June 1979

	In United States dollars
INCOME:	
Income from pledged contributions	6 414 143
Public donations	597
Subventions	1 200
Interest income	541 156
Miscellaneous income	171 648
Total income	7 128 744
EXPENDITURE:	
Salaries and common staff costs	493 059
Travel	48 152
Contractual services	119 283
Operating expenses	55 838
Acquisitions	1 317
Fellowships, grants, other	309 990
Total expenditure	1 027 639
Excess of income over expenditure	6 101 105

ANNEX IV

Contributions and pledges to the Voluntary Fund for the United Nations Decade for Women

(in United States dollars as at 30 June 1979)

Country	1974-1977	1978	1979	Total
Algeria		5 000	-	5 000
Australia	40 000	-	-	40 000
Austria	12 000	15 000	18 000	45 000
Bangladesh	-	1 000	-	1 000
Belgium	175 026	142 857	166 667	484 550
Benin	-	2 000	-	2 000
Brazil	-	7 000	10 000	17 000
Canada	19 608	-	-	19 608
China	56 478	-	-	56 478
Chile	-	-	5 000	5 000
Cyprus	-	300	-	300
Democratic Yemen	-	1 000	1 323	2 323
Denmark	68 495	-	285 714	354 209
Dominican Republic	-	-	2 000	2 000
Egypt	-	1 000	-	1 000
Ethiopia	966	-	-	966
Finland	10 710	9 451	10 076	30 237
France	25 000	-	-	25 000
Gabon	4 900	-	-	4 900
German Democratic Republic	1 198	-	-	1 198
Germany, Federal Republic of	19 956	-	-	19 956
Ghana	-	2 500	-	2 500
Greece	-	-	3 000	3 000
Iceland	-	1 200	2 000	3 200
India	10 000	15 000	15 000	40 000
Indonesia	4 000	-	2 000	6 000
Iran	30 000	-	-	30 000
Iraq	3 000	-	-	3 000
Italy	-	20 000	-	20 000
Japan	30 000	-	-	30 000

Contributions and pledges to the Voluntary Fund for the United Nations Decade for Women (continued)

(in United States dollars as at 30 June 1979)

Country	1974-1977	1978	1979	Total
Jordan	-	3 000	-	3 000
Kuwait	-	3 500	-	3 500
Libyan Arab Jamahiriya	-	50 000	-	50 000
Morocco	-	25 000	-	25 000
Nepal	-	1 000	-	1 000
Netherlands	300 050	-	121 951	422 001
New Zealand	6 756	9 697	10 811	27 264
Nigeria	8 227	-	-	8 227
Norway	75 230	186 951	198 020	460 201
Panama	-	500	-	500
Philippines	10 500	5 000	5 000	20 500
Senegal	2 000	2 000	-	4 000
Sweden	795 903	-	-	795 903
Switzerland	20 000	20 000	-	40 000
Thailand	1 000	-	-	1 000
Togo	-	826	-	826
Trinidad and Tobago	-	1 000	-	1 000
Tunisia	-	-	7 171	7 171
Turkey	-	5 000	-	5 000
United Arab Emirates	-	30 000	-	30 000
United Kingdom of Great Britain and Northern Ireland	713 711	330 033	-	1 043 744
United States of America	100 000	2 600 000	2 000 000	4 700 000
Venezuela	-	3 000	-	3 000
Yugoslavia	1 000	1 000	-	2 000
	2 545 714	3 500 815	2 863 733	8 910 262

Note: The contributions do not include amounts received from public donations, which amount to $536,328.

ANNEX V

Information activities

Information activities supported from an earmarked grant to the Fund during the period under review included:

(a) A press kit State of the World's Women, prepared by the New Internationalist Publications and distributed in five languages in August 1979;

(b) A half-hour televised discussion programme, recorded by four Heads of Missions to the United Nations, was completed on 4 April and screened publicly at United Nations Headquarters. It was shown on New York television station PBS Channel 13 and has been requested for use by several countries and the regional commissions;

(c) Sets of colour transparencies are being prepared by the regional commissions as visual recordings of representative projects in several countries in each region;

(d) Numbers 3 and 4 of the eight-page periodical Bulletin were published and distributed;

(e) Journalists have been engaged by the regional commissions to write magazine articles concerning projects supported by the Voluntary Fund. These will be placed in appropriate periodicals;

(f) A booklet by non-governmental organizations for use as a field handbook for women is nearing completion; and

(g) The Compilation of Standards has been undertaken by the International Labour Organisation, including all standards and policy statements adopted under the auspices of that organization that relate specifically to the working conditions of women.

UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
Vienna, 25 February - 5 March 1980
Item 4 of the provisional agenda. The question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination

Report of the Secretary-General

Addendum

1. In resolution 34/158 of 17 December 1979, the General Assembly urged the Commission on the Status of Women to consider at its twenty-eighth session the question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination, in accordance with General Assembly resolution 32/142, and for the full and effective enjoyment of human rights and fundamental freedoms taking into account the views of Governments thereon and the views expressed during the thirty-fourth session of the General Assembly.

2. The views expressed by Governments during the thirty-fourth session of the General Assembly on this question are summarized below.

3. The Byelorussian Soviet Socialist Republic, Czechoslovakia, the German Democratic Republic, Mongolia and Poland 1/ supported the elaboration of a draft declaration with a view to submitting it to the World Conference of the United Nations Decade for Women in accordance with General Assembly resolution 32/142 on the grounds that the goals of equality and development could best be achieved in conditions of international peace and détente and that the draft declaration would represent a genuine contribution by the United Nations to promoting the goals of the United Nations Decade for Women: Equality, Development and Peace and to implementing the principles of the Charter.

1/ A/C.3/34/SR.54-57.

4. Bulgaria, Cuba and Liberia 2/ attached great importance to Assembly resolution 32/142 and believed that its full implementation would be a major contribution to the World Conference.

5. Canada 3/ and Ireland 4/ pointed out that a number of delegations had either voted against Assembly resolution 32/142 or had abstained, which indicated that the action proposed therein was neither necessary nor desirable.

6. New Zealand 5/ expressed the view that the limited time available to the Commission on the Status of Women and the forthcoming World Conference should be devoted to the drafting of a strong and definitive programme of action to benefit women in their daily lives in all parts of the world, rather than to the discussion of a specialized question relating to the status of women, which could prove divisive and time consuming.

7. The United Kingdom of Great Britain and Northern Ireland saw no reason to give priority to the question of elaborating a draft declaration since this question had already been included in the agenda for the Commission.

8. The United States of America 7/ opposed the recommendation in Assembly resolution 32/142 for the elaboration of a declaration in the belief that such a declaration would not help to remedy the social ills of the world. It voiced its concern at proposals directed towards including politically controversial questions which could only have a negative impact on the activities of the World Conference.

2/ A/C.3/34/SR.55, 56 and 58.

3/ A/C.3/34/SR.60.

4/ A/C.3/34/SR.62.

5/ A/C.3/34/SR.63.

6/ A/C.3/34/SR.60.

7/ A/C.3/34/SR.62.

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Twenty-eighth session
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Item 5 of the provisional agenda.
Measures taken to implement the Program of the United Nations Decade for Women: Equality, Development and Peace, 1980:
(c) Activities of intergovernmental organizations outside the United Nations system

REPORT OF THE INTER-AMERICAN COMMISSION OF WOMEN

SUMMARY

This report was prepared by the Inter-American Commission of Women of the Organization of American States in accordance with the provisions of paragraph 7 of Economic and Social Council resolution 48 B (IV).

STATEMENT

As President of the Inter-American Commission of Women, I am honored to present to this twenty-eighth session, the report on the activities carried out by the CIM between September 1977 and August 1979, as called for in CIM's Organic Statute and in resolution 48 B (IV) of the Economic and Social Council.

The CIM is directing all its efforts towards its Regional Plan of Action for the Decade of Women, adopted by the Nineteenth Assembly of Delegates of the Commission, and proclaimed by the General Assembly of the Organization of American States, which committed all the countries to the task of improving the status of women throughout the hemisphere.

The International Women's Year Conference and the 1975 World Plan of Action challenged every country to work in earnest to incorporate women into development. This plan moves the CIM into a vigorous program to continue the efforts it has been making since 1928 to achieve civil and political equality for women in the hemisphere. The specific objectives of its Regional Plan of Action call for significant new contributions to the advancement of women during the Decade of Women.

The CIM's Regional Plan of Action consists of six priority areas chosen from the World Plan of Action to conform to the needs of our hemisphere. The first three areas are specific in nature and are designed to improve the situation of women in rural areas and in the poorest underprivileged sectors, to promote the participation of women in urban industrial development, and to train them for business activities. The remaining three areas, which are of a general nature, deal with problems that affect the female population as a whole, namely, the legal status of women, effective participation by women in the development process and in decision-making, and correcting the distorted image of women presented by the mass media.

The situation of working women, and of women who are not yet part of the formal work sector in their countries, is a matter of great concern to the CIM in its activities in the six areas mentioned above. Special emphasis is placed on the rural and underprivileged urban women. The CIM is exploring new possibilities and methods that will enable it to be of better service to these sectors, the poorest and most badly served of our people. Innovative pilot programs are being conducted on income generation. The search for non-traditional job options for women and improved opportunities for vocational and technical education continues to enable women to expand their horizons and to make full use of their potential for the good of their familes, and for positive changes in their environment.

Women's participation in the trade union movement, research on and improvement of the situation of the woman prisoner and of women who work in the informal sector are new fields for the CIM's work program. Free and sovereign exercise of her basic rights, coverage under social security plans, health insurance, maternity benefits and other welfare benefits and services, and the urgent need to establish day-care centers for children; these are basic issues addressed by the projects specifically designed by the CIM within the over-all approach to dealing with these topics.

Another significant problem to which the CIM is currently giving top priority is the number of women who are not part of the work force. These women include young unpaid family workers who have no legal or social protection. The CIM has addressed the Governments, requesting them to review their employment and vocational training policies, so that the potential human resources can be utilized. It is by developing specific projects in these areas, and improving the quality of life in the countries by making use of the potential productivity of women, that they can contribute to the creation and equitable distribution of wealth. I cannot fail to mention the CIM's interest in reviving and perfecting traditional technologies and procedures so as to create greater possibilities for using available resources and women's skills. The CIM designed for this purpose a Pilot Project on Appropriate Technology for Rural Women in the Andean Region. It is in the first phase of execution in Ecuador and Bolivia, and will subsequently be extended to Peru.

The CIM's work toward integrating women into the workforce is also designed to create new modes of business organization that will absorb female manpower, train and employ women and finance business. The CIM is at the preliminary stages of developing a pilot project, and has supported two national projects in Colombia and Peru, with new business activities which foster work and training for women and increase productivity.

The integration of women into the process of agrarian reform and the adoption of immediate measures to enable women to be active participants and direct beneficiaries of this process on an equal basis with men are substantive aspects of the efforts undertaken by the CIM in its work program to execute its Regional Plan of Action.

A primary function of the CIM continues to be to improve the legal status of women to eliminate all forms of sex-discrimination, and to make women aware of their rights and duties. The Commission is carrying out a project to prepare documents on what has been achieved in each country in the field of women's rights. These brochures will be given national and world-wide distribution. The Commission will complete this work by preparing a comparative legal study on the status of women in the hemisphere. It is working constantly for the recognition and free exercise of women's rights. Over and above this fundamental work, the CIM is putting its efforts into securing a more rapid and more effective information system, so that the experiences of one country can be used to the fullest, and transmitted to other countries in a system of horizontal co-operation.

In 1978, the Inter-American Commission of Women inaugurates its Multinational Women's Center for Research and Training. It is permanent in nature, and is multinational, multicultural and multilingual. It is located in Cordoba, Argentina, and operates under the auspices of the Government of Argentina and the National University of Cordoba. The Center is working actively to carry out CIM policies in the area of research and training of women for effective, continuing participation in the development of our people. Another basic objective of the Center is to support the Commission's documentation and information programs. The Center is in the process of collecting and retrieving, on a selective basis, data and information on the status of women from sources of both Government and voluntary women's organizations, which have given extraordinary service to the hemisphere. The CIM is working hard to standardize and

professionalize this work, so that it will be able to offer valuable computerized information on the status of women. This will make a positive contribution to the information on which the Governments base their policies and foster possible changes in their current legislation on women.

The CIM continues to give its attention to the follow-up on the Inter-American Seminar on Mass Communications and their Influence on the Image of Women. A meeting will be co-sponsored with UNESCO to evaluate the impact achieved, the obstacles encountered, and the means of optimizing production of positive material about women. The Commission is continually attempting to have an impact on the media, to encourage them to reflect a positive image of women that is in accordance with their invaluable contribution to the development of our communities and our cultural wealth.

As a continuation of its First Planning Seminar for the Integration of Women into Development, the Commission is organizing an Inter-American Seminar on Project Evaluation and Preparation, to be held at its Multinational Women's Center for Research and Training, in Cordoba, Argentina. It has also held at the Center a Symposium on: Women: A new dimension in national leadership. The purpose of the symposium was to analyse the equal participation by men and women in political, economic and social decisions. The Commission is putting the conclusions and recommendations of this major event into practice. It recommended strategies and means for placing women in the power structure, enabling them to participate effectively in development.

The follow-up programs on the Laboratories on Technical Education for Women and on Rural Women are essential to the Inter-American Commission of Women's efforts to multiply its actions in accordance with its institutional goals, giving priority to rural women and women in the poorest sectors of our communities.

The CIM is executing its Pilot Project on Appropriate Technology for Rural Women in the Andean Region, the first phase being conducted in Ecuador and Bolivia, with plans for subsequent extension to Peru. Another inter-American laboratory was recently conducted, this time on Women's Participation in the National Leadership of the Trade Union Movement and it is being actively developed at the regional level and in the national fields.

The CIM has supported the International Year of the Child and sponsored, at national Women's Center for Research and Training in Cordoba, Argentina, a course on Maternal Schools and Kindergartens for technical personnel in this specialized education field. The main aim of the course was to extend this type of education to countries where it is not yet available, and to make it part of their official plans for the development of education.

The development of business, promotion of industrial trade and services, and the capital market all require the active presence of women. Women must have access to credit, and their educational and professional horizons must be broadened so that they can increase their own and their family income, and hence improve the standard of living in the societies to which they belong. In its future plans the Inter-American Commission of Women will study women's participation in our countries' financial activities, women's contribution to business development, and the role of women in the capital markets, and in the internal and external marketing process.

The Nineteenth Assembly of the CIM, which was held in Washington, D.C. on 26 October-3 November, 1978 and which elected me President for the 1978-1980 term, adopted some important resolutions regarding the issues as follows: full integration of women into the process of agrarian reform, important issues as follows: the organization of the specialized library of the CIM, a study of the legal status of women in the Americas, the International Year of the Child, updating of adoption laws and codes in force, stamps for the Decade of Women, creation and development of child-care centers, crèches, and kindergartens, protection for women prisoners, lines of action for execution of the Regional Plan of Action in the short- medium- and long-term, and evaluation and implementation of the Regional Plan of Action of the CIM. The Commission will hold its Twentieth Assembly on 26 October-4 November 1980. I shall, as President of the Commission, present the conclusions of the World Conference on Women to be held in Denmark, and as always, the CIM will be ready to work on the Action Program for the second half of the Decade.

Within the prospective of the mid-way point of the Decade, the CIM is ready to measure the impact of its work on women's welfare, families and communities in our hemisphere; it will deal rapidly with the findings, so that it can take the action required by the realities encountered.

In 1978, the CIM celebrated 50 years of its existence. An overview of the work accomplished will show substantial gains for equal treatment for men and women in the legal, political, socio-economic, educational and cultural structures. It invites us to reflect on the strategies, scope and prospects for efforts to have women included in national and regional development projects and in the significant advancement of political decisions to ensure that the female component is considered essential and is accorded top priority in development plans.

The 1980 United Nations World Conference on the Decade of Women will examine and evaluate the progress made in achieving the objectives of the Decade: Equality, Development and Peace, and will identify the obstacles encountered in the efforts to achieve those objectives. It will make any adjustments necessary and will formulate such recommendations as may be needed to facilitate constructive action and specific solutions. The CIM reaffirms here its commitment to continue to work toward this important goal as part of its activities in co-operation with the United Nations Commission on the Status of Women. There is no denying that the two Commissions have been able to establish a reasonable systematic exchange of information. It is also vital that we manage to develop joint programs in critical areas requiring our attention, areas that are of concern to both bodies, and to which we are both directing our efforts.

The Inter-American Commission of Women wishes at this time to renew its offer to co-ordinate the work it is doing at the Multinational Women's Center for Research and Training of the CIM with any interested organizations, particularly with the United Nations Commission on the Status of Women. It is convinced of the importance of having all the agencies and organizations interested in the advancement of women participate and contribute to the monumental effort entailed in development. It is also fully aware that resources for women's programs are scarce, that there must not be duplication of effort, or competitive overlap, and that resources must be used to the greatest possible advantage.

The Inter-American Commission of Women is promoting the mobilization and participation of the women of the Americas in all spheres of action, particularly in the decision-making process which affects our nations' development. The CIM is seeking the revitalization of our governmental and private institutions, so that they can contribute as much as possible to improving the quality of life for all citizens, and ratify, on a day-to-day practical basis, those fundamental human principles and rights that guarantee for all of us liberty, social justice and peace.

(Signed) Carmen Delgado VOTAW
President

SUMMARY OF THE ACTIVITIES DEVELOPED WITHIN THE FRAMEWORK OF THE REGIONAL PLAN OF ACTION OF THE CIM

The Regional Plan of Action for the Decade of Women in the Americas adopted by the Inter-American Commission of Women in 1976 laid stress on six priority areas of the World Plan of Action. The first three are of a specific nature and the last refers to the over-all situation of the women in our hemisphere. This plan meets the needs set forth in the hemisphere for the prompt and full integration of women into the development of our peoples.

First of all, we present a summary of the work of the Inter-American Commission of Women in these areas, beginning with the specific ones:

Area I - Integration of Women into the Rural Economy

Project on Appropriate Technology for the Rural Woman in Latin America

The objective of this project is to identify, experiment with, adapt, and introduce appropriate technologies for present activities of the rural woman in three fields: farming, home industries, and domestic responsibilities.

It has been designed taking into account the need for suitable technologies in the poor rural sectors and to be able to help the rural woman who is usually left aside when technical assistance is rendered, and to involve her in the search for solutions to the problems of her community.

This pilot project will be carried out in the Andean area and has now been started in Ecuador and Bolivia. It will conclude in Peru.

It is planned to identify the possible technologies and put them to the test in selected pilot communities, in order to experiment with ways to introduce technological change. The project will also study possibilities of producing the necessary equipment in the countries themselves, for testing and use by the various technologies.

Inter-American Applied Laboratory on Rural Women, Scope and Importance of the Functions that they must Fulfil as Rural Workers and the Role of the Women's Bureaus in this Area

The program has the following objectives: (a) To make field personnel aware of the scope and importance of the functions that women in rural areas must carry out; (b) Identify the problem areas in the vocational training of this personnel and develop strategies to overcome them; (c) Design projects in the participating countries within national plans and strategies; (d) implement national projects; (e) Seek mechanisms to attain closer relations between the national offices or secretariats for women and the agencies in charge of orienting the female labour force in rural areas; (f) Evaluate the activities covered by the laboratory, in order to measure their effect and prepare a handbook to provide guidelines for the implementation of future projects.

The laboratory has been under way since 1977, and the following stages have been completed: (a) Study and planning seminar; (b) Design of national projects; and (c) Implementation of national projects.

As a follow-up of this activity and for purposes of the necessary final evaluation, an intensive course was held in September of 1978, in the Multinational Women's Center for Research and Training of the CIM, for the persons who had participated in the Inter-American Laboratory held in Honduras in 1977.

The objectives of that course were: (a) to strengthen rural women in the use of techniques and methods for their orientation to enable them to participate in integrated community development projects; (b) to train rural women to participate in the decision-making process; (c) to train women in practical matters of daily life, teaching them the use of modern methods; (d) to make certain that the effort invested in planning and carrying out a project will produce results that meet the needs which motivated the objectives and stages set by the course.

The following countries participated in the course: Bolivia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Nicaragua, Paraguay and Venezuela. Pilot projects have been carried out on specific problems identified by the participants, as follows: Costa Rica: Project on nutrition; Honduras; Project on small industry for preservation of vegetables and fruits, and small industry for cutting and sewing clothing for children 2 to 7 years old; Jamaica: Project to improve training of rural women workers; Paraguay: Project on promotion of the rural woman worker; Peru: Ten projects have been prepared to promote agricultural development and direct participation of women. External financing is being sought to carry them out as pilot projects: (1) Production and industrialization of cochineal (Carmin de cochinilla); (2) Plant for making salted, dried fish; (3) Manufacture of potato starch; (4) Farming and industrialization of trout; (5) Industrialization of bees wax; (6) Industrialization of tropical fruit processing plant for juices and fruit preserves; (7) Fruit preserves; (8) Taxidermy and handicrafts workshop; (9) Coconut processing plant; (10) Cultivation of microalgae and their industrialization; Dominican Republic: Project on improvement of the diet and quality of life of the rural women.

These pilot projects are being evaluated and after this stage, the Commission will make a final evaluation of the laboratory.

Integration of women into the process of agrarian reform

The CIM is working to obtain land and inputs, training for work, and access to credit, technical assistance, and supply of equipment for the rural woman on an equal footing with men of this sector, and has addressed the Governments requesting the revision of their laws and the adoption of measures to make it possible for women also to benefit directly from the process of agrarian reform.

The Commission studied the document prepared by the rural development area of the General Secretariat of the OAS, to be presented by the organization to the United Nations Conference on Agrarian Reform and Rural Development, and issued an opinion on the situation of women in the rural areas and on the topics of the conference.

Integration of women into the labour force

The CIM has prepared a pilot project to promote the integration and equitable participation of women in the labour force, especially women from the rural and urban disadvantaged areas.

It will be carried out with funds from a grant from the Agency for International Development of the United States (USAID) and will seek to identify and promote training and job opportunities for women.

Vocational training project for women

The Commission has prepared a project to train women workers, the objectives of which are: (1) to improve the quality of life in the countries by taking advantage of the full potential of women; (2) to stimulate and strengthen training initiatives of women and help to establish conditions to open up training opportunities to all women, especially those of the less-advantaged social groups; (3) to promote the generation of jobs and the recovery and improvement of traditional technologies and procedures that offer women possibilities for the use of available resources; (4) to raise women's productivity in their jobs and in their roles as homemakers, to enable them to have time and energy for their personal self-improvement, and to participate effectively in cultural, social, civic, and political activities.

Specific objectives of this project are to: (1) create and/or strengthen institutional mechanisms to stimulate and co-ordinate national training activities for women; (2) contribute to the formulation of a national training policy for women, in keeping with national development plans and with the needs of the female population; and (3) promote the implementation of the Regional Plan of Action of the CIM in all matters concerning vocational training of women and strengthening of the National Committees of Cooperation of the CIM.

Negotiations are being conducted with external financing sources to obtain funds to carry out this project.

Other activities in the countries

National seminars and round tables on promotion of rural woman in Argentina, Bolivia, Colombia, Costa Rica, Guatemala, Haiti, Honduras, Jamaica, Panama, Paraguay, Peru, and Uruguay. Research work is being conducted in Ecuador on the situation and participation of women in handicrafts activities.

Projects under way: Argentina: Eradication of Chagas disease; Costa Rica: Integration of rural women into the development of the countries; Haiti: Training of volunteers for the literacy program for women and community development, which includes training women in techniques of group dynamics, organization for co-operation, especially geared to handicrafts, and training for project preparation; Honduras: planning to incorporate women into economic and social development, the nutritional problems of Honduras and the participation of women in their solution; Jamaica: within the National Plan, a five-year plan has been provided for women, emphasizing their participation in the rural economy; Peru: Workshop on the integration of women in the rural economy. Peru has developed

projects for community action, integration of women into the rural economy and integral training of women for their participation in rural development of the border areas; Dominican Republic: pilot project on food production and use of food-stuffs; Uruguay: training project for women in non-traditional jobs and a seminar on women in the rural areas to be carried out in co-ordination with the CIM and the "Liga de Damas Patrióticas".

International Council of Women (Non-governmental organization)

International Dialogue of Experts for Coordination of Action in Rural Development (Manila, Philippines, 18-28 February 1979)

The CIM was especially invited to participate in this event, which was convoked to aid the rural woman to achieve real and rapid integration into social and economic development; to exchange experiences, strengthen and co-ordinate the work of international agencies, Governments, and private organizations, which were represented in the dialogue.

The Commission contributed its experience in the workshops, which proposed possible areas for co-operation between the international organizations and Governments, and strategies for establishing and strengthening groups and organizations of rural women.

International Seminar on Training of Women Leaders in the Rural Areas (Manila, Philippines, 18-28 February 1979)

The CIM participated in this event to give and receive information on experiences. The purpose of the seminar was to provide a forum for the rural woman to identify her needs directly to groups from entities working in social and economic development, especially in the rural areas; to study the problems presented and alternatives for solutions. The seminar also worked to help women in the rural areas to assume leadership roles in their individual communities and discussed ways and recommendations for education programs, training, legislation, and statistics.

The CIM contributed its training manual for rural women leaders and laid the groundwork for a network of continuous information and technical exchange of experiences about common problems in the effort to integrate rural women into the development of our countries. The Commission has addressed the Ministers of Agriculture, its Delegates and National Committees of Cooperation in the countries to gain their support in implementing actions and programs recommended at this international meeting.

Area II - Participation of Women in Industrial Urban Development

Applied Laboratory in Technical Education of Women

The objective of this laboratory is to offer integral education to women, to enable her to properly carry out her functions as mother, worker, and citizen, and to acquire the skills necessary to meet the needs of the labour market in accordance with national strategies. It has been organized in three stages: 1. Collection of data in each country. 2. Holding of the applied laboratory itself. 3. Follow-up and final evaluation.

The third stage is under way during this period - that is, the follow-up on the activity, which consists in the holding of round tables in the countries on the entry of women into the labour field, the progress made in that field, and the preservation of traditional values in that process of educational development.

In co-operation with the Department of Educational Affairs of the General Secretariat of the OAS, the CIM sent the countries the funds necessary to hold these round tables in the member States.

Interagency Co-ordination - General Secretariat of the OAS

- Rural Development Program. Through periodic meetings, ongoing co-ordination and co-operation has been established between the CIM and this program for the inclusion of women in the projects for which that area is responsible. Joint actions have been identified for the 1980-1981 biennium in the following projects: Cañar, Santa Isabel, Ecuador: Integrated Rural Development. Andean Regional Course on Integral Rural Development, Quito, Ecuador. Training Course on Rural Development, Port Alegre, Brazil. Specific research will be conducted jointly to determine the situation of women and consequently to gear specific actions for her promotion and participation in rural development. Co-operation to include topics in the teaching material prepared by the Program of Rural Development on the role of women in the rural economy and analysis of means to include her in the productive process. Co-operation in the OASIS Rural Settlement project of Haiti is under study and in the integral Rural Development Project of Guatemala.

- Department of Educational Affairs. At the initiative of the CIM, this department awarded eight additional and special fellowships to Indian women from Bolivia, Ecuador, Colombia, Guatemala, Peru and to three from Mexico, to participate in the course on Traditional Agricultural Techniques in Indian Areas of Latin America, carried out by the Inter-American Indian Institute, with headquarters in Mexico, during the months of July and August of 1978.

- Inter-American Institute of Agricultural Sciences. The CIM attended a meeting convoked by the IICA, held at its headquarters in San José, Costa Rica, in order to comply with the IICA resolution RAJD-82-17/78 on greater participation of women in rural development. This meeting was attended by experts from Latin America, the United States, Canada, and others representing international and bilateral technical co-operation and financial organizations. The CIM co-operated in the formulation of recommendations on programs and guidelines on the integration of women into rural development.

On 16 May 1979 the CIM and IICA signed an agreement of co-operation with the following objectives: (a) To establish a frame of reference that will facilitate effective co-operation in programs and projects for women sponsored by both entities. (b) To promote the exchange of information between IICA and the CIM on matters related to the situation of women in rural areas. (c) To prepare specific projects for rural women, identified and previously agreed upon by both parties, for the purpose of seeking the financing necessary for their execution. (d) To co-operate in the promotion and operation of the data-collection unit that the CIM is organizing in its Multinational Women's Center for Research and Training. (e) To co-operate with the CIM in the compilation of statistics on the situation of rural women.

The implementation of said agreement has already started with the design and preparation of the necessary material for the working meeting between the Directors and technical personnel of IICA with the President and Executive Secretary of the CIM. This agreement calls for specific areas of joint action on behalf of the rural woman and support to the efforts of the CIM for the establishment of an information system on the situation and status of women at the Multinational Women's Centre for Research and Training of the CIM, with headquarters in Cordoba, Argentina.

Laboratory on the Working Woman in the National Leadership of the Trade Union Movement

The objectives of the laboratory are: (1) To carry out the Regional Plan of Action of the CIM with respect to the participation of women in the trade union movement. (2) To examine the causes of her absence from such leadership and to design strategies to train her and promote her participation in the trade union movement.

The project is carried out in four stages:

First: Collection of data and holding of round tables to learn the situation of each country with reference to participation of women

Second: Inter-American Seminar/Workshop (Bogotá, Colombia, 10-15 September 1978)

The seminar was attended by one active trade union leader for each member State of the CIM and covered the following topics: the importance of women's contribution to the integral development of their countries - consciousness raising on this matter among men and women; situation with preference to women's participation in the trade union movement; participation of women in the labour sector of the economy; international organizations and agreements; the action of the trade union in the vocational training of women; formal and informal strategies to promote women's participation in the exercise of leadership in the trade unions.

The participants made recommendations concerned with the CIM and the trade unions regarding vocational and trade union training of women; the establishment of economic units in training and advisory units; the participation of women in trade union activity, especially at the university level; dissemination of standards concerning women's work, elimination of discrimination against them and, especially, standards for compliance with international agreements; support for women workers with the establishment of nurseries, especially to help the woman worker give full attention to her work, to aid vocational training and her active participation in the trade union movement.

At the request of the participants, the CIM brought the conclusions of this seminar/workshop to the attention of the Sixth Inter-American Conference of Ministers of Labor and is taking steps to see that the recommendations are carried out at the appropriate levels.

Third or follow-up stage: The follow-up stage is being carried out at the national level holding courses to promote the participation of women in the trade union movement, studying the reasons for her absence from leadership in the movement, and planning methods for her training and full participation.

It is carried out with financing by the CIM and with funds provided by the Agency for International Development of the United States (USAID). To date, technical assistance is being rendered for this stage of the project to the following countries: Costa Rica, Dominican Republic, Ecuador, Haiti, Mexico, Panama, and Peru. Paraguay and Nicaragua have shown an interest in holding a seminar on the topic in the near future. As a follow-up of the inter-American activity, a national course on techniques of education for work was held in Colombia from 16-20 October 1978 under the joint sponsorship of the Inter-American Commission of Women, the International Labour Organisation, the Committee of Cooperation of Colombia, and the Ministry of Labor. Participating were women trade union leaders of urban and rural organizations affiliated with the four central organizations of women workers in Colombia.

Through the surveys sent to the countries, the Commission keeps its research on this matter up to date in the inter-American sphere and has prepared a university course to train trade union leaders, thereby fulfilling one direct recommendation of the seminar-workshop.

The CIM has prepared a basic guide for trade union action for participants in the laboratory and for distribution in the countries and, in co-ordination with the Department of Educational Affairs of the General Secretariat of the OAS, has mailed out the Guide for Roundtables on Women's Participation in the Labor Force, prepared as a follow-up on the Applied Laboratory on Technical Education of Women. This publication serves as a guide for the countries to organize follow-up round tables and to apply the measures recommended.

Fourth stage: evaluation of strategies applied in each country. The CIM is evaluating national activities and when all these are concluded, it will make the final evaluation of the laboratory.

Project on Integration of Women into the Labor Force

As explained in discussing the action of the CIM in Area I, the intent of this project is to compile and co-ordinate the action of selected groups of marginal women in rural and urban areas who, to date, have not been integrated into the remunerated labour force, but who, nevertheless, are ready to receive training for the purpose of obtaining paid employment, or are participating in some form of business that will enable them to raise their income and that of their family and to contribute to the welfare of their community.

The project is designed to enable women trade union leaders to help carry it out in order to aid unemployed and underemployed women and to enable them to integrate themselves fully in the present labour market.

Project for Vocational Training of Women

This project is described in comments on the action completed in Area I and is directed at enabling disadvantaged women in urban areas to participate in getting immediate assistance.

Study on the availability and absorption of human power in the economic development of the Caribbean

The CIM has co-operated with Batelle Institute in the formulation of a project for compiling statistics on the labour force in the Caribbean. It has also explored with that Institute the possibility of financing for other activities of the Commission and those of the Multinational Women's Center for Research and Training of the CIM, which are closely related to the participation of women in development.

Project of the Organization for Economic Cooperation and Development with reference to the educational role of the family

In accordance with the request of that entity, the President of the CIM studied this and other projects and made appropriate observations.

Project on Women's Bureaus

The project is aimed at the establishment and strengthening of women's bureaus, or machinery responsible for investigating the problems that affect the female population and seeking solutions to them.

It is designed to provide technical and financial assistance and to support projects specifically to meet the needs identified by the bureaus themselves. It is in its fourth stage of implementation, aiming towards three objectives: (1) extension of the program to countries not included in the earlier States; (2) use of experiences of countries participating in the third stage by other countries with similar problems; (3) expansion or intensification of projects of the third stage, which require additional support in order to progress further.

The following countries are well under way in establishing women's bureaus: Colombia, Grenada, Ecuador, Nicaragua, Peru, and Trinidad and Tobago, and with the technical and financial support of the CIM, action has been intensified in the following countries: Barbados, Bolivia, Costa Rica, Honduras, Jamaica, and Uruguay.

The Office for Promotion and Training of Women was recently established in the National Office for the Child and the Family of the Ministry of Labor and Social Security of Panama.

The CIM is evaluating the project carried out during the third stage of this program in the following countries: Barbados: Strategies for leaders in rendering advisory service; Colombia: Study and Planning of the Women's Bureaus; Ecuador: Research on the situation and participation of women in handicrafts activity; and Honduras: Seminars to determine the situation and priority of problems of the woman worker and problems of the female union member; also, the use of the trade union movement for the advancement of women. In Uruguay, the country is continuing the project on "Study of the Female Labour Market in Relation to the need for Accelerated Vocational Training".

Regional Seminar for Non-Professional Women Workers

The CIM co-operated in holding this Seminar with the Center for Women and Work of the National Commission on Working Women, a private organization in the

United States. The event was held between 19 August and 18 September of this year. Its objective was to provide Latin American women workers with greater knowledge of unions in the United States, teach the participants to determine strategies and discover skills to assist them in their integration into the national development process; also, to explore possible alternatives for strengthening inter-American co-operation and national and regional support systems between female employees and workers, through inter-American mechanisms and international meetings. Two female workers from each of the following countries participated: Bolivia, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Honduras, Panama, Peru, and Venezuela.

Area III - Training of Women for Business Activities Within their Traditional Spheres of Action

Pilot Project for Establishment of a Support Institute for Women in Business

The Commission continues to seek financing to carry out this project, the fundamental purpose of which is to increase business activities by women, offering them technical assistance services, business training, and financing.

Projects in the countries:

Peru has a project under way for an advisory service for training and financing to women within the area of business, co-operatives and service activities.

Colombia is working on a project on access by rural women to organizations providing credit.

Uruguay, with the support of the CIM, is carrying out its project on intensive vocational training for female workers in keeping with its market needs. The project is being implemented by the Women's Bureau of the Ministry of Labor of that country.

Area IV - Legal Equality of the Sexes

Project for Study the Laws on the Status of Women in Force in the Americas

The Permanent Secretariat of the CIM and the Department of Legal Affairs of the General Secretariat prepared the first part of this project, which consisted of a compilation of the provisions regulating the legal status of women. It was presented to the Nineteenth Assembly of the CIM. That Assembly ordered that the work be continued by the Multinational Women's Center for Research and Training, with headquarters in Cordoba, Argentina, and that the Center should bring it up to date as of 1 January 1980, for later publication in the official languages of the Organization.

Project on Monographs on Women's Rights Achieved in Each Country

Approved as part of the program of the celebration of the Fiftieth Anniversary of the CIM for 1978.

The CIM sent the countries the general guidelines for the preparation of introductory literature on this subject, which will be published in a booklet for national distribution by the Committees of Cooperation in the countries.

The CIM provided a seed fund to each member State to carry out the project.
1. Projects carried out: Barbados, United States of America, and Uruguay.
2. Projects under way: Argentina, Bolivia, Colombia, Costa Rica, Ecuador, Grenada, Guatemala, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Paraguay, and Peru.

Project for Study on Female Prisoners

This research project is currently being carried out by the CIM at its multinational Women's Center for Research and Training, with headquarters in Cordoba, Argentina, to investigate the true situation of women who have been indicted, tried, imprisoned, and freed.

Evaluation Project - Comparative Study and Compilation of Adoption Law in the Americas and Women's Rights

At the request of and through negotiations conducted by the CIM during the Second Inter-American Specialized Conference on Private International Law, held in Uruguay 23 April-8 May 1979, article 4 of the Inter-American Convention on Domicile in Private International Law (CIDIP-II/74 rev. 3) was approved with the following text: "The conjugal domicile is the place where the spouses live together, without prejudice to the right of each spouse to have his or her domicile determined in the manner established in Article 2." At the request of the President of the Commission, the Principal Delegation of Uruguay attended that conference representing the CIM.

Equal Rights Amendment

The Commission is co-operating with women's organizations in the United States in efforts to obtain ratification of the Equal Rights Amendment to the Constitution of the United States of America.

Commission for the Improvement of Women's Rights in Puerto Rico

The CIM has explored the possibility of continuing co-operation with this Commission and to keep up to date on possibilities for research projects on women in Puerto Rico.

Projects in the countries

Colombia: "Rehabilitation of women prisoners." Ecuador: "Civic Handbook." Cycle of conferences on women: "Marriage and common-law marriage." Honduras: "Development of the Honduran woman through the enjoyment of her political and civil rights." Report on the political and civil rights of Honduran Women. Jamaica: "Legal Rights of Women in Common-Law Marriages." Peru: "Study on the establishment of a Family Court." "Panel discussion and publication on the unmarried mother." "Regional seminar on the legal status of women."

Area V - Participation of Women in Development

Project on Statement of Impact and Indicators of Development

To measure the goals achieved in the application of its Regional Plan of Action for the Decade of Women, the CIM has prepared a guide of indicators that will enable the institution applying it to use common factors for the evaluation of development projects and specific projects for the promotion of women.

Questionnaire for Evaluating the Regional Plan of Action of the CIM

The CIM has prepared, and sent to the countries a questionnaire to evaluate the actions and projects carried out and under way within the scope of the Regional Plan of Action of the CIM, in order to measure the results of its implementation during the first five years of the Decade of Women.

Follow-up Seminar on Planning for the Integration of Women in Development

In November 1979, the Commission will hold a seminar on Project Planning to put into practice the findings of the meeting held in December 1977, in order to ensure success in the co-ordination of actions between the National Committees of Cooperation and the National Planning Agencies. It is important to identify new measures so that the goals of the Regional Plan of Action of the CIM may be considered as priorities within national policies and strategies.

Project: Symposium on Women: A New Dimension in National Leadership

The Symposium was held at the Multinational Women's Center for Research and Training in Cordoba, Argentina, from 14 to 16 March 1978. Its purpose was to analyse the degree of co-operation between men and women in political, economic and social decisions, and to report on programs being carried out by the CIM in connexion with its Regional Plan of Action for the Decade of Women in the Americas.

Representing each member State was the woman holding the highest post in Government in each country. The Symposium made political, legal, socio-economic and educational recommendations, and designed strategies to mobilize women's participation in decision making.

Regional courses

The CIM is taking steps to organize the following regional courses under its women's training program:

- Business development - Capital markets and participation by women in the countries' financial activities
- Administration and women's role in development
- Inter-American Marketing Course

Country projects

Chile: National Seminar on the Role of Women in Today's World; Ecuador: Fourth National Course on Women Leaders; United States: National Seminar to Prepare a Draft Plan of Action for the Advancement of Hispanic Women; Grenada: National Seminar on Women's Issues; Haiti: Seminar for Young Leaders and Study of the Process of Integrating Haitian Women into National Development; Honduras: Training Seminar for Women Leaders; Jamaica: National Seminar on Project Management for the Women's Bureau, and Research for the Talent Bank of the Multinational Women's Center for Research and Training of the CIM; Paraguay: Seminar on Project Preparation Techniques; Peru: Dissemination of the Regional Plan of Action of CIM for the Decade of Women, Actions on the country's development plans in accordance with the Regional Plan of Action for the Decade of Women, the Presence of women in the Peruvian process, and Women's participation in the development process.

Inter-institutional co-ordination

- Co-ordination with all the areas of the General Secretariat of the OAS, specifically with Development Co-operation, Economic and Social Affairs, Regional Integration and Social Development, so that when the Programming Missions visit the countries, they may take the female component into account in the national development programs, and so that they can contact the CIM delegates in each country. The response to this effort has been positive. The CIM will emphasize this co-ordination in the future.

- Guidance and assistance in developing the educational plans of the university interns assigned to the CIM by the Training Program of the General Secretariat of the OAS, to allow the students an opportunity to broaden their experience in their field of studies.

- Co-operation with the World Bank in preparation of a project to draw up a Manual on Development Questions, designed to promote dialogue on the activities of the Decade of Women, to measure and evaluate the effectiveness of their programs on women.

- Exploration of possibilities of co-operation with Trans Century and its Secretariat for Women in Development, and distribution of its publication "Funding Sources for Women in Development".

- At the request of the International Society for Community Development, the CIM has provided names of qualified women in the countries of the hemisphere to take part in the activities related to the United Nations Conference on Science and Technology for Development held in 1979 in Vienna.

- Publication of an article written by Carmen Delgado Votaw, President of the CIM, published in AMERICAS Magazine on "Women in Development", in Volume 31, No. 5, of May 1979.

- Publication and distribution in the countries of the basic guidelines for securing financial or technical resources from the United Nations.

- The Commission and the Social Development Program of the General Secretariat of the OAS are co-ordinating a study on the situation of women in the social security systems in the Americas.

Area VI - Projection of the image of modern woman in accordance with her full potential

Follow-up on the Seminar on Mass Communications and their Influence on the Image of Women

The CIM held this Seminar in Santo Domingo, Dominican Republic in 1977. Research on the present-day image in the Americas as projected by the mass communications media is being conducted by the Multinational Women's Center for Research and Training of the CIM, in Cordoba, Argentina.

Consciousness-raising as to the role of women in modern society, project carried out to commemorate the Fiftieth Anniversary of the CIM

National activities: Roundtables, seminars, conferences, etc., have been held in Bolivia, Colombia, Costa Rica, Ecuador, Peru, Uruguay and United States.

Inter-American Contest on the Mass Media

This prize was established to commemorate the Fiftieth Anniversary of the CIM, to be awarded to the best oral, written or televised piece promoting the participation of women in development within the frame of action of the CIM.

The Jury met at the headquarters of the Commission in Washington, D.C. on 12 February 1979, and decided to award the prize of $US 2,000 in three equal parts, as follows: for Press: to María Angela Sala, of Peru; for Radio: to Iris Myriam Simone Lacaz of Uruguay and for Television: to the Jamaican Community Theater "SISTREN" for the work BELLYWOMAN BANGARANG. Honourable mention was awarded to the television piece "Intercorporation of Rural Women in the Development of their Community", submitted by María Mercedes Ponce de León, Diana Corredor, Jazmin Fonseca, Gloria del Hierro and María Cristina Uribe, of Colombia.

Monograph Contest on: Future Role of Women in the Americas and History of the Evolution of the Inter-American Commission of Women

The Jury met at the headquarters of the Commission on 23 October 1978, and awarded the $US 5,000 prize to Emilia Tirza Bustamante, of Costa Rica. It also awarded three Honourable Mentions, in the following order, to Mary Ella G. Randall, Sandra C. Thomas, of the United States and Mariana de Jésus Soler of Paraguay.

Contest - María Piedad Castillo de Levi for Designing an Emblem for the Inter-American Commission of Women

The $US 500 prize was awarded to Jorge Raza of Ecuador. Two Honourable Mentions were also awarded: Luis J. Venturello, of the United States and Rodrigo Celi Apolo of Ecuador.

Institutional Co-ordination:

UNESCO. Study of and comments on the provisional UNESCO report on the Problem of Communications in Modern Society, indicating those aspects the Commission feels ought to include the female component.

UNESCO proposes to hold a seminar in 1979 as part of its program to provide information on women and as a follow up to the CIM-sponsored course on women and the mass media held in Santo Domingo, Dominican Republic in 1977, to bring together the regional and national co-ordinators of its information program on women to evaluate the impact achieved, the difficulties encountered and the methods for optimizing the production and publication of positive information about women's research activity on communications media that the CIM Multinational Center is conducting.

POLITICAL ADMINISTRATIVE ACTIVITIES OF THE INSTITUTION

A. Executive Committee for 1976/78: Sessions held - January-September 1978

During this period the Executive Committee was presided by Licenciada Gabriela Touchard López (Bolivia), and composed of the Representatives of the following countries: Ms. Marva Alleyne (Barbados); Ambassador Maria de Lourdes Castro e Silva de Vincenzi (Brazil); Dr. Josefina Amézquita de Almeyda (Colombia); Mrs. Piedad de Suro (Ecuador); Mrs. Rita Z. Johnston and Mrs. Carmen Delgado Votaw (United States of America), and Dr. Julieta Jardí Abella de Moralies Macedo (Uruguay).

In 1978 the Executive Committee held three regular sessions and seven special sessions, adopting agreements referring to the work of the Commission.

B. Nineteenth Assembly of Delegates

The CIM held its Nineteenth Assembly of Delegates in Washington, D.C., from 26 October to 3 November 1978. The Agenda included the following topics: Fiftieth Anniversary of the CIM, Reports of the President and of the Permanent Secretariat, election of officers for the 1978-1980 period, reports of the specialized organizations and of the United Nations Commission on the Status of Women. With reference to the Decade of Women the Assembly analysed the Regional Plan of Action, its implementation at short, medium and long term; evaluation of the activities for the implementation of the Regional Plan of Action at the national and regional levels; adaptation of the objectives and goals of the Regional Plan of Action to national and regional realities and the priority actions for the evaluative conference of 1980; the status of women in the legislation of the countries of the Americas and the selection of, and decision on, the site for the Twentieth Assembly of Delegates of the CIM.

The Assembly elected the new officers of the organization for the 1978-1980 period. The authorities for said period are as follows: President: Mrs. Carmen Delgado Votaw (United States of America); Vice-President: Ms. Marie Carmel Lafontant (Haiti). Member countries of the Executive Committee: Argentina, Bolivia, Costa Rica, Jamaica, Mexico and Peru.

The Governments of the elected countries have designated its representatives in said Committee: Dr. Ana Zaefferer Toro de Goyeneche (Argentina), Licenciada Gabriela Touchard López (Bolivia), Licenciada Flory Soto de Saborío (Costa Rica), Mrs. Hazel Blake Nelson (Jamaica), Licenciada María Lavalle Urbina (Mexico), and Mrs. Nita Gamio de Barrenechea (Peru).

The Government of Grenada was incorporated as active member of the Inter-American Commission of Women and for the first time in the institutional history said country was represented in an Assembly of Delegates of the CIM.

The Nineteenth Assembly of the CIM approved, among others, the following resolutions, having executed the actions indicated below:

The text of the following resolutions was transmitted to the Governments of the member States, requesting their compliance with them:

- CIM/RES. 1/78 (XIX-0/78) "Full integration of women into the process of agrarian reform," in which the Governments were requested to review their laws on agrarian reform so as to eliminate any discrimination against women which prevents them from taking full advantage of land reform. Twelve countries have replied that they would do so.

- CIM/RES. 6/78 (XIX-0/78) "Updating of current adoption laws and codes," in which the Multinational Women's Center for Research and Training is instructed to work, in co-operation with the Inter-American Childrens Institute, in evaluating, conducting a comparative study of, and compiling legislation on this matter. The Governments of the Member States are urged to make the necessary amendments to their laws, on the basis of these studies, in order to ensure the full protection of minors and the strengthening of the institution of the family. Information has been provided by Chile, Nicaragua, and Peru, and the Multinational Center has made contact with the Inter-American Children's Institute to co-ordinate its work in this respect.

- CIM/RES. 7/78 (XIX-0/78) "Commemoration of the Decade of Women 1976-1985," in which the Governments of the American States are urged to issue a series of commemorative stamps for the Decade of Women 1976/85, and it is recommended to the President of the CIM that she communicate with Governments of the member States of the CIM to this end. The Government of Guatemala has reported that it will issue the commemorative stamp shortly. Uruguay is studying the matter and has requested the CIM for the pertinent information.

- CIM/RES. 11/78 (XIX-0/78) "Establishment and Development of Day Care Centers, Nurseries, and Kindergartens," through which the Governments are requested to redouble their efforts to establish and develop day care centers, nurseries, and kindergartens, as an urgent measure for the protection of the children of the Americas. Also, the recommendation is made to the Executive Committee of the Inter-American Commission of Women that it include in its 1979/80 programming specific projects on this matter, to be carried out jointly with other regional organizations.

The CIM, as part of the commemoration of the International Year of the Child and in seeking measures for the protection of the child, gives importance to the creation of centers and institutions for the adequate care of the children during the working hours of their mothers. To that effect, on 6 to 24 August 1979, the CIM held an Inter-American Course on this subject at the Multinational Women's Center for Research and Training, in Cordoba, Argentina.

- CIM/RES. 12/78 (XIX-0/78) "Protection of Women in Prison," in which the Governments are requested to revise their existing penal laws and systems to provide protection to women; to provide suitable care in special establishments for minor children of women prisoners who, by reason of their age, must live with their mothers; and to provide pregnant women prisoners with appropriate health care.

The CIM is conducting an investigation at its Multinational Women's Center for Research and Training, regarding the situation of the woman who has been indicted, tried, imprisoned, and freed - considering the fact that her special problems and living conditions require a thorough analysis to provide a real basis for specific action toward positive change in her situation.

- CIM/RES. 19/78 (XIX-0/78) "Evaluation and Implementation of the Regional Plan of Action of the Inter-American Commission of Women," in which the Governments of the member States and the basic decision-making institutions of the various sectors are urged to ensure the effective participation of women in their decision-making processes. The recommendation is made to the Governments that, in carrying out the actions related to the Economic Commission for Latin America (ECLA) in the implementation of the Plan of Action for the Decade of Women, they take into account the role of their delegates and Committees of Cooperation to CIM, in order to prevent duplication of efforts and resources, thereby ensuring the effective integration of women in development.

A number of the Governments of the member States have designated their delegates to the CIM as representatives at the meetings held by ECLA on women's issues.

- CIM/RES. 2/78 (XIX-0/78) "The Specialized Library of the Inter-American Commission of Women." The library is established as a permanent facility of the Permanent Secretariat of the CIM, and the Executive Committee is requested to take the necessary measures to continue collecting works for its collection. During and since 1978, which marked the fiftieth anniversary of the founding of the CIM, more than 500 volumes have been contributed free of charge and have served to enrich this library.

Measures to obtain books are continually taken. A bibliography of existing works has been prepared to urge the Governments to add these to their own national libraries.

- CIM/RES. 4/78 (XIX-0/78) "Study on the Legal Status of Women by the CIM's Multinational Research and Training Center," in which the Center is instructed

to make a compilation of the legislation in force on the legal status of women. The resolution also concerns the availability of funds to comply with the activity indicated and the publication of the appropriate document for distribution to the member States.

The CIM is collecting the appropriate information from the member States, in order to make the study entrusted to it.

Within the program to celebrate the fiftieth anniversary of the CIM, the following countries have published their monographs on women's rights: Barbados, United States, and Uruguay. Monographs of the following countries are now being printed: Argentina, Bolivia, Colombia, Costa Rica, Ecuador, Guatemala, Haiti, Honduras, Grenada, Mexico, Nicaragua, Paraguay, and Peru.

- CIM/RES. 5/78 (XIX-0/78) "International Year of the Child," through which the CIM joins in the proclamation of International Year of the Child set for 1979 and instructs the President of CIM to strengthen co-ordination with other specialized agencies of the inter-American system to achieve the objectives proposed during 1979. The CIM has been decisively supporting activities concerned with this event and, as indicated in another chapter of this report, it organized the Inter-American Course on Kindergartens and Nursery Schools. Participation by the President of the CIM in activities related to International Year of the Child in Peru and Israel complement the action in this field.

- CIM/RES. 10/78 (XIX-0/78) "Employment of Women in the OAS," in which the Secretary-General is called upon to continue and strengthen the policy of appointing women to high posts in the General Secretariat, and in the light of resolution AG/RES. 360 (VIII-0/78), to adopt the provisions necessary to correct the present imbalance between male and female staff members of the General Secretariat.

- CIM/RES. 13/78 (XIX-0/78) "Multinational Women's Center for Research and Training of the CIM," in which the Executive Committee is instructed to take into account, in planning the program of the CIM for the next biennium, the need for strengthening the Center, through increasing its activities; effective co-ordination with other intergovernmental and international bodies; rationalization of its programs to ensure their success and to make it possible to further publicize the results of the projects carried out by it; appropriate planning of its activities to ensure their effectiveness, taking into consideration national and regional action plans.

During this period the CIM has remodelled the building of the Center and has supplied it with equipment. This includes simultaneous interpreting and recording equipment, typewriters, desks, office furniture, and equipment for conference rooms; air conditioning units, and the like. It is studying the possibility of obtaining data processing equipment.

- CIM/RES. 15/78 (XIX-0/78) "Interdisciplinary Committee for Implementation of Resolution AG/RES. 220 (VI-0/76) Decade of Women 1976-1985: Equality, Development, and Peace." In this resolution, CIM endorses recommendations that efforts be redoubled at all levels to include women in all programs of the organization and, in this connexion, expedite the adaptation of existing

programs and the adoption of new ones, in co-ordination with the CIM; it requests that the working group appointed by the Secretary-General pursuant to resolution AG/RES. 220 (VI-0/76) expand the scope of its duties; that an interdisciplinary committee be formed to evaluate the impact and the progress of the projects.

The CIM has held various working meetings with the substantive areas of the General Secretariat for the purpose of implementing the mandates contained in this resolution. It encourages inclusion of women in all OAS programs. It has transmitted the text of this resolution to the Secretary-General of the OAS.

- CIM/RES. 16/78 (XIX-0/78) "Integration of the Programs of the Inter-American Commission of Women with those of the OAS," in which the Commission thanks the organs and entities of the Inter-American system for their valuable and useful co-operation in expediting the process of interaction between its programs and those of the CIM and recommends to the General Secretariat of the OAS that this co-operation be intensified, so as to achieve the effective integration of the CIM's programs with all the areas of activity of the Organization.

  The CIM is endeavouring to put this resolution into effect, with the support of the General Secretariat.

- CIM/RES. 17/78 (XIX-0/78) "Biennial Work Program 1978-1980", which contains the short-, medium- and long-term work program of the CIM and specifies the guidelines to orient implementation of the Regional Plan of Action for the Decade of Women. The Commission is carrying out this work program.

- CIM/RES. 18/78 (XIX-0/78) "Guidelines for Implementing the Regional Plan of Action for the Short, Medium and Long Term." The Regional Plan of Action emphasizes six priority areas of the World Plan of Action, as follows: Specific areas: integration of women into the rural economy, women's participation in industrial urban development, and training of women for management activities in their traditional spheres of action.

  General Areas: legal equality of the sexes, effective participation of women in development, projection of the image of modern women in accordance with her full potential.

  The CIM is carrying out the Plan through six lines of action, as follows: Research, programming and continuing evaluation; co-ordination of activities between the CIM and the inter-American system; interagency co-ordination; education; model research projects and integration of women in development; documentation and information; and continuous training of women for leadership roles.

C. Executive Committee for 1978-1980 - Sessions held: January/July 1979

As it is reported in Item B of this chapter, the Nineteenth Assemby of the CIM elected the directors for the above-mentioned period. The Executive Committee has held three regular sessions. It has adopted agreements concerning the approval of

the Draft Regulations and amendments to the Organic Statute of the CIM; the calendar of activities and official missions of the President; Contest on Mass Media Communications; approval in principle, of the date of the Twentieth Assembly of the CIM - 26 October-4 November 1980 - in Santo Domingo, Dominican Republic; Work Program of the Permanent Secretariat of the CIM; Draft Project of CIM's Program-Budget for 1980-1981; Budget executions and national and regional seminars.

D. Functioning of the Multinational Women's Center of the CIM

The Agreement between the Government of Argentina and the Inter-American Commission of Women on the Multinational Women's Center was signed on 8 November 1977. It is headquartered in Cordoba, Argentina, and it operates under the auspices of the CIM, the Government of Argentina and the National University of Cordoba. It is permanent multinational, multicultural and multilingual. Its objectives are: (1) To research the realities of women in the Americas, and to train them, no matter what their age, marital status or social position, to participate effectively and on an ongoing basis in the process of the integral development of the countries of the hemisphere; (2) To support the research, training, documentation and information programs of the Commission.

It began operating in 1978 with the Symposium on Women: New Dimension in National Leadership, and is carrying out a dynamic plan of operations, which, among others, includes the following:

(1) Compilation of legal dispositions on the status of women in force on 1 January 1980; (2) Research on mass communication media; (3) Study of women in prison; (4) Evaluation, comparative study and compilation of legislation dealing with adoption in the Americas; (5) Register and identification of former participants in the educational programs of the CIM offered over the last five years; (6) To co-operate in promoting the establishment and development by the OAS of special fellowship programs for university women in social sciences and research items related to the needs of the CIM; (7) Talent Bank; (8) Register of women's organizations.

The CIM gives high priority to developing the Center's programs.

E. Participation of the Inter-American Commission of Women in International Meetings:

(1) Seventeenth Meeting of Consultation of Ministers of Foreign Affairs, in Washington, D.C. 21 September 1978; (2) Sixth special session of the General Assembly of the Organization of American States in Washington, D.C., 20 through 28 November 1978; (3) Seminar on "Women in the Work Force in Latin America", held in Rio de Janeiro 23-26 November 1978; (4) Sixth Inter-American Conference of Ministers of Labor, Lima, Peru, 26 November through 2 December 1978; (5) XIII Regular Annual Meeting of the Inter-American Economic and Social Council, CIES, 11 through 14 December 1978 in Washington, D.C.; (6) International Seminar on Training Rural Women Leaders in Socio-economic Development, held 18 February through 1 March 1979 in Manila, Philippines; (7) Third Inter-American Telecommunications Conference (CITEL), Buenos Aires, Argentina, 5 through 9 March 1979; (8) Eighteenth Regular Session of the Economic Commission for Latin America (ECLA), held in La Paz, Bolivia, 18 through 26 April 1979; (9) Second

Inter-American Specialized Conference on Private International Law, held in Montevideo, Uruguay, on 23 April through 14 May 1979; (10) International Seminar on Health in Latin America, on 23 through 27 April 1979, in Tolima, Melgar, Colombia; (11) Protocolary session to sign the Convention of the Inter-American Institute on Cooperation for Agriculture, held on 6 March in Washington, D.C. Eighteenth Annual Meeting of the Board of Directors, and Twenty-fourth Annual Meeting of the Technical Advisory Council of the Inter-American Institute on Cooperation for Agriculture, 14 through 17 May, in La Paz, Bolivia; (12) XXXII Regular Meeting of the Permanent Executive Committee of the Inter-American Economic and Social Council, held in Washington, D.C. 4 through 8 June 1979; (13) LIX Meeting of the Inter-American Children's Institute, held in Montevideo, Uruguay, 12 through 15 June 1979; (14) International Seminar on Childhood, Culture and Community, the Community Services Center of Mount Carmel, in co-operation with the Israel Committee for UNICEF, held in Haifa, Israel, 17 through 27 June 1979; (15) Tenth Regular Meeting of the Inter-American Council for Culture and Sciences, Bridgetown, Barbados, 6-14 September 1979; (16) Fourteenth Annual Regular Meeting of the Inter-American Economic and Social Council, Bridgetown, Barbados, 18-22 September 1979.

During the visits of the President to the member States she had interviews with the authorities of the national Governments as follows: Bolivia, with the Chief of State and the Minister of Foreign Affairs; Argentina, Costa Rica and Peru, with the Ministers of Foreign Affairs, Education, Labor and Social Welfare. In Nicaragua, she visited members of the National Government and the Minister of Social Welfare. She held sessions with the National Committees of Cooperation, with the CIM and leaders of women's organizations. She also held numerous radio, press and television interviews in the visited countries and in the United States.

F. Fiftieth Anniversary of the CIM

In 1978 the Inter-American Commission of Women commemorated the fiftieth anniversary of its creation. The commemoration program for this event was approved by the Permanent Council of the OAS which has been carried out at the national and regional levels. On 16 February the Permanent Council of the Organization held a Protocolary Session. Mrs. Rosalynn Carter, First Lady of the United States of America, participated in that session. Also present, were the following eight former-Presidents of the CIM: Ambassador Amalia de Castillo Ledón (Mexico, 1949-1953); Dr. Graciela Quan Valenzuela (Guatemala, 1957-1961); Dr. Gabriela Peláez Echeverri (Colombia, 1961-1963); Ambassador Margarita de Macaya (Costa Rica, 1965-1968); Mrs. Piedad de Suro (Ecuador, 1968-1970); Dr. Gabriela Araníbar Fernández Dávila (Peru, 1970-1972); Professor Otilia Arosemena de Tejeira (Panama), 1972-1974); Ambassador Isabel Arrúa Vallejo (Paraguay, 1974-1976). Also present, were the Ambassadors, Representatives of the member States to the OAS, leaders of women's organizations, representatives from the press, radio and television.

The Executive Committee of the CIM held a solemn session on 17 February, in which homage was paid to the former Presidents of the CIM.

The commemoration program included, among others, the following activities: Symposium on "Women's Participation in Development", in Meredith College, North Carolina, United States of America; Monograph contest: "Future role of women in the Americas and history of the evolution of the Inter-American Commission of Women of the Organization of American States"; Contest for a CIM emblem; Inter-American mass media award; publication of messages or proclamations by the American chiefs of State, referring to the Fiftieth Anniversary of the CIM/OAS; Exhibit at the OAS of books by women; Organization of the reference library of the CIM; the Ninth Inter-American Music Festival was dedicated to the fiftieth anniversary of the CIM; the OAS printed the following inscription on the OAS letterhead: 1978 - Fiftieth Anniversary of the Inter-American Commission of Women of the Organization of American States; the organs and organizations of the inter-American system held special commemorative activities. The member States are publishing the 24 monographs on women's rights attained in each country. Ecuador issued a special postage stamp to commemorate the fiftieth anniversary of the CIM.

G. Relations, forms of co-operation and co-ordination with other Inter-American organs, regional and world organizations

Ninth Meeting of the Inter-American Council for Education, Science and Culture (CIECC), Santiago, Chile, 21 to 29 September 1978. The Inter-American Commission of Women was represented by the Principal delegate of Chile, Mrs. Alicia Romo Román, at the request of the President. This conference adopted resolution CIECC-382/78 "Strengthening the Activities within the Framework of the Decade of Women", and approved the pilot project to train rural women to integrate them into development. It urged the countries to present projects for the 1980 programming related to the problem of the integration of women into rural life. It recommended that the Secretariat and the Inter-American Commission of Women establish close co-ordination in the planning and execution of the programs and projects.

- Thirteenth Regular Annual Meeting of the Inter-American Economic and Social Council (CIES), Washington, D.C., 11 through 14 December 1978, which in its resolution CIES-145/78 "Strengthening Activities within the Framework of the Decade of Women", it instructed CEPCIES to study the manner of implementing the recommendations of the General Assembly so that the programs in the economic and social area will consider the needs of the women of this hemisphere, and lead to an over-all improvement in their status, in keeping with the Regional Plan of Action for the Decade of Women in the Americas; it recommended to CEPCIES that it establish the necessary co-ordination with the CIM in making the study, and instructed the General Secretariat to present to the next regular annual meeting of CIES a report on the progress.

- Sixth Inter-American Conference of Ministers of Labor, Lima, Peru, 26 November through 2 December 1978, which adopted five following resolution at the behest of CIM: Participation of Women, Vocational Training and Education for Women, Legislation, Labor Statistics, and Child Care Centers. It endorsed the recommendations of the Seminar-Workshop on Working Women in the National Leadership of the Trade Union Movement, organized by the CIM in Bogota, Colombia in 1978.

- Inter-American Institute on Agricultural Sciences. As it is reported in other chapters of this report the CIM has signed a co-operation agreement with IICA in order to facilitate the effective co-operation in programs and projects for women sponsored by both entities and in compiling statistics concerning the situation of rural women.

- Inter-American Children's Institute. The CIM maintains close relations with the Institute exchanging information and publications. This year, its co-operation is designed to support the International Year of the Child. Thus, within its program to strengthen the family, the CIM is holding the Inter-American Course on Maternal Schools and Kindergartens at its Multinational Center for Research and Training in Cordoba, Argentina, which will count with the Director General of the Institute to maintain an open dialogue with the specialized staff attending the course.

  Another area of co-operation is related to the legal question of adoption, wherever this involves the basic rights of women. In supporting the work of the Institute, and in carrying out its program for the Decade of Women, the CIM is stressing projects to set up day care centers, for all working women, particularly for rural women.

- Inter-American Indian Institute. In working meetings with the Director of the Institute, areas of joint action have been defined to carry forward programs related to the problems of Indian women. On the basis of the CIM's work to promote rural women in general, and specifically indigenous women, the work carried out jointly with the Institute on problems of Indian women, and the conference of Indian women held by the Institute, it has been decided to prepare a study and analysis of the situation of Indian women, to consider how they can participate in the processes of social change now going on in our societies. The possibility of signing a co-operation agreement similar to that signed between the CIM and IICA is under study.

- Pan American Health Organization. Exploration of fields where co-operation would be possible in activities related to women. At the request of the Commission, the Pan American Health Organization is collecting information on women's participation in the provision of health care and in collecting data on various aspects of that participation. Dr. Marilyn Katatsky, in her capacity as the Representative of the Organization to the Inter-American Commission of Women, is working with the PAHO Information System to co-operate with the Commission.

  The Commission participated in the Workshop on Financing Health care in Latin America, held in Melgar, Colombia, in April, which was sponsored by the Pan American Organization, the American Public Health Association, and the Colombian Association of Medical Schools.

- Inter-American Development Bank. Exploration of possible co-operation between the IDB and the CIM, particularly with relation to developing a program to help businesswomen.

World Organizations:

- United Nations. The CIM is co-operating at the hemispheric level in the preparations for the 1980 world meeting of the Decade for Women, which will be held in Copenhagen, Denmark, on 14 through 30 July of next year. This meeting, which will be held halfway through the Decade, will evaluate the first five years of the implementation of the World Plan, and will measure the progress achieved up to that point. The plans, activities and programs for the second half of the Decade will be adjusted in accordance with that evaluation, and plans will be made for activities designed to achieve the objectives of the Decade and of the World Plan of Action on Women.

  The CIM has prepared a questionnaire to collect information on the implementation of projects that came out of the Regional Plan of Action of the CIM and that resulted from OAS and other regional and world agency programs in preparing for the 1980 world meeting. It is hoped thus to gain an overview of the status of women in this hemisphere, and of the impact of the Regional Plan of Action of the CIM for the advancement of women.

  The Commission has also provided help in a United Nations survey on the mass media and its impact on the image of women. It offered its support to various activities to prepare for the United Nations Conference on Science and Technology for development held in Vienna in August 1979.

- Economic Commission for Latin America (ECLA). The President of the CIM consulted with the Executive Secretary of ECLA and with the Director of the Women's Unit of that Commission, to set up a system to co-operate and exchange ideas and information on the activities being carried out by both agencies for the advancement of women. A preliminary plan for co-operation was approved, in the areas of information and co-operation.

- International Labour Organisation (ILO). A line of co-operation is kept open with the regional office, specifically in programm related to women's participation in the labour movement. The ILO co-operated with the CIM through its agency CINTERFOR, in the Inter-American Seminar on Trade Union Women's Participation, held by the Commission in Bogota, Colombia in September 1978. Specialists of the regional office worked jointly with the CIM on the National Seminar on this subject held by the Colombian Committee for Cooperation, as a follow-up to this Inter-American activity.

- UNESCO: The CIM has an open line of co-operation with this world agency for education, science and culture, in the field of mass communications and the image it projects of women. To improve communications, and as a follow-up to the Seminar on this topic held by the CIM jointly with UNESCO in the Dominican Republic in 1977, both entities will co-sponsor a Seminar to evaluate the work accomplished and to plan future action in Latin America and the Caribbean, particularly on the information on women, population and development. The specialized staff responsible for the CIM's research on the mass media in the Multinational Women's Center for Research and Training of the CIM, in Cordoba, Argentina, will participate in this project. At the request of UNESCO, the CIM gave its views on the Provisional Report of the International Commission to Study Problems in Communications, specifically on all matters related to women's role in communications activities and problems.

Inter-American Conventions

The CIM was instrumental in obtaining approval of the three Inter-American Conventions relating to women and worked actively with the Governments of member States for their ratification. The status of these Conventions is as follows:

CONVENCION SOBRE NACIONALIDAD DE LA MUJER

Suscrita el 26 de diciembre de 1933 en la Séptima Conferencia Internacional Americana

Montevideo

"Artículo I - No se hará distinción alguna, basada en el sexo, en materia de nacionalidad, ni en la legislación ni en la práctica."

CONVENTION ON THE NATIONALITY OF WOMEN

Signed on 26 December 1933 at the Seventh International Conference of American States

Montevideo

"Article I - There shall be no distinction based on sex as regards nationality, in their legislation or in their practice."

Países signatarios	Fecha del Instrumento de Ratificación	Fecha del depósito del Instrumento de Ratificación
Signatory countries	**Date of the instrument of ratification**	**Date of deposit of the instrument of ratification**
Argentina	12 Septiembre 1957	2 Octubre 1957
Bolivia		
Brasil	9 Noviembre 1937	22 Diciembre 1937
Colombia	22 Junio 1936	22 Julio 1936
1/Costa Rica (1952)	12 Junio 1953	17 Julio 1953
Cuba	26 Noviembre 1943	15 Diciembre 1943
Chile	11 Julio 1934	29 Agosto 1934
Ecuador	24 Junio 1936	3 Octubre 1936
El Salvador*		
Estados Unidos* (U.S.A.)	30 Junio 1934*	13 Julio 1934*
Guatemala	6 Abril 1936	17 Julio 1936
Haití		
Honduras*	23 Mayo 1935*	26 Junio 1935*
México	1 Octubre 1935*	27 Enero 1936*
Nicaragua	11 Julio 1955	31 Agosto 1955
Panamá	11 Noviembre 1938	13 Diciembre 1938
Paraguay		
Péru		
República Dominicana		
Uruguay	13 Agosto 1968	11 Septiembre 1968
1/Venezuela (1964)		
TOTAL: 21	TOTAL: 14	TOTAL: 14

* CON RESERVAS

1/ Costa Rica se adhirió el 8 de septiembre de 1952.
Venezuela firmó en Junio de 1964.

* WITH RESERVATIONS

1/ Costa Rica adhered on 8 September 1952.
Venezuela signed June 1964.

CONVENCION INTERAMERICANA SOBRE CONCESION DE LOS DERECHOS POLITICOS A LA MUJER

Suscrita el 2 de mayo de 1948 en la Novena Conferencia Internacional Americana de Bogotá

"Artículo I - Las Altas Partes Contratantes convienen en que el derecho al voto y a ser elegido para un cargo nacional no deberá negarse o restringirse por razones de sexo."

INTER-AMERICAN CONVENTION ON THE GRANTING OF POLITICAL RIGHTS TO WOMEN

Signed on 2 May 1948 at the Ninth International Conference of American States in Bogotá

"Article I - The High Contracting Parties agree that the right to vote and to be elected to national office shall not be denied or abridged by reason of sex."

Países signatarios Signatory countries	Fecha del Instrumento de Ratificación Date of the Instrument of Ratification	Fecha de depósito del Instrumento de Ratificación Date of deposit of the Instrument of Ratification
Argentina	12 Septiembre 1957	2 Octubre 1957
Brasil	15 Febrero 1950	21 Marzo 1950
Colombia	18 Mayo 1959	3 Junio 1959
Costa Rica	3 Abril 1951	17 Abril 1951
Cuba	2 Junio 1949	18 Julio 1949
Chile	5 Enero 1975	10 Abril 1975
Ecuador	30 Diciembre 1948	17 Marzo 1949
1/El Salvador (1951)	27 Marzo 1951	6 Abril 1951
Estados Unidos (U.S.A.)	22 Marzo 1976	24 Mayo 1976
Guatemala	6 Noviembre 1970	16 Diciembre 1970
2/Haití (1957)	21 Octubre 1957	31 Enero 1958
3/Honduras (1955)	7 Septiembre 1955	10 Octubre 1955
4/Nicaragua (1956)	22 Mayo 1956	22 Agosto 1956
Panamá	16 Marzo 1951	6 Abril 1951
5/Paraguay (1951)	20 Julio 1963	5 Agosto 1963
Perú	26 Enero 1956	11 Junio 1956
República Dominicana	11 Abril 1949	22 Abril 1949
Uruguay	13 Agosto 1968	11 Septiembre 1968
Venezuela		
TOTAL: 19	TOTAL: 17	TOTAL: 17

* CON RESERVAS

1/ El Salvador se adhirió en 27 marzo 1951.

2/ Haití firmó la Convención en 1° agosto de 1957.

3/ Honduras se adhirió en 28 abril 1955.

4/ Nicaragua firmó la Convención en 24 abril 1956.

5/ Paraguay firmó la Convención en en 20 agosto de 1951.

* WITH RESERVATIONS

1/ El Salvador adhered 27 March 1951

2/ Haiti signed 1 August 1957

3/ Honduras adhered 28 April 1955

4/ Nicaragua signed 24 April 1956

5/ Paraguay signed 20 August 1951.

CONVENCION INTERAMERICANA SOBRE CONCESION DE LOS DERECHOS CIVILES A LA MUJER

Suscrita el 2 de mayo de 1948 en la Novena Conferencia Internacional Americana de Bogotá

"Artículo I - Los Estados Americanos convienen en otorgar a la mujer los mismos derechos civiles de que goza el hombre."

INTER-AMERICAN CONVENTION ON THE GRANTING OF CIVIL RIGHTS TO WOMEN

Signed on 2 May 1948 at the Ninth International Conference of American States in Bogotá

"Article I - The American States agree to grant to women the same civil rights that men enjoy."

Países signatarios / Signatory countries	Fecha de Instrumento de Ratificación / Date of the Instrument of Ratification	Fecha del depósito del Instrumento de Ratificación / Date of deposit of the Instrument of Ratification
Argentina	12 Septiembre 1957	2 Octubre 1957
Bolivia		
Brasil	29 Enero 1952	19 Marzo 1952
Colombia	18 Mayo 1959	3 Junio 1959
Costa Rica	3 Abril 1951	17 Abril 1951
Cuba	2 Junio 1949	18 Julio 1949
Chile	5 Enero 1975	10 Abril 1975
Ecuador	30 Diciembre 1948	17 Marzo 1949
El Salvador	27 Marzo 1951	6 Abril 1951
Guatemala	17 Mayo 1951	7 Septiembre 1951
Haití		
Honduras	7 Septiembre 1955	10 Octubre 1955
México	1 Abril 1954	11 Agosto 1956
Nicaragua	22 Mayo 1956	22 Agosto 1956
Panamá	16 Marzo 1951	6 Abril 1951
Paraguay	10 Septiembre 1951	19 Diciembre 1951
Perú		
República Dominicana	11 Abril 1949	22 Abril 1949
Uruguay	13 Agosto 1968	11 Septiembre 1968
Venezuela		
TOTAL: 20	TOTAL: 16	TOTAL: 16

Referencia: Departamento de Asuntos Jurídicos, Secretaría General, Organización de los Estados Americanos

Reference: Department of Legal Affairs, General Secretariat, Organization of American States

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UNITED NATIONS

ECONOMIC
AND
SOCIAL COUNCIL

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28 December 1979

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session,
Vienna, 25 February-4 March 1980
Item 5 of the provisional agenda. Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace:
(a) United Nations activities

Report of the Secretary-General

SUMMARY

This report was prepared by the Secretary-General in order to bring to the attention of the Commission the various United Nations activities undertaken in 1978-1979 in implementation of the Programme of the United Nations Decade for Women which have been additional to the preparations for the World Conference of the United Nations Decade for Women: Equality, Development and Peace.

INTRODUCTION

1. In resolution 3520 (XXX) of 15 December 1975 entitled "World Conference of the International Women's Year" the General Assembly proclaimed the period 1976-1985 United Nations Decade for Women: Equality, Development and Peace, "to be devoted to effective and sustained national, regional and international action to implement the World Plan of Action and related resolutions of the Conference" (para. 2). The preparations for the World Conference of the Decade, undertaken both prior to and following the establishment of the secretariat for that Conference in April 1979, have been reported on under item 3 of the provisional agenda. Moreover, the question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination has been reported on under item 4 of the provisional agenda. However, a considerable number of other activities have been undertaken in implementation of the programme for the Decade, and these are described briefly in this report for the information of the Commission.

I. ACTIVITIES UNDERTAKEN IN 1978-1979

A. Draft Convention on the Elimination of Discrimination against Women

2. It may be recalled that at its twenty-seventh session the Commission considered the report of the Secretary-General on the promotion of full equality of women and men in all spheres of life in accordance with international standards and the Declaration on the Elimination of Discrimination against Women (A/32/216 and Corr.1 and Add.1 and 2). At its thirty-third session, the General Assembly took note with appreciation of the report of the Working Group of the Whole established by the Third Committee at its 6th meeting on 29 September 1978. In resolution 33/177 the General Assembly recommended that a working group be established at the beginning of the thirty-fourth session and be provided with adequate facilities to enable it to complete its task, to consider the final provisions of the draft Convention and to reconsider the articles which had not yet been completed with a view to the adoption of the draft Convention at its thirty-fourth session. At its thirty-fourth session, under agenda item 75, the General Assembly had before it a note by the Secretary-General transmitting the report of the Working Group of the Third Committee established at the thirty-third session (A/34/60 and Corr.1 and 2). The Commission will be informed of progress made during the thirty-fourth session.

B. Interagency programme for the United Nations Decade for Women: Equality, Development and Peace, 1976-1985

3. In accordance with paragraph 5 (b) of General Assembly resolution 3520 (XXX), the organizations of the United Nations system developed the interorganizational programme for the United Nations Decade for Women: Equality, Development and Peace.

The programme is geared towards the implementation of the World Plan of Action in line with the objectives of the Programme for the United Nations Decade for Women.

4. It will be recalled that an account of the developments relating to this interorganizational programme was included in section III of the report of the Secretary-General on measures taken to implement the World Plan of Action and the Programme for the United Nations Decade for Women (A/32/175) which was before the Commission at its twenty-seventh session.

5. At its resumed second regular session of 1978 and pursuant to General Assembly resolution 32/138, the Economic and Social Council had before it the report of the Secretary-General on a study of the interagency programme for the United Nations Decade for Women: Equality, Development and Peace (E/1978/106). The Council transmitted this study to the General Assembly at its thirty-third session, together with its observations, for consideration under agenda item 88 entitled "United Nations Decade for Women: Equality, Development and Peace".

6. As General Assembly resolution 32/138 requested the Secretary-General to transmit to Governments every two years the study of the interagency programme, and as this study was so transmitted after consideration by the General Assembly at its thirty-third session, no further study was prepared for the thirty-fourth session. However, the reports of the specialized agencies, to be considered under item 5 (b) of the provisional agenda, provide valuable information on matters relevant to that programme. Moreover, the matters discussed under item 3 of the provisional agenda include examination of the implementation of the World Plan of Action by all the relevant bodies of the United Nations system.

C. Effective mobilization and integration of women in development

7. At its thirty-third session the General Assembly, under agenda item 58 (d), considered the report of the Secretary-General on this topic prepared pursuant to General Assembly resolution 31/175 (A/33/238 and Corr.1). It adopted resolution 33/200 which calls for the preparation of a comprehensive report based upon studies to be undertaken by the appropriate bodies of the United Nations system of organizations. During 1979 the Secretariat obtained information for this purpose from a number of bodies, but this was considered insufficient to prepare a comprehensive report for submission to the General Assembly at its thirty-fourth session.

8. At the thirty-fourth session, under agenda item 55 (g), the General Assembly considered a report of the Secretary-General on the effective integration and mobilization of women in development (A/34/531) and, in its resolution 34/209 of 19 December 1979, noted with regret that it had not been possible for the Secretary-General to submit the comprehensive report requested in resolution 33/200. It urged the Secretary-General to prepare that report as soon as possible and submit it to the Preparatory Committee for the New International Development Strategy at its fifth session, to the Preparatory Committee for the World Conference of the United Nations Decade for Women: Equality, Development and Peace at its

third session, and to the General Assembly at its thirty-fifth session. In compliance with this request, urgent steps were taken by the Secretariat to obtain from all appropriate bodies in the United Nations system of organizations relevant studies and observations. These have been used in the preparation of the comprehensive report which will be made available to the Commission.

D. Women in education and in the economic and social fields

9. At its thirty-third session, under agenda item 88, the General Assembly had before it a report prepared by the Secretary-General on the status and role of women in education pursuant to its resolution 31/134 (A/33/214 and Corr.1 and 2). In its resolution 33/184, inter alia, it requested the Secretary-General to prepare an analytical report on the status and role of women in education and in the economic and social fields, based on material received from Member States, the specialized agencies, the regional commissions and other interested organizations as well as on various existing studies and research, for consideration at its thirty-fourth session. The Secretary-General's analytical report prepared pursuant to that resolution (A/34/577) was before the Assembly at its thirty-fourth session under agenda item 80. In support of this analytical report a statistical addendum was prepared showing principal indicators of women's condition and participation in development (A/34/577/Add.1). Further elaboration of the statistical series used in that addendum will be undertaken during 1980.

E. Measures to combat prostitution

10. The Commission may wish to be informed that the Sub-Commission on Prevention of Discrimination and Protection of Minorities of the Commission on Human Rights, which has a mandate in relation to the traffic in persons and the exploitation of the prostitution of others, in its resolution 6 B (XXXI), requested the Working Group on Slavery to follow with interest and to co-operate in all studies undertaken by the relevant United Nations organs on this matter pursuant to resolution 1 (XXVII) of the Commission on the Status of Women. The Division of Human Rights of the United Nations Secretariat has reiterated its readiness to provide all necessary assistance in the preparation of such studies.

F. International Research and Training Institute for the Advancement of Women

11. In resolution 31/135 of 16 December 1976, the General Assembly endorsed the decision of the Economic and Social Council to create an International Research and Training Institute for the Advancement of Women, as well as the guidelines set out by the Council in resolution 1998 (LX) of 12 May 1976 regarding the activities of the Institute.

12. It may be recalled that at its twenty-seventh session the Commission received information on developments relating to the establishment of the Institute, included as Section IV of the report of the Secretary-General on measures taken

to implement the World Plan of Action and the Programme for the United Nations Decade for Women (A/32/175). It also had before it as a conference room paper a progress report on the establishment of the Institute.

13. At its thirty-third session, under agenda item 88, the General Assembly considered the report of the Secretary-General (A/33/316) submitted in application of its resolution 32/137 of 16 December 1977 and of Economic and Social Council resolution 1978/25. In resolution 33/187 the General Assembly requested the Secretary-General to proceed with the appointment of the Director and the members of the Board of Trustees of the Institute. It decided that, as soon as the members of the Board were appointed, the Institute should start functioning as a body of the United Nations, and it requested the Secretary-General to submit a report to the Council at its first regular session of 1979, including a proposed programme of operations for the first two years together with the outline of a budget for the same period. It further requested the Secretary-General to report to the General Assembly at its thirty-fourth session.

14. The Secretary-General submitted his report (E/1979/27) to the Economic and Social Council at its first regular session of 1979. At that session the Council adopted resolution 1979/11 concerning the Institute, which, inter alia, requested the Secretary-General to report to the General Assembly at its thirty-fourth session on the progress achieved. Accordingly, the Assembly at its thirty-fourth session had before it a report prepared by the Secretary-General (A/34/579). The Commission will be informed of subsequent developments, in particular concerning the first session of the Board of Trustees of the Institute, held at Geneva in October 1979.

G. Voluntary Fund for the United Nations Decade for Women

15. It may be recalled that the General Assembly, during its thirtieth session, decided that the Voluntary Fund for the International Women's Year, which had been established by the Economic and Social Council in its resolution 1850 (LVI) of 16 May 1974, should be extended to cover the period of the Decade. Details of the criteria and arrangements for the management of the Fund were set forth in Assembly resolution 31/133 of 16 December 1976.

16. The Voluntary Fund has supported 93 projects in developing countries and regions. Ongoing commitments through 1981 are valued at $6.5 million. In April 1979, on the advice of the Consultative Committee to the Fund, new procedures were adopted with UNDP for submission of project proposals directly from the country level. As a result, demands on the Fund's resources multiplied immediately. In 1978, $1.2 million was committed to new projects, and in 1979 the figure rose to $4 million. Of greatest importance, consequent to the adoption of the new procedures, is the Fund's increased outreach to rural women and low-income women in urban areas at the country level.

17. Activities supported by the Fund include workshops for development planners, provision of revolving loan funds to women's groups, training of rural trainers, income-generating activities, and energy-related programmes. Through the

introduction of activities of special benefit to women within existing or planned development programmes and projects, the Fund's resources encourage the wider involvement of women in the economic life and development efforts of their countries. The new project submission procedures help to ensure that concern for women is not an isolated, but an integrated, contribution to national and regional development in co-operation with Governments and organizations of the United Nations.

18. Two posts for senior women's programme officers at each of the regional commissions of the developing regions continue to be supported by resources given by the Fund. This support has made an important contribution both to project development and to the creation or strengthening of regional programmes. On the recommendation of the Consultative Committee also, since early 1978 the extrabudgetary resources of the Fund have been used for one senior post at Headquarters for co-ordination of Fund activities. By resolution 34/156 of 17 December 1979, the General Assembly decided that the Voluntary Fund should continue to be situated at United Nations Headquarters, and that that decision would be reviewed at its thirty-sixth session in 1981.

19. Generous pledges and contributions to the Fund from both developing and developed countries have made it possible for the Fund to take its place in the United Nations system as an important contributor to national and regional development. The Secretary-General has estimated that a minimum of $6 million can be expended annually from 1980, if a larger number of contributions to the Fund are pledged by a wider range of countries.

H. Women in the United Nations system

20. At its thirty-third session, the General Assembly had before it a note by the Secretary-General (A/33/105) which transmitted the report of the Joint Inspection Unit on women in the Professional category and above in the United Nations system (JIU/REP/77/7).

I. Rationalization of the reporting system on the status of women

21. At its first regular session of 1978, the Economic and Social Council considered the above question and, in resolution 1978/28 of 5 May 1978, recommended an integration of the biennial reporting systems on the implementation of the Declaration on the Elimination of Discrimination against Women and related instruments and on the system-wide reviews and appraisals of the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year and of the progress made under the International Development Strategy for the Second United Nations Development Decade. At its thirty-third session the General Assembly considered this matter further and in resolution 33/186 decided to integrate these two reporting systems, and to review the new reporting system in the light of further developments. Inter alia, it requested the Secretary-General to simplify, if possible, the contents of the

questionnaires forwarded to Member States and, in compiling reports based on replies of Governments, to provide analytical comments on obstacles encountered and policies for future action.

22. During 1978 and 1979, the Secretariat attempted to put these requests into effect. During the third and fourth quarters of 1979 the Secretariat prepared, after consultation with specialized agencies and a number of other United Nations bodies, a questionnaire on the implementation during the period 1975-1978 of the Plan of Action adopted at the World Conference of the International Women's Year. This was transmitted to all States Members of the United Nations and members of specialized agencies in January 1979. Special measures were taken to ensure that the questionnaires were not mislaid or over-delayed during transmission to Governments. Most valuable assistance was provided by UNDP, specifically by its resident representatives, in ensuring receipt by Governments and the earliest possible reply. Between April and November 1979 over 85 Governments replied, many also providing substantial supportive documentation. These materials were transmitted to the secretariat of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, and were used by the secretariat in the preparation of a number of documents submitted to the General Assembly at its thirty-fourth session. A note will be before the Commission comprising an administrative report on the administration of the integrated reporting system, together with an outline of proposed means of further rationalizing it during the remainder of the United Nations Decade for Women.

J. Elaboration of regional plans and programmes

23. Since the twenty-seventh session of the Commission, substantial progress has been made in the elaboration of regional plans and programmes. The Regional Preparatory Meetings for the World Conference of the United Nations Decade for Women: Equality, Development and Peace have been reported upon under item 3 (d) of the provisional agenda. Prior to their taking place, other important steps had been taken. In the Western Asian region, a Regional Plan of Action for the Integration of Women in Development for the ECWA region was adopted at a Regional Conference held at Amman, Jordan, from 29 May to 4 June 1978. 1/ In Asia and the Pacific, the Committee on Social Development at its second session, held at Bangkok from 6 to 12 December 1978, endorsed a summary of a five-year regional action programme for the integration of women in development. 2/ The Asian and Pacific Centre for Women and Development and the ESCAP Regional Centre for Technology Transfer held a Round Table discussion on participation of women and their emancipation through the application of science and technology to development, the report of which was presented as a background document at the United Nations Conference on Science and Technology for Development, held at Vienna in August 1979. 3/

1/ E/ECWA/SDHS/CONF.2/9.

2/ See E/ESCAP/110.

3/ A/CONF.81/BP/ESCAP.

24. In Latin America the Presiding Officers of the Regional Conference on the Integration of Women in the Economic and Social Development of Latin America and the Caribbean, at their first three meetings, held at Kingston in February 1978, at Mexico City in September 1978 and at Quito in March 1979, provided guidelines for priority action in implementing the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development adopted by the Regional Conference on the Integration of Women in the Economic and Social Development of Latin America held at Havana from 13 to 17 June 1977. They decided to recommend that an appraisal of the progress made in the implementation of the Regional Plan of Action be included in the agenda of the Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America held at Macuto, Venezuela, from 12 to 16 November 1979. A group of government experts met at Quito, Ecuador, in March 1979 to appraise the implementation of the Regional Plan of Action. 4/

25. In Africa an inaugural session of the Africa Regional Co-ordinating Committee for the Integration of Women in Development was sponsored by the United Nations Economic Commission for Africa, through the African Training and Research Centre for Women (ATRCW), and was held in Rabat, Morocco, from 14 to 17 March 1979. Subregional committees on the implementation of plans of action for the integration of women in development within the framework of the existing Multinational Programming and Operational Centres (MULPOCs), based at Lusaka, Yaoundé, Gisenyi and Niamey, were established, and the establishment of the Centre at Tangiers was approved (E/CN.14/716).

26. In Europe a Seminar on the Participation of Women in the Economic Evolution of the ECE region was held in Paris in July 1979. 5/ The secretariat of the Economic Commission for Europe prepared a substantive report on the topic 6/ which will be published in revised form early in 1980.

27. Further developments at the regional level will be brought to the attention of the Commission by representatives of the regional commissions.

K. Information and communications

28. The work of public information and communications continued during the period since the twenty-seventh session of the Commission. The Commission will have before it a note by the Secretariat on work in this area. Work on the influence of the mass communication media on attitudes towards the role of women and men in present-day society will be examined under item 6 of the provisional agenda.

4/ E/CEPAL/CRM.2/L.5 and E/CEPAL/MDM/6; E/CEPAL/1071.

5/ See ECE/SEM.5/9

6/ ECE/SEM.5/2 and Add.1-4.

II. ACTIVITIES DURING 1979-1980

29. The Commission will be informed of current progress in the implementation of the work programme of the Branch for the Advancement of Women in the Centre for Social Development and Humanitarian Affairs, subsequent to its transfer from New York to Vienna in September 1979. As an immediate priority, the Branch is undertaking a programme to analyse, and to begin a limited circulation of, information recently received from Governments concerning the achievement by women of equality with men in all fields and the roles of women in national development. The Commission will have before it for its comments and suggestions a number of studies prepared in provisional form, including:

(a) A compendium of information on the condition of women in the developing countries;

(b) Selected country studies of national experience in the achievement by women of equality with men and full participation in development;

(c) Selected thematic analyses of the information provided by Governments in reply to the questionnaire on implementation during the period 1975-1978 of the Plan of Action adopted by the World Conference of the International Women's Year.

Annex

SUMMARY OF RECENT DEVELOPMENTS CONCERNING THE INTERNATIONAL RESEARCH AND TRAINING INSTITUTE FOR THE ADVANCEMENT OF WOMEN

1. In furtherance of the efforts made thus far by the Secretariat, as reported to the Commission at its twenty-seventh session, the Secretary-General presented to the thirty-third session of the General Assembly a document describing, inter alia, the structure, composition, responsibilities and programme of the Institute (A/33/316) as he was requested to do in Assembly resolution 32/137 of 16 December 1977.

2. During 1979, a number of significant events have accelerated the evolution of the situation:

On 12 January 1979, the Secretary-General received a note verbale dated 3 January from the Permanent Mission of Iran to the United Nations indicating the withdrawal of the offer of this Government to act as host country for the Institute;

On 5 April 1979, the Secretary-General, in his report to the Economic and Social Council (E/1979/27), informed the Council of this withdrawal and of offers of host facilities for the Institute made by other Member States;

On 9 May 1979, the Council, after consideration of the question, adopted resolution 1979/11 recommending that the Institute be located in the Dominican Republic and that the selection of the Board of Trustees of the Institute be postponed to its second regular session of 1979;

On 2 August 1979, the Council appointed the 10 members of the first Board of Trustees of the Institute in its decision 1979/58 and took note of the intention of the Secretary-General to appoint Mrs. Delphine Tsanga as its first President; a/

From 22 to 26 October 1979, the first meeting of the Board of Trustees of the Institute took place at Geneva under the chairmanship of its President but with the participation of all its appointed and ex officio members;

On 17 December 1979, the General Assembly, at its thirty-fourth session, after consideration of the report of the Secretary-General (A/34/579) on the matter, adopted resolution 34/157 endorsing resolution 1979/11 of the Economic and Social Council and accepting the offer of the Dominican Republic to act

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a/ See A/34/579, para. 7.

as host country for the Institute. Resolution 34/157 also requested the Secretary-General to act expeditiously to sign the agreement with the host country, on the one hand, and to appoint the Director of the Institute on the other hand, in consultation with Member States.

Agreement with the host country

3. After the Council had adopted resolution 1979/11, and with a view to expediting matters, the Secretariat of the United Nations began to conduct active consultations with the Permanent Mission of the Dominican Republic in order to determine the general conditions of the establishment of the Institute in that country and prepare the signature of an agreement with the host country. General Assembly resolution 34/157 paved the way for formal negotiations leading to a final agreement.

Work programme and budget of the Institute

4. At its first session, the Board of Trustees adopted the programme budget of the Institute for the biennium 1980-1981 which, together with the report of the meeting of the Board, will be presented to the Economic and Social Council at its first regular session of 1980, according to the mandate of the Institute.

5. The Board of Trustees reaffirmed the importance of the terms of reference of the Institute which state that it will work within the general objectives of the Declaration and Plan of Action adopted at the World Conference of the International Women's Year held in Mexico in 1975, and confirmed thereafter for the United Nations Decade for Women: the improvement of the position of women in society, the elimination of discrimination, the increase of their participation in development and their contribution to world peace. Therefore, the Institute will "stimulate and assist, through research, training and the collection and exchange of information, the efforts of intergovernmental, governmental and non-governmental organizations aimed at the advancement of women in economic, social and political areas". b/

6. It will act as a clearing-house for the collection and dissemination of information and data on women in society, as well as as an international focal point for the development of research and training geared towards full participation of women in the economic, social, political and cultural life of their countries and of the world, with particular attention given to the developing countries.

7. Within this general framework, the Board of Trustees has set forth permanent objectives for the activities of the Institute, as well as immediate objectives

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b/ See A/33/316, para. 21.

for the biennium 1980-1981, special emphasis being laid on the preparation of the 1980 World Conference for the United Nations Decade for Women to be held at Copenhagen. To carry out its programme, the Institute will have a small staff and will rely to a large extent on consultants and/or teams of consultants recruited for specific projects to be undertaken within definite periods of time. Pending the appointment of the Director and of the regular staff of the Institute, a Co-ordinator and a second Professional have been recruited on a short-time basis together with a limited number of consultants in order to avoid delay in implementing the work programme of the Institute.

Financial situation

8. As of 30 December 1979, a total of $US 1,829,471 had been pledged to the Institute, of which $1,639,882 had already been paid to the United Nations Trust Fund for the Institute. c/ These contributions have been made mostly at the first Pledging Conference held at United Nations Headquarters in 1977 and at the two United Nations Pledging Conferences for Development Activities held at Headquarters, respectively, in November 1978 and November 1979. More active fund-raising efforts will undoubtedly be necessary in the future to increase the resources of the Institute for its work programme.

9. On the other hand, in the field of financial questions, it is to be reported that, in pursuance of paragraph 4 of Economic and Social Council resolution 1979/11, mentioned earlier, the arrangements charging the costs of the preparations leading to the establishment of the Institute have been terminated and all further expenditures related to the Institute are being charged to the United Nations Trust Fund for the Institute. d/

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c/ See A/34/579, paras. 12 and 13 and annex.

d/ Ibid.

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Item 3 of the provisional agenda. Review and evaluation of progress achieved in the implementation of the World Plan of Action: (a) Employment

Report of the Secretary-General

SUMMARY

The present report reviews and evaluates efforts undertaken at the national level to implement the minimum objectives set forth in paragraph 46 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year. The report contains an analysis of progress made and of obstacles encountered in the fields of employment.

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INTRODUCTION

1. The present report of the Secretary-General has been prepared by the secretariat of the World Conference of the United Nations Decade for Women, 1980, in accordance with paragraph 7 of General Assembly resolution 33/189 and the note by the Secretariat entitled "Effects of the provisional agenda for the World Conference of the United Nations Decade for Women, 1980, on the programme of work of the Council and the Commission on the Status of Women". 1/ It reviews and evaluates efforts undertaken at the national level to implement the minimum objectives set forth in paragraph 46 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year. The report contains an analysis of progress made and of obstacles encountered in the fields of employment.

2. The report is based primarily on replies from 86 Governments, the specialized agencies and non-governmental organizations to a questionnaire prepared and circulated by the Branch for the Advancement of Women in the Centre for Social Development and Humanitarian Affairs, United Nations Secretariat.

3. In recent years considerable attention has been given to the identification of crucial issues affecting women's economic status and economic activities. Although there is no global theory of women's role in the process of economic development, a substantial body of research has reviewed and analysed the condition of women in different socio-economic contexts as well as the manner in which the position of women is affected by major economic transformations such as industrialization, the incorporation of agricultural activities into the market, changes in technology etc.

4. In the past, economic analysis tended to concentrate on market activities and on the processes of capital accumulation. Since much of the work of women is not related to the market place, in census and employment surveys in which work meant an activity-producing monetary remuneration, women's work has been neglected or treated inconsistently. A salient feature of the rising body of research is that it has abolished the artificial separation between market and non-market activities and has emphasized the productive nature and importance that non-paid work performed by women has for the process of economic development. 2/ In this connexion the different types of functional relationships that have emerged between subsistence and cash-producing economies in developing areas have been examined. In Africa, for example, subsistence sectors have become labour reservoirs for the adjoining plantation, mining and export economies, which absorbed chiefly a male labour force, whereas the food-producing sectors have remained the domain of women. Since the men's earnings have not been sufficient, the subsistence output provided by the women has been necessary for family survival, but in the process men's

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1/ E/1979/6/Rev.1.

2/ See, for example, Claude Meillassoux, Femmes, Greniers et Capitaux (Paris, Francois Maspero, 1975).

commercial activities have been subsidized. Research shows 3/ that the bulk of men's wages goes to major purchases (home improvement, school fees and livestock) whereas the daily maintenance of the family is mainly provided for by the work of women as cultivators and petty traders. Since the families of male workers have alternative means of support in subsistence agriculture, men's wages can be kept low in the monetarized sectors, thereby allowing profits to be high and hastening the process of capital accumulation. 4/

5. Analyses which stress the role of women in the production of goods for direct consumption - i.e., without circulation of those goods in the market - have been undertaken in different contexts, both for developing and developed economies; they suggest a continuous and mutually reinforced relationship between paid and unpaid work and further highlight the short-comings of past definitions of work and the labour force. One response to such short-comings has been the use of alternative methodological devices such as time budgets - a careful check on how members of a household use their time - to compare work input by men and women and their respective contribution to the economy.

6. As a result of the above-mentioned analytical developments there has been an increase in the study of the economics of household decision-making, and attention has increasingly focused on the labour participation of individuals as members of household production units rather than as isolated workers. 5/ It has been observed that employment patterns often reflect the interaction of two major sets of determinants. First, they reflect the survival strategies of family groups faced with over-all economic constraints. In different national contexts, major economic transformations act upon the division of labour within households, obliging family members to readjust their economic roles and activities. 6/ Secondly, they reflect the division of labour within households, particularly the traditional confinement of women to child-rearing and domestic work.

3/ For example, Martha Mueller, "Women and men - power and powerlessness in Lesotho" in Women and National Development: The Complexity of Change, Wellesley Editorial Committee, ed. (Chicago, University of Chicago Press, 1977).

4/ See International Labour Office, African Labour Survey Studies and Reports, New Series, No. 48 (Geneva, 1956), XV, p. 138.

5/ See Carmen Diana Deere, "Rural women's subsistence production in the capitalist economies", Review of Radical Political Economy, vol. 8, No. 1 (Spring, 1976), pp. 9-17.

6/ Thus, the significant and downward pressure on real incomes of households arising from the inflation and recession of 1974-1975 is thought to have accelerated an ongoing trend towards households with multiple income earners in many developed economies (Michael Deppler and Klaus Regling, "Labour market developments in the major industrial countries", Finance and Development, vol. 16, No. 1 (March 1979), pp. 24-25).

7. Any attempt to evaluate the employment status of women, their economic activities and their conditions of work should identify those factors and processes that determined women's economic opportunities and the extent and the importance of their productive activities beyond their participation in the labour market. Part I of the present report attempts to deal with some of these questions: it examines the major determinants and characteristics of trends in the employment of women; it discusses evidence of the underestimation of women's economic activity; and it reviews the recent data on women's socio-economic status and conditions of work. The analysis is completed by an attempt to present the perspectives and approaches of Governments with respect to women's employment. Part II reviews major recent initiatives of Governments aimed at ensuring equal access and equal conditions of employment for women, measures to enable women to combine work and family responsibility, and measures to improve the economic status of women in rural areas.

I. MAJOR DETERMINANTS AND CHARACTERISTICS OF WOMEN'S ECONOMIC ACTIVITY AND EMPLOYMENT OPPORTUNITIES

A. Economic development and women's economic roles

8. Three major and interrelated elements contribute to the formation of new patterns in the division of labour and producer relations between men and women, and they are likely to have a stronger impact as modernization spreads: monetarization of production; market incorporation; and the creation of related institutions such as banks, co-operatives etc. 7/

9. In subsistence, peasant economies, the family division of labour allocates work to most family members. Land ownership is conducive to the participation of those with low productivity, such as the elderly and children, and to those whose work roles have to be flexibly combined with other roles, as is the case with women and young children. 8/

10. The erosion of family employment and the growth of modes of employment based on wage labour tended to convert household members other than the main earner into a labour reserve. Although the process will have varied from country to country, the divergence in income opportunities of men and women has generally coincided with the growth of wage employment in the process of development. Many women have been relegated to the relatively low-income non-wage jobs, whether in agricultural, in trade or in cottage industries. Others have taken only low-paying menial-wage employment, and many more have been eased out of the labour force altogether. As such, women have become supplementary earners while men have developed labour force commitment and learned skills that increased their relative wages.

11. Furthermore, development programmes and policies designed to improve the lot of underprivileged groups often fail to extend benefits to women. "When modernization involves both additional labour-intensive work and high-productivity work, women are usually left with the former ... /For example/ case studies in Gambia show that women's working work in agriculture rose from 19 to 20 hours when 'improved methods' were introduced, but men's working work fell from 11 to 9 hours." 9/

12. It may also be suggested that land reform, although conceived to improve the socio-economic status of both men and women in rural areas, has had negative consequences on the status of women. First, although most land reform legislation

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7/ Ulrike von Buchwald and Ingrid Palmer, "Monitoring changes in the conditions of women - a critical review of possible approaches" (UNRISD/78/C.18), pp. 20-23.

8/ Guy Standing, Labour Force Participation and Development (Geneva, International Labour Office, 1978), p. 607.

9/ Ulrike von Buchwald and Ingrid Palmer, "Monitoring changes ..." (UNRISD/78/C.18), p. 17.

does not make distinctions between men and women among beneficiaries, both the land distribution organizations and the services connected with them not only function within the prevailing norms and values, upholding the role of men as the major farm producers and women as farm helpers or consumers, but also, in some cases, deprive women, who have been the actual land-cultivators, of their land property rights. Furthermore, the emphasis on agricultural modernization accompanying land reform, which has in general been conceived in terms of increasing production for sale and export, has had adverse effects on the status of women by failing to acknowledge the traditional role that women play in subsistence agriculture. 10/

Trends in the developing countries

13. The constraints on women's participation in the labour force should also be understood in the context of the broader international changes that have been taking place and which have been shaping the relationship between developing and developed economies. Contemporary research has extensively analysed how, for example, the present division of labour by sex in many parts of the world stems from past colonial policies. Thus in Africa, it has been stressed that the "typical female farming systems" 11/ (in which women were the traditional and main cultivators of the land) meant that men could be drawn off to the plantations, mines and road-building without causing a critical fall in food output. In most parts of Asia, the ratio of cultivable land to population was lower than in Africa at the advent of colonialism. As population exerted pressure on land, both men and women were important to agricultural tasks which had traditionally been sex-typed. The result was that in many cases both sexes were used in seasonal or permanent work on the plantations to avoid a fall in food production. Thus, colonial patterns of labour recruitment affected the entire family labour force, instead of leading to a sexual dualism in the labour market. In contrast with Africa, where women are primarily engaged in subsistence agriculture as self-employed farmers and family workers, a large number of the women engaged in agriculture in Asia work as wage earners on commercial farms and plantations.

14. More recently, certain tendencies in the increasingly internationalized industrial market have particularly affected the employment of women. For example, mainly in Asia, but also in the Caribbean and in Central America, the creation of jobs for women in the manufacturing sector is increasing as a result of the location by transnational corporations of plants in developing countries for the manufacture of consumer products and components for export.

15. Typically, these industries - electronics, textiles, clothing and toys - are labour intensive, that is, they have a high ratio of labour costs to total costs of production. Because of the importance of low wages, such firms, even while operating in their mother countries, employ those segments of the labour force which are less qualified, less likely to organize in unions, and willing to work

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10/ Ingrid Palmer, "Rural women and the basic need approach", International Labour Review, vol. 115, No. 1 (January-February 1977), pp. 97-98.

11/ See Ester Roserup, Women's Role in Economic Development (London, George Allen and Unwin, 1970).

for very low pay. In the United States, for example, the labour has tended to be predominantly female and non-white. In general, it is the labour-intensive industries that hire women which have had the greatest propensity to expand to other countries; and, in their Caribbean and Asian plants, these industries continue to employ mostly women. In two of the reporting countries, Malaysia and Singapore, the development of these export-oriented industries led to a significant expansion in female industrial employment. In Singapore, employment expansion was particularly rapid during the period 1970-1974, when the proportion of women in manufacturing grew by 118 per cent, as against the corresponding increase of only 36 per cent for men. In 1974, the proportion of females in manufacturing reached 45 per cent, as opposed to 18 per cent in 1957. Most of this increase occurred in the four main exporting industries of wearing apparel, foot-wear, textiles and electronics.

16. The employment opportunities opened by this rapid industrialization were more likely to be in subordinate and unskilled positions, and the quality of the jobs created has been questioned. In particular, it has been pointed out that most of the workers are paid a subsistence wage with little hope for promotion; sometimes, as an incentive to foreign investment, institutional pressure is exerted in order to prevent the organization of unions. Finally, the skills learned in most of these industries are not transferable; thus, the insecurity of the workers increases in a situation where employment is dependent on the fluctuations in the world market. 12/

17. In contrast with the process described above, in many Latin American countries, which are undergoing processes of industrialization in which foreign capital has played an important role, the use of capital-intensive technology has restricted the incorporation of labour into the modern sector for both men and women. Nevertheless, when jobs are created, they go to men.

18. Many of the trends in employment opportunities for women have depended on the congruence of industrial and agricultural changes. In Latin America the rise of capital-intensive industry occurred concurrently with the development of a more capitalized and commercialized agriculture. This led to a drastic proletarization of the labour force and a reduction in the number of temporary workers in the rural areas. Although mechanization reduced employment for all workers, the increase in the number of unemployed and underemployed males undermined the competitive position of women, who were thus excluded in greater numbers, even from temporary jobs. Women either became more confined to smaller plots as unremunerated family helpers or were constrained to migrate to the urban areas, where employment opportunities were scarce. 13/

19. In most developing countries employment growth has remained generally too slow to absorb the fast-growing labour force. Employment opportunities being

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12/ "Effective mobilization of women in development: report of the Secretary-General" (A/33/238), pp. 40-42.

13/ Ibid., pp. 28-29.

scarce, new urban workers have continued to seek employment and increase in services in the informal sector, 14/ on the fringes of the tertiary and manufacturing sectors. 15/ Employment data in some urban areas in Asia confirm the increasing role of this sector. For example, in Calcutta in 1971, the informal sector comprised 29 per cent of total employment. In the Philippines the proportion of those engaged in the informal sector reached 59 per cent in 1971. In many urban areas of Africa, this sector is fast growing and absorbs apparently 50-60 per cent of employed persons. 16/ Between 1960 and 1970 the rate of growth of the informal market in Latin America was 25 per cent higher than that of the formal sector. 17/ In many Latin American cities 18/ the informal sector comprises more than one quarter of the total working force.

20. As stated in the report prepared by the Secretary-General on the review of progress made in the implementation of the International Development Strategy, the service sector has become something like a pool in which the vast numbers of underemployed await fuller employment opportunities. 19/

21. Women constitute a substantial and growing share of this mass of underemployed: in Latin America, for example, between 1950 and 1970 the service sector was responsible for 85 per cent of the increase in the female labour force. Most of the jobs created were low paying and had low status. Data collected by the Programme Regional del Empleo para America Latina y el Caribe (PREALC) shows that domestic servants comprise from 45 to 70 per cent of the female employment in the service sector in Latin America. 20/

22. Although widespread unemployment and underemployment in many towns and cities tends to reinforce sex-typing of tasks or of whole industries, there does not seem to be a global pattern of sex-typing of jobs in situations of severe unemployment. For instance, whereas in Latin America female urban employment is found almost exclusively in the domestic service sector and the proportion of women in

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14/ Report on the World Social Situation 1978 (United Nations publication, Sales No. E.79.IV.1).

15/ Economic and Social Survey of Asia, 1976 (United Nations publication, Sales No. E.77.II.F.1).

16/ Report on the World Social Situation, 1978, ..., p. 12.

17/ Programa Regional del Empleo para America Latina y el Caribe (PREALC), El problema del empleo en America Latina: Situacion, perspectivas y politicas (Santiago, OIT/PREALC, 1976), p. 41.

18/ Rio de Janeiro and S. Paulo, 24 per cent; Guauiaquil and Quito, 48 per cent; Districto Federal and Estado de Mexico, 27 per cent, Caracas, 40 per cent; San Domingo, 50 per cent. See Paulo R. Souza and Victor E. Tokman, El sector informal urbano (Santiago, PREALC, 1976). Mimeographed, data from PREALC.

19/ See "Review of progress made in the implementation of the International Development Strategy and in relation to General Assembly resolutions 3202 (S-VI), 3281 (XXIX) and 3362 (S-VII): Report prepared by the Secretariat" (E/AC.54/22), p. 11.

20/ See "Participacion femenina en la actividad economica en America Latina (analysis estadistico)" (PREALC/161, November 1978), p. 11.

manufacturing is very low and declining, in Asia there are many male domestic servants and a substantial minority of factory workers are women. 21/

23. Economic changes often cause significant dislocations of populations, with further consequences for the sexual division of labour, for, in general, migration patterns tend to be sex related. For example, in Latin America and in the Philippines migration to the cities has long been predominantly female. It has also been observed that there has been a dramatic increase recently in the volume of female migrants to other south-east Asian cities such as Surabaja (Indonesia) and Bangkok and to industrial centres in Malaysia. In both East and West Africa, new evidence points out a marked increase, in both absolute and relative terms, of the movement of women to the urban areas during the 1960s and 1970s. 22/

24. Migrant women face poor prospects of regulated employment and tend to be engaged outside the organized sector. The data for the metropolitan areas of Buenos Aires show that in 1970 among economically active females, 50 per cent of the internal migrants and 63 per cent of the recent migrants from the neighbouring countries worked as domestic servants. At Belo Horizonte, Brazil, survey data for 1972 show that 73 per cent of the economically active migrants worked in personal services. At Lima, Peru, 30 per cent of all female migrants coming to the city between 1956 and 1965 entered domestic service upon arrival. 23/

Trends in the developed countries

25. Fast economic growth and rapidly expanding employment opportunities have characterized most of the post-war period in the industrialized economies; male participation rates have declined in most countries, and women have accounted for a large proportion of the labour force increment. However, the increased participation of women in working life has not to any significant extent broadened their range of employment opportunities. In all the developed economies, men and women still tend to be employed in different occupations, and women are, furthermore , engaged in a narrower range of occupations (most of them low-pay and low-status) than men. For example, the Seminar on the Participation of Women in the Economic Evaluation of the ECE Region 24/ reported that for 23 States members 25/ of ECE, only 20 per cent of all men but over 60 per cent of all women were in the following

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21/ Ulrike von Buchwald and Ingrid Palmer, "Monitoring changes ...", p. 27.

22/ For a review of the literature, see Meena N. Thadani and Michael P. Todaro, "Female migration in developing countries: a framework for analysis", paper presented at the Women in the Cities Meeting held at the East-West Center, Honolulu, Hawaii, in March 1979.

23/ Elizabeth Jelin, "Migration and labour force participation of Latin American women: the domestic servants in the cities", in Women and National Development: The Complexity of Change, Wellesley Editorial Committee, ed., (Chicago, University of Chicago Press, 1977), p. 133.

24/ "The economic role of women in the ECE region: note prepared by the secretariat" (ECE/SEM.5/2/Add.1), chap. II. Sectoral and occupational distribution of women.

25/ Belgium, Bulgaria, Canada, Czechoslovakia, Denmark, Finland, France, German Democratic Republic, Germany, Federal Republic of, Greece, Hungary, Ireland, Italy, Netherlands, Norway, Portugal, Romania, Sweden, Switzerland, Union of Soviet Socialist Republics, United Kingdom, United States, Yugoslavia.

occupations: nurses and mid-wives and other paramedical workers; non-university teachers; clerical workers; shop assistants; and miscellaneous service occupations (waitresses, hairdressers, maids etc.). For men, the percentage employed in these occupations ranges from 9 per cent in the Soviet Union to 26 per cent in the United States. The Netherlands and Norway are the highest with around 80 per cent of all women in these occupations.

26. Although there is still a pronounced division into male and female jobs, it is important to notice that the set of female dominated occupations is not the same in all countries. Apart from the "traditionally female" jobs, which survive as such in all countries - nurses, teachers, clerks, shop assistants, miscellaneous service workers, textile and clothing workers occupations in the leather, paper and rubber industries are female-dominated in a number of countries. Occupations related to food and beverage processing are dominated by women in Finland, in the countries of southern and eastern Europe and in the Soviet Union. Industrial occupations in the chemical and the glass industries and in printing have become largely female in some east European countries and in the Soviet Union. In the Soviet Union a number of occupations, which elsewhere are held by very few women, such as painting, metal working, electrician, etc., are female-dominated. Some of the higher professional jobs in the medical and scientific fields have become dominated by women, especially in the countries of eastern Europe and in the Soviet Union. In this group of countries there is a movement of women into some traditional male occupations, both in the higher professions and in the less skilled industrial jobs. 26/

27. The prevalence of earning differences between men and women is partly due to concentration of women in jobs with lower remuneration. In 10 developed countries for which data are available, 27/ women's monthly earnings as a percentage of men's earnings range from 60 per cent in the United States to 70 per cent in Poland and Austria. 28/ However, for the industrial sector, available data show that the average pay differential between women and men has narrowed significantly during the 1970s. 29/

28. The biggest reduction in the average pay differentials has occurred in the United Kingdom, the Netherlands, Italy, Finland and Sweden. The European Seminar attributes these changes to vigorous government policies in implementing equal pay legislation and promoting employment opportunities for women. More importantly,

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26/ "The economic role of women ..." (ECE/SEM.5/2/Add.1), p. 7.

27/ Austria, Czechoslovakia, Denmark, France, Hungary, Norway, Poland, Switzerland, United Kingdom, United States.

28/ See "The economic role of women ..." (ECE/SEM.5/2/Add.3), chap. IV. Earnings: the pay differential for women: some comparisons for selected ECE countries, p. 13.

29/ Ibid., p. 4.

the Seminar points out that "There is no evidence that the rising pay of women relative to that of men has resulted, in the countries where it has occurred, in any general reduction of the employment of women relative to men. The proportion of women in employment has increased during the 1970s in the countries of the region and curiously, the women's share of employment has increased most in such countries as Finland, Italy, the Netherlands, Sweden, and the United Kingdom, where the narrowing of the women's pay differential appears to have been most marked." 30/

29. The prevalence of earning differentials between men and women in developed economies is also due to a rising number of women in part-time jobs, which are in general, low-skill and underpaid.

B. The relation between women's labour force participation and work at home

30. As stressed in the introduction, women's employment opportunities reflect not only over-all economic transformations but also the division of labour within the household. In most societies, men's economic opportunities show little relation to their work at home. Since women, in most cases, handle the larger part of domestic work, their ability to participate in the labour market is greatly affected by their roles and tasks within the family.

31. Although the rate of participation in the labour force by women has substantially increased in the past decades the age distribution of women in the labour force is still roughly associated with the life-cycle of marriage, the average number of children per woman etc. In some societies, single and formerly married women are almost the only ones who work for income; in other societies, women frequently continue working after marriage until they have children, and they may return to the labour force when the children are old enough and no longer need the mother's constant care; in still other societies, motherhood is frequently combined with work for income.

32. Differences in the phases of the life-cycle of marriage and the family as well as life expectancy contribute to the variations in age patterns of women's activity rates. Where marriage is relatively late, there is an interval of early adult years in which women have little useful alternative to paid jobs or participation as unpaid helpers in family enterprises. The span of age in which maternal responsibilities are at a maximum varies with the level and age-pattern of fertility. In the United States and other highly developed countries at present, this period is typically between the ages of 20 and 25 and from 35 to 40, while it is prolonged considerably in high fertility countries. The level of mortality conditions the span of age in which many marriages are broken by widowhood, which may impose on the widow the necessity of joining the labour force or give her an opportunity to do so in the capacity of heir to the family enterprise. 31/

30/ Ibid., p. 5.

31/ John D. Durand, The Labour Force in Economic Development. A Comparison of International Census Data: 1946-1966 (Princeton, Princeton University Press, 1975), pp. 37-38.

33. Although there is no single pattern, in developed market economies the most common feature has been a sharp peak in activity rates for women in their early twenties. 32/ This early peak pattern would indicate that the female labour force is composed largely of single or young married women without children, most of whom drop out of the labour force when they marry or when they become mothers. In the United States, there has been a shift from a single to a double-peak pattern in the course of the past 30 years, with participation rates of those between the ages of 45 and 54 being slightly higher than the rates of those between the ages of 20 and 24. 33/ This seems to indicate a reflux of older women in the labour force, after the period in which the responsibilities of parenthood are heaviest has passed. A relatively small average number of children and a high concentration of child-bearing in the early years of married life are favourable to the development of such double-peak patterns and the heightening of the later peak. 34/ Data from the centrally planned economies indicate that the level and the pattern of participation there throughout all age groups are more like those of males in all countries 35/ than like those of females in either low-income or other industrialized countries. Developing countries present a variety of types of age patterns of female activity rates: in certain countries early marriage and early motherhood inhibit high participation by young women; it is more the older married women and widows who feel free or compelled to work for income. 36/ This seems to be the pattern in many African countries in which women's participation in the labour force reaches its peak in women between the ages of 45 and 54. 37/ In contrast, where the average age of women at marriage is higher, as in Latin American countries, 38/ conditions are more favourable for

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32/ International Labour Office, Year Book of Labour Statistics, 1978. For all western European countries (with the exception of Finland), Japan, Canada, Australia and New Zealand, female participation rates in the labour force is highest between the ages of 20 and 24 years.

33/ Ibid., p. 33.

34/ Durand, op. cit., p. 42.

35/ That is, lower participation for the younger age groups, almost universal participation between the ages of 20 and 65, and declining participation afterwards.

36/ Durand, op. cit., p. 42.

37/ This is the case in Algeria, Botswana, Congo, Ethiopia, Gabon, Ghana, Guinea-Bissau, Kenya, Lesotho, Liberia, Libyan Arab Jamahiriya, Malawi, Morocco, Mauritania, Mauritius, Mozambique, Nigeria, Sierra Leone, Somalia, Sudan, Swaziland, United Republic of Tanzania, Togo, Uganda, Zaire, Zambia. See International Labour Office, Year Book of Labour Statistics, 1978, pp. 17-26.

38/ With the exception of Haiti, which presents the same pattern as Africa. See International Labour Office, Year Book of Labour Statistics, 1978, pp. 27-32.

the early-peak pattern. Finally, in countries where most of the women in the labour force are family farm workers, employed in cottage industries etc., where it is relatively easy for them to function at the same time as housewives and mothers, women's participation in the labour force is less closely related to marriage and parenthood. In these cases, women's participation rates are higher throughout the range of the most productive years (between 20 and 55 years) or at their highest at some point within this range. 39/

34. The degree to which traditional domestic work acts as an effective constraint on women's participation in the labour force will tend to vary according to the income opportunities available and the existence of alternative sources of domestic help. It has been noted that class differences can shift the discrepancy between education and employment opportunity into different directions: women from the poorest class and from the upper class are more likely to be found in the labour force than middle-class women. Women from the poorest households may have to put up with role conflict and work out of the need for survival; upper-class educated women can afford to be relieved of role conflict by domestic services. The middle strata of women have the most difficulty coping with role conflict because it is economically feasible for them to stay at home and because they have to face great competition in employment at their level of skills. 40/

C. The underestimation of women's production activity and economic contribution, and the distribution of labour within households

35. Women's underrepresentation in cash-income employment does not imply a reduction in their economic and productive activities. Time-budget surveys have demonstrated what employment surveys have often disregarded: the considerable contribution of women to the real income and economic welfare of households, especially in the poor areas. Market income fails to measure the contribution of at-home work, estimated to be at least 40 per cent of GNP in the United States and probably more in less monetarized economies. 41/ A recent time-use survey undertaken in the rural Philippines shows that fathers put up the largest proportion of average household market income, but women and children together bring in almost 50 per cent of that market income. When home production and related activities are included - so that we are considering full income - mothers contribute more than fathers, and the average four children per family, as a group, contribute more than either parent. 42/

39/ As in the case of Thailand, Nepal, Burma or India, where the female participation rate reaches a peak in the middle thirties.

40/ Van Buchwald and Palmer, "Monitoring changes ...", p. 54.

41/ Nancy Birsall and William P. McGreevey, "The second sex in the third world: Is female poverty a development issue?", paper prepared by the Policy Roundtable of the International Center on Research on Women, 1978, Washington, D.C., p. 6.

42/ Elizabeth K. Quizon and Robert E. Evenson, "Time allocation and home production in Philippine rural households", paper presented at the Workshop "Women in poverty: what do we know?" of the International Center for Research on Women, Belmont Conference Center, Elkridge, Maryland, 30 April-2 May 1978, table 9.

36. A report prepared for the International Women's Year (1975) provided estimates of time devoted both to market and to household activities by men and women for 12 countries, including developing, centrally planned and market-oriented economies. 43/ Later studies confirmed and qualified further the findings of this report. 44/ The data show great variations among countries, with the centrally planned economies exhibiting substantially higher levels of market time by women. Employed women spend on the average less time on paid work than employed men; they are more often part-time workers than men; they try to avoid overtime because of their duties at home, or legal regulations intervene etc. However, it appears that the average total working time (paid work plus unpaid work) of employed women always surpasses that of employed men. In general, increases in time spent in market employment do not imply a proportional decline of unpaid household work but a reduction of women's leisure time. The leisure time of employed women is less than that of employed men in all observed countries.

37. In Europe, a slight change in the division of family tasks between the sexes seems to be discernible. For example, a comparison between the census of 1966 and 1977 in Austria reveals that husbands are helping to a greater extent, especially with child care. The husband's share in household activities and child-care increases with the educational level of the wife or when there are no other women except the wife in the household.

38. In Finland a study on the distribution of housework was made in 1966, and a comparison of its results with a Gallup poll carried out in 1977 shows that men's participation in housework has to some extent increased in the higher social strata and that the traditional role pattern has remained mainly in families where the occupational status of the wife is low and in farming families in which the wife works at home. 45/

43/ Alexander Szalai, "The situation of women in the light of contemporary time-budget research" (E/CONF.66/BP.6). The 12 countries were Belgium, Bulgaria, Czechoslovakia, France, Germany, Federal Republic of, German Democratic Republic, Hungary, Peru, Poland, USSR, United States, Yugoslavia.

44/ Report of the Seminar on the Participation of Women in the Economic Evolution of the ECE Region, a review of recent data on time-management for the European region. See also "Synoptic note on topic three: time management" (ECE/SEM.5/3), prepared by D. Gaudart, government rapporteur and transmitted by the Government of Austria. See also Robert E. Evenson, The Allocation of Time by Adult Women. An International Comparison (Yale University, 1979, mimeographed). He extended Szalai's data to 32 countries, including developing, market-oriented and centrally planned economies.

45/ (ECE/SEM.5/3), p. 3-4.

D. Women as heads of household 46/

39. The problems faced by most women throughout the world when engaged in economic activities - problems of underqualification, conflict between domestic roles and labour-market participation, discrimination etc. - are exacerbated for the women who, because of migration, marital dissolution, desertion, abandonment, absence of spouse, or male marginality, become economically responsible for themselves and their children. The number of women in this category has been increasing in both developed and developing countries. The image of women as homemakers and childbearers places women either in a nuclear family structure, where the man is the sole economic provider and the head of household, or in a joint or extended family structure, which is seen as a welfare system providing legal and economic protection to its members. Available evidence does not support this image. It is now estimated that between 25 and 33 per cent of all households in the world are de facto headed by women, and that often the percentage is much higher in particular regions within a country because of death, desertion, migration and polygamy.

40. The increase in the number of single parents with dependent children is noticeable all over the world but better documented in the developed countries. In the United Kingdom, for instance, between 1971 and 1976, the number of one-parent families increased by about one third. The change is mainly attributed to broken marriages, but there has also been an increase in the number of unmarried mothers. It is estimated that by 1976 one-parent families constituted 11 per cent of all families with dependent children, compared with 8 per cent in 1971; 88 per cent of these families were headed by a woman.

41. In the United States, between 1950 and 1977, the number of families headed by women increased by 110 per cent, representing 13.6 per cent of all families in the latter year. Among these heads of family, 65 per cent were 35-54 years old. Two million, or one in every three black families, were headed by a woman, compared with five million, or one out of nine white families.

42. In the developed countries, divorce is a major cause for the rise in households headed by women, and it has been on the increase between 1960 and 1975. In 1975, there were 4.80 divorces per 1,000 inhabitants in the United States, 3.33 in Sweden, and 3.08 in the Soviet Union, as compared with 2.18, 1.20 and 1.27, respectively in 1960.

43. Divorce rates have also been increasing in a number of developing countries, but the rise in the number of households headed by women is due to other factors as well - population pressure, migration and urbanization. In the rural areas, the transformation of subsistence agricultural work into wage and seasonal work in commercial crops and mechanized agribusinesses is increasing the number of women who either migrate alone or remain alone with their families at a bare level of survival.

46/ Most of the information used in this section comes from "Women-headed households: the ignored factor in development planning", a report submitted to AID/WID, March, 1978.

44. In Africa, as men migrate to wage employment in mines, plantations and cities, women are left with the double burden of being the house caretakers and the subsistence economic providers. The common pattern in Kenya is for men to engage in wage employment away from the farm and return home upon retirement. One third of all farm households in Kenya and Lesotho have female heads.

45. In the Middle East, Asian and North African countries, male and sometimes female migrants are attracted by the industrial centres of Europe or the oilfields and cities of neighbouring countries. Moreover, increasing economic pressures are conflicting with the traditional obligations to provide support to divorced wives.

46. In Morocco, a comparison of the 1960 and 1971 census reveals that while the number of households headed by men has increased minimally, the number of households headed by women has increased by 33 per cent. In Latin America, more women than men from rural areas and small towns migrate to the cities. They tend to migrate without spouses, thus becoming heads of household.

47. In Brazil, one in every six households in the Rio de Janeiro region and one in every eight households in the Sao Paulo region is headed by a woman. In Caracas, Venezuela, in 1971, approximately one fourth of the households were headed by a woman. In the countries of the Commonwealth Caribbean, it is more than one third.

48. In India, the Middle East, North Africa and parts of sub-Saharan Africa, ideally a widow is absorbed into her own family unit or that of her deceased husband. But increasingly, with the integration of family members into the monetarized economy and the difficulties of urban living, widows are left to provide their own livelihood and that of their children. In all countries, divorced and separated women are the marital group most in need of work, judging from their heavy involvement in the labour force. In some areas of Latin America - for example, Costa Rica and Argentina - more than 50 per cent of the divorced female population work in the formal sector.

49. In Singapore and Nepal, approximately 50 per cent of all divorced women are classified as economically active; in Islamic societies, the proportion is one out of three.

50. The number of single mothers (i.e., who have never been in legal or consensual union) is striking in Central and South America and in the Caribbean. In the Caribbean and Chile, for example, single mothers make up 50 per cent and 43 per cent, respectively, of all single women 15 years and over. The phenomenon is widespread in other parts of the world. In Mozambique, 20 per cent of all adult single women have children; in Botswana, 45 per cent.

51. International data show a linkage between female heads of household and poverty. In the United States in 1972, 52 per cent of the minority households headed by women and 25 per cent of the white households headed by women were below poverty level, as compared with only 5 per cent of the families with an adult male head which were below that level.

52. In Britain, 43 per cent of the people claiming family income supplements (which are paid to low-income heads of households having dependent children) are single parents, nearly all of them women. In Canada, for single mothers with at least one child under the age of 18, the average family income is only 45 per cent of the national average.

53. In Santiago, Chile, in 1973, 10 per cent of the male heads of household and 29 per cent of the female heads of household fell into the lowest income bracket. In 1977, in metropolitan Belo Horizonte, Brazil, the percentage of households headed by women at the poverty level was 41, as compared to 26 for the households headed by men.

II. MEASURES TAKEN BY MEMBER STATES TO IMPROVE THE EMPLOYMENT OPPORTUNITIES AND WORKING CONDITIONS OF WOMEN

A. Measures aimed at ensuring equal access and equal conditions of employment for women

Developed countries

54. In the developed countries, open discrimination has been recognized as unacceptable, at least in principle. The great majority of countries reported that they have laws guaranteeing, for example, equal pay for equal work and the right to equal benefits concerning leave with pay, unemployment, sickness or other incapacity to work.

55. In many market-oriented economies there has been a general trend towards the adoption of equal-employment opportunity laws for women; 12 countries 47/ reported that they have promulgated such laws. Their scope varies greatly, but most of them prohibit discrimination in employment on the grounds of sex or marital status in relation to job advertisements, job classifications, recruitment, terms and conditions of employment, training and promotion. Australia states that all discriminatory acts and regulations will be amended by 1980. In New Zealand, the Human Rights Commission Act of 1977 makes discrimination by reason of sex and marital status in all matters relating to employment illegal: vacancy advertisements, hiring, conditions of work, promotion etc. The Equal Pay Act, amended in 1976, was to be fully implemented in both the private and state sectors by 1978.

56. Some Governments reported the establishment of guidelines for implementing the principles of equality for employed women and/or the creation of machineries to implement such principles. In Japan in 1976 the Advisory Committee on Women's and Young Workers' Problems presented the Ministry of Labour with a recommendation about promotion of equal opportunity and treatment for men and women in employment. This recommendation is being implemented by various measures of inspection and guidance for both employers and workers. The Labour Standards Law Study Group, a private advisory organ to the Minister of Labour, in November 1978 publicized its report recommending the enactment of a new law to ensure equality of remuneration and other working conditions. In New Zealand, the Equal Opportunity Tribunal was created in 1978. In Australia, a National Committee on Discrimination in Employment and Occupation, with committees in all states, was established to investigate and attempt to resolve by conciliation allegations of discrimination. Further, the Public Service Board upgraded its Equal Employment Opportunity Bureau; bias is being removed from hiring practices, career programmes etc.

57. Some countries which adopted "equal work, equal pay" legislation long ago report that one difficulty in implementing such legislation is the lack of an accepted

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47/ Austria, Belgium, Canada, Denmark, France, Ireland, Italy, Netherlands, New Zealand, Norway, Sweden, United Kingdom.

methodology which would allow for comparability among jobs. The Federal Republic of Germany indicates that research has been initiated by the Government to provide employers and trade unions with a better basis for reliable job analysis and a more equitable evaluation of work. The United States reports that the Secretary of Labor has been authorized to undertake research programmes to investigate the extent to which job and wage classification systems undervalue certain skills and responsibilities on the basis of the sex of the person who usually held the position. In the United States, legal measures prohibiting discrimination are supplemented by a policy aimed at remedying the effects of past discrimination, i.e., "affirmative-action" programmes. Such an approach involves the following elements: a job notification system to provide equal access to knowledge of vacancies; a programme for women and minorities leading them to more highly skilled professions; a promotion incentive programme; education programmes for women and minorities to encourage and enhance career development; a career counselling programme and a management identification programme designed to recognize women and minority employees with management potential.

58. In Sweden, a special provision to ensure a fairer representation of women in newly created jobs was introduced in the national and investment policy: government grants given to companies located in sparsely populated areas are made dependent on a recruitment policy unbiased by sex (at least 40 per cent of the employees must be women). Norway is discussing whether to make such an employment-quota policy part of the regional development policy.

59. The promotion of women through education and training has been a longstanding policy of the centrally planned economies of Eastern Europe. The Government of the USSR states that "one important aspect of the changes in employment of women at present is the major increase in the number of those employed in the most skilled occupations", as a result of a rapid rise in the level of higher and technical education for women; among working women in 1977, the proportion of specialists with higher or specialized secondary education is greater (27.1 per cent) than it is among men (17.9 per cent). The Government sees the broad access of women to all forms of vocational training as a firm guarantee that they will master new occupations related to scientific and technological progress.

60. Several countries report that they have taken measures to open up traditional "male" jobs to women. In the Federal Republic of Germany, a press campaign was initiated in 1977 directed towards women and prospective employers. The idea was to motivate women to use their period of unemployment to improve their professional qualifications and motivate employers to understand that women's capabilities qualify them for more than the conventional women's occupations. The Federal Republic of Germany is also giving financial inducement or compensation to cover the additional costs incurred by employers who accept training given in those crafts and technical trades which have hitherto been practised largely by men.

Developing countries

61. Africa. Generally, the labour legislation of Governments in the African region does not discriminate between men and women workers as regards access to employment and conditions of employment, and therefore, there have been few changes in this

respect since 1975. The main obstacle in this field is viewed not as a legal one but as a cultural one, i.e., the prevailing attitudes still support the traditional division of labour between the sexes.

62. Some countries have created or are planning the establishment of machineries aimed at improving the economic opportunities of women. For example, by 1985 the Government of the Libyan Arab Jamahiriya plans to establish special employment offices for the recruitment of women. In Mali, a decree of March 1976 created a National Commission for the Advancement of Women, which has started research on the problems of equality of access to employment and will carry it on during the period 1979-1985. The National Association of Mali Women, which has also created women's co-operatives, provides legal assistance to women in case of illegal discrimination. As in other developing regions, most of the legislation passed by the African countries pertaining to women's conditions of work applies to the public and modern sectors and is not fully implemented in family-based agricultural work.

63. Asia. All the Governments replying to the questionnaire had legislative provisions stipulating the equality of men and women as regards access to and conditions of employment. The improvement of women's situations is often viewed as part and parcel of a general economic and social development policy. In the Philippines, for example, a presidential decree of March 1979 sets a national minimum wage for all workers; this is expected to be of special advantage to women.

64. Some Governments (India, Philippines, Sri Lanka) recognized that women in the unorganized sector were not sufficiently protected, and Singapore observed that although the principle of equal pay for equal work has been promulgated by law, the private sector did not implement it.

65. Some countries stressed that a conscious policy for improving employment conditions for women must therefore go further than legal provisions for non-discrimination and maternity protection. The Government of India pointed out that women's employment had to be a target in itself. In India, the chapter on employment and manpower in the draft five-year plan 1978-1983, deals with employment of women separately, and has laid down the following guidelines:

> "All those industries and occupations which are 'women-preferred' (office work, textile, chemicals and electronics) will be specially stimulated by government investment programmes.
>
> "Co-operative and commercial bank credit and other aids will be made available to potential women entrepreneurs and co-operatives employing a majority of women workers."

66. Latin America. Most countries in the region answered that equality in working conditions and unemployment was guaranteed by existing legislation. However, Colombia observed that domestic workers, urban non-industrial workers and farm wage labourers (a large majority of whom are working women) were not covered

by social security system and the labour law. The principle of equal access to employment and of equal pay for equal work is guaranteed in the legislation of most countries, but the need was felt for further measures, including legal ones, to make it a reality, to alleviate the effects of tradition and prejudice, and to fight the employers lack of interest or active discrimination.

67. Better legal protection was noted by some countries. In Brazil, for example, a law passed in July 1978 provides for a penalty of incarceration and a fine "for any incident of discrimination when applicants for employment are subjected to screening for reasons of sex". Venezuela is considering programmes and legal reforms to secure the right to equal pay for equal work, maternity protection, and the right for women to work without having to ask for their husband's consent. For the period ending in 1985, Jamaica plans to amend the national insurance system to increase benefits and the number of workers covered. Colombia too states as a priority for this period the extension of social security coverage. Noting that employers are reluctant to recruit women, Colombia proposes as a solution the transfer of all social security obligations to public agencies.

68. In May 1976 Cuba passed a decree to facilitate the incorporation of women in new jobs (transportation and construction activities). Equality of treatment for all workers is embodied in the new penal code promulgated in February 1979, which provides that discrimination or incitation to discrimination is punishable by jail sentences. Legal aid is provided without cost. Also in 1979, the new Social Security Law was to be promulgated, providing for equal rights of men and women in social security coverage and benefits. Cuba also has radio programmes of juridical information, dealing with the rights and obligations of women, and the national and provincial papers carry regular columns on women's social, economic and political problems.

B. Measures aimed at facilitating the combination of work and family responsibilities

Measures aimed at changing working conditions

69. Maternity protection is a prerequisite if women are to combine employment and the social function of child-bearing. Maternity protection in a strict sense includes the right to maternity leave, the right to benefits and the right to job security during prescribed periods. Most countries have stated that their legislation guarantees some kind of maternity protection for women. Protection is granted either under social security or under collective arrangements combined with labour legislation. The scope is not universal, however, in the developing countries. In Latin America, for instance, working women can claim a maternity allowance, and in all except two countries, they are entitled to full medical care. Most women, however, are not included in the social security legislation and a number of countries explicitly exclude the agricultural sector from its scope or include it in principle but have deferred its incorporation. 48/ The whole informal sector is excluded as well.

48/ International Labour Office, "Conditions of work, vocational training, and employment of women", Medellin, September-October 1979.

70. The length of maternity leave granted and the extent of benefits paid vary considerably throughout the world. The past years have witnessed a lengthening of paid maternity leave in industrialized countries. 49/ Many countries also claim to have strengthened their legal protection of employment security.

71. One of the most interesting recent developments in this field has been the extension of the period of authorized maternity leave beyond the normal or statutory period, without loss of employment grants. The duration of this child-care leave varies greatly: up to three years in Spain, Bulgaria and Hungary, two years in Czechoslovakia and France, one year in the Soviet Union, Austria and Norway, six months in Italy. In some countries, such as Australia and New Zealand, paid maternity leave is restricted to women workers in public service. In Singapore, maternity protection is only extended for two children per family.

72. In some cases a special allowance is payable during such leave - for the whole period or for part of it. It may be equivalent to sickness allowance (Sweden), to the minimum wage (Bulgaria), or equal to a percentage of earnings (30 per cent, Italy).

73. While women's rights to maternity leave has been extended and to child-care leave added, little progress has been made in extending child-care leave to fathers. Sweden, Norway and France now give parents freedom to decide whether the leave should be taken by the father or the mother. In Sweden, the percentage of men taking such leave has increased year by year since the introduction in 1974 and reached 12 per cent in 1978. It should also be noted that the replacement of part of the present maternity leave by a longer period of leave that parents can divide between themselves is receiving attention in some countries as well.

74. The right to leave (paid or unpaid) in the case of children's illness has been extended to several new countries, especially in the industrialized world. Only a few countries, (Norway, Sweden and Finland) have, however, granted this right to fathers as well as mothers. In Hungary, single fathers as well as working mothers get sick leave for nursing their sick children.

75. The general pattern of working time is an important factor in a person's day-to-day handling of his or her combined role as a worker and a parent. A successive reduction of daily working hours in accordance with rising economic possibilities is therefore most important for working parents generally and women particularly.

76. Some countries have tried to ease the combination of paid work and family work by giving working women with family responsibilities time off for household work and child care. In the German Democratic Republic, for example, women with several children have shorter working hours and longer holidays (with no reduction

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49/ For a more detailed description, see S.A. Smirnov, "Maternity Protection: national law and practice in selected European countries" (ILO/W.8/1978).

in pay). All women with children under 18 years of age or other family members requiring special care have one paid "household day" per month. In the United Republic of Cameroon, a working woman is authorized to take two extra days leave each year in respect of each child under 15 years of age. In Israel, collective agreements provide that mothers of children under 12 may work a seven-hour day while being paid for a full day's work. In a number of countries there is a demand for a general reduction of daily hours so as to make it easier for both men and women to combine family work and paid work. Some countries, while seeing the six-hour day as a long-term goal, have advocated the need for shorter daily hours for working parents with small children. Since 1970 Swedish parents are entitled to reduce their working day to three quarters of normal until the child's eighth birthday. The right can be exercised by one parent at a time or by both parents simultaneously. No compensation is payable for loss of earnings.

77. It should be noted, however, that shortened daily hours is not yet given priority in most countries. Reduced retirement age, extended weekends and holidays are often set as primary goals, against protest from women's organizations.

78. In many industrialized countries women seem to use part-time work as a means of combining paid work with family responsibilities. In some developed countries as many as 40-50 per cent of the married women working work part-time. The corresponding number of men is approximately 5 per cent.

79. Part-time work is often connected with low-skilled, routine, dead-end jobs, with small opportunities for further training, education and promotion. Since it is often of a temporary nature, job security leaves much to be desired. In many countries the social security benefits are not equivalent to those of full-time workers. Yet part-time work is sought almost exclusively by women workers, thus stressing their marginal position in the labour force. For women who do not have to provide sole or substantial family support, part-time work can be a satisfactory solution to the dilemma of combining home and job responsibilities. However, it may perpetuate the myth that women's participation in the labour force is peripheral. Some Governments have made efforts to increase the possibilities of part-time work, at the same time ensuring part-time workers the same rights as full-time workers.

80. The Federal Republic of Germany has published guidelines in promoting part-time work for women and men. A draft law has also been prepared on increasing the opportunities for civil servants to carry on part-time work.

81. The Norwegian Government, in addition to stimulating private and public employers to provide part-time jobs, has ensured part-time workers the same working conditions and social security rights as full-time workers. A government committee is to make proposals for further steps to give workers a right to chose their own patterns of working hours, without losing their rights.

82. The Swedish Government, as well, has begun an investigation to determine the causes, conditions and consequences of part-time work. Special information material about the social benefits for part-time employees has been prepared. The authorities have initiated some 80 conferences in 1979 on part-time work and social benefits.

83. The Netherlands reports that part-time workers no longer are excluded from existing employment-promoting measures or from unemployment benefits. A special measure promoting part-time work by way of financial support is being prepared.

84. Aware of the adverse effect of restricting part-time work to women, some Governments have also stated as their aim that part-time should be equally used by men and women. So far, little progress has been made in this particular area.

Measures to reduce the work burden at home

85. Measures of this kind range from the planning and building of housing, the provision of essential public utilities such as water, electricity and gas, to the provision of semi-prepared food and other consumer goods and the production of labour-saving devices to reduce household drudgery. The latter can be provided for through community services or at prices accessible to low-income families.

86. Another essential measure in this field is having society take over some of the child-rearing functions.

87. In developing countries, some progress has been made in providing supportive services, such as a public water supply, collective provision of fuel, the collectivization of intensive phases of food processing etc. Many Governments also stress the creation and improvement of child-care facilities as as a primary strategy in this area for the future.

88. A successful policy of providing supportive services has been led by the centrally planned economies, especially in terms of child-care facilities, recreation camps for children, plant cafeterias etc. These countries also report that to reduce the outlay of labour on domestic duties, the social services provided to the population in the spheres of trade, public catering, housing, utilities and public amenities have increased at a rapid rate.

89. For the market-oriented developed countries, high material standards have favoured the introduction of technical appliances and thus eased the daily work burden. Child-care facilities vary considerably throughout the countries. Although progress is reported in the past years by all responding countries, the coverage is still far from satisfactory; the greatest number of children are still taken care of in other ways, in extended families, by paid child-minders etc. Often the centres are set up by private organizations (Latin America) or unions (Singapore). A detailed analysis of child-care facilities was made by the International Labour Office Centre on the Employment of Women with Family Responsibilities in 1978.

Measures aimed at increasing the status and economic/social remuneration of work at home

90. Although national accounts have become more and more sophisticated, none of them includes women's unpaid productive work. Some countries have, however, made attempts to evaluate the economic value of women's unpaid work at home. Canada reports on a study made in which the value of housewives' labour to the Canadian economy was estimated. The economic value of voluntary community work was also estimated. A Finnish time-budget study, initiated by the Finnish Council for Equality, will attempt to define the significance of unpaid housework for the national economy and assess the contribution of unpaid housework to the accumulation of family property for the division of property in case of death or divorce. So far, attempts have not been followed-up by concrete action to incorporate the knowledge gained into over-all economic planning. However, some concrete measures are reported, such as benefits in social insurance systems based on care-work at home. Canada reports that community work of a voluntary nature is now recognized as work experience within the federal Public Service. Hungary, has for several years practiced a system of "housewife pay".

91. There is a danger inherent in these kinds of measures of freezing the existing sex-based division of labour, maintaining women in the reproduction sector and weakening their position on the labour market upon re-entering. Hungary has pointed out such a danger.

Measures aimed at making men capable of doing and willing to do their share of the work at home

92. As already indicated, progress in this field has been very slow. It goes without saying that progress is dependent upon a change of attitudes both among men and women and, as such, is a slow process. However, concrete measures have been taken by some countries to accelerate the process. One example is the sharing of parental leave, as in the case of Sweden. Another is the right to leave to take care of a sick child, given to fathers as well as mothers, as in the case of the Nordic countries.

93. Another efficient development would be the levelling out of wage levels between the sexes, thus actually creating equal opportunities for fathers as well as mothers to choose between paid work and work at home. Austria reports that working groups are deliberating amendments of social legislation with a view to enabling men to fulfil their family responsibilities to a high degree by dividing the maternity leave between the spouses and by co-insuring a house-keeping husband under the health insurance of his gainfully employed wife.

94. Some countries (among them, Denmark and Iceland) are considering giving the right of child-care leave to fathers, while others (among them, Austria and the Netherlands) state that this is a goal. Denmark added, however, that the present economic situation may threaten such a reform.

95. However, these measures are often taken in countries where public opinion is already prepared to accept them, where women are already a significant proportion of the work force in the formal sector, and where patriarchal attitudes about "women's role" have already weakened. Many countries, answering the question about the main obstacles to promoting maternity protection and enabling women to combine work and family responsibilities, mention both the traditional masculine values (Bolivia, Paraguay and Panama), and the lack of funds (Colombia and Haiti). Countries faced with economic development problems and limited resources claim they have to set up priorities in their development strategies, and a complete change of attitudes towards women's work does not often get very high priority; it is expected to come eventually with improvement of economic conditions.

C. Measures aimed at improving the economic status of women in rural areas

Developing countries

96. The developing countries constitute the great majority of those which report that they have initiated and/or developed measures and programmes directed towards women in rural areas. Most of the developing countries remain predominantly agrarian, and a sizable proportion of their female working force is engaged in agricultural pursuits.

97. In the African region, for example, 9 out of the 20 countries which replied to the questionnaire reported that they have undertaken such measures. In general, their efforts centre around rural development schemes and include legislative measures, initiatives to promote the income-generating activities of women and plans to support women's organizations. In Lesotho, "the Ministry of Rural Development sees to the active involvement of women in income-generating activities ... Women are encouraged to co-operate so that they produce more products. They crochet, sew, knit and build feeder roads, work on soil conservation programmes in their respective villages." Also, the Ministry of Rural Development has established in the Office of Women's Affairs a co-ordinator whose job is to ensure participation of women in rural development. In Mali, in 1975, the National Centre for Research and Industrial Development was created, under the Ministry of Industrial Development, to examine possibilities of improving traditional activities in the rural areas. More specifically directed at women, training centres for rural women have been created, and the number of rural social centres has been increased. In Kenya the Women's Bureau channels inputs for training and for projects started by women. Many of the projects are income-generating (animal husbandry, small-scale businesses, etc.); others are community welfare projects (water supply, day-care centres, handicrafts). Moreover, local authorities in many parts of Kenya have accepted the principle and practice of allocating business and farming plots to rural women's groups for development.

98. In the Libyan Arab Jamahiriya the rural development centres, which provide agricultural guidance for men and women, are currently planning a nine-month training programme to instruct women in vocational and technical skills.

99. Most of the developing countries in Asia which replied to the questionnaire said that they had general programmes for rural development, a few of them putting special emphasis on women's involvement. Bangladesh has provided a detailed paper entitled "Forward-looking assessment of recent years' efforts to increase rural women's participation in development". Increased participation often starts with opportunities for improving education and training, such as courses in reading and writing, home economics and crafts.

100. In India during the period 1975-1978, the Ministry of Agriculture's Central Department of Rural Development implemented schemes for promoting and strengthening the Rural Women's Organization, by means of training, incentive awards and multilateral assistance and promotion from the recently created Women's Co-operative Finance Society. The draft six-year plan, 1978-1983 devoted a separate section to women's programmes. Iraq, Bahrain and Yemen reported the establishment of training centres for social and community development, targeted at rural areas. These projects generally provided, inter alia, reading, writing, and home economics classes for rural women.

101. The Government of Papua New Guinea reported that it had undertaken studies on the social impact of private investments on the socio-economic status of women in the rural areas; further, it stated the need to take an integrated view of rural development projects in which women's participation should be taken into account. Finally, it reported that the National Council of Women was advising on the revision of the land laws in order to ensure the equal rights of women with respect to ownership of land and to the benefits of rural development programmes.

102. In Latin America 11 out of the 20 countries responding to the questionnaire reported that they have taken measures to improve the economic status of women in the rural areas. However, the great majority referred to general programmes of rural development without indicating their specific effect on women's economic opportunities and social well-being. Colombia, for example, reports that its integrated rural development programme aims predominantly at raising the level of productivity and returns of the small farmers, their educational and technological capacities etc. but it "does not define specific roles or tasks for women".

103. Some countries reported having initiated or developed special programmes for the rural female population. Cuba indicated that the integration of women in rural development is the result of deliberate policy. The Federation of Cuban Women organizes brigades of women farmers for voluntary work and cultural and social development, and encourages their integration in co-operatives - they are now 35 per cent of all members of rural co-operatives, and this proportion is growing. This policy is supported by a growing infrastructure of social services and communal facilities, to relieve women from traditional tasks and integrate them into economic development. The Government of Haiti reported that a national bureau was created to protect and promote the development of the small, family-owned craft industries. Jamaica is also planning the reorganization and further development of the craft industry, which has approximately 75 per cent female involvement, under the Institute of Craft. The Jamaican Women's Bureau is also initiating women's groups for goat-raising, training in woodwork and welding, and baking for sale on local markets.

Developed countries

104. Women's vital role in agriculture is stressed by several Governments in the developed countries. Poland points out that women account for 60 per cent of all persons working in individual farming, owning at present 80 per cent of the cultivated land. Romania reports that women, who are 56 per cent of the total agricultural labour force, account for 68 per cent of all agricultural workers on individual farms, 60 per cent on agricultural co-operatives, but only 18 per cent on state farms.

105. The replies indicate that the major problems of women in the agricultural sector in the developed countries is not of a legal nature. Women's right to succession and ownership of land is ensured. As far as eligibility for aid-grants is concerned, there is no discrimination between the sexes. It is not clear, however, who are the actual registered owners. There is reason to believe that in most cases they are men, even when the man is employed in non-farm activities and the wife is doing most of the farm work.

106. Some Governments expressed special concern for the farm-wives who are registered as "unpaid family worker". Finland, for example, refers to the need to improve old-age pensions for farm-wives as well as their rights to annual vacations. In Poland, individual farmers and their families are provided with free-of-charge medical care, and a bill has been passed on a system of retirement pensions for farmers.

107. Some countries expressed concern about the lack of training of women in the rural areas. The Federal Republic of Germany, for example, reports that half of the present-day country women are without any special training in agriculture. Poland reports that since a considerable number of employed women in rural areas have not completed primary education, they are given the opportunity to receive education at so-called farming courses, which enable them to complete primary school and certify their qualifications in farming. The Central Union of Individual Farmers' Circles participates in upgrading the professional skills of women by means of courses for housewives.

108. The lack of supportive services - child care, health care, help in cases of sickness - which is more evident in rural areas than in urban, is referred to as one obstacle to further progress. So is lack of public transportation. In Austria, "the authorities grant cheap-interest loans to add to agricultural investment credits serving to relieve peasant women's work, for the purchase of labour-saving and work facilitating equipment, machinery and appliances for household and farm work as well as for the furnishing of guest rooms in farm houses".

109. Finally, several countries reported that they are trying to expand the economic activities in non-farm sectors in order to supplement employment opportunities in agriculture. For example, some countries indicated that they have stimulated tourism as a source of supplementary income for rural women. Cottage industries and folklore handicraft are also often cited as sources of alternative income.

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REVIEW AND EVALUATION OF PROGRESS ACHIEVED IN THE IMPLEMENTATION OF THE WORLD PLAN OF ACTION: POLITICAL PARTICIPATION, INTERNATIONAL CO-OPERATION AND THE STRENGTHENING OF INTERNATIONAL PEACE

Report of the Secretary-General

SUMMARY

The present report reviews and evaluates efforts undertaken at the national level to implement the minimum objectives set forth in paragraph 46 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year. The report contains an analysis of progress made and obstacles encountered in the fields of political participation, international co-operation and the strengthening of international peace.

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INTRODUCTION

1. The review and appraisal of the participation of women in political life, international co-operation and the strengthening of international peace at the national level was prepared in the light of the recommendations made in the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975, the World Plan of Action for the Implementation of the Objectives of the International Women's Year and other resolutions and decisions adopted by the World Conference of the International Women's Year. 1/ The present report is based primarily on the replies of 86 Governments, the specialized agencies and non-governmental organizations to the questionnaire prepared and circulated by the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, Department of International Economic and Social Affairs, United Nations Secretariat.

2. The outcome of the International Women's Year (observed under the objectives equality, development and peace) which included the Declaration of Mexico, the World Plan of Action and the documents of many other meetings that took place during the first half of the United Nations Decade for Women, stressed that the achievement of women's equality was inseparable from their active participation in political life and was essential to the strengthening of peace and the achievement of a new economic and social order. It was emphasized that the attainment of women's ultimate goals was closely linked to social progress and to ensuring a favourable international situation, the improvement of relations between States and the development of friendship and co-operation among them.

3. The participation of women in political life, international co-operation and the strengthening of international peace is integral to the whole problem of the advancement of women. It is also closely linked to and dependent on other issues that concern women, such as employment, health, education and access to supportive institutions and services.

4. Without the active and continuous participation of women in the political process, there can be no equality. Political rights have been realized in most countries and data on utilization of the right to vote indicates considerable interest among women in political participation.

5. The assumption that lies behind the concept of political participation, international co-operation and the strengthening of international peace is that those who contribute to decision-making processes derive benefits from the final decisions made and the programmes that are ultimately put into action. Further, society as a whole benefits from the full participation of its people.

1/ See Report of the World Conference of the International Women's Year (United Nations publication, Sales No. E.76.IV.1), Part One: in particular paras. 46 (g) and 50-66.

6. However, women's effectiveness in influencing political decisions and in drawing attention to specific varied needs of different groups of women remains extremely limited. In many instances, the representation of women is so small that their role can be viewed as little more than tokenism. The generally low participation of women in these processes in many countries would indicate that women's share of the benefits is extremely low and their contribution to this sphere could be more significant.

7. There are many obstacles that hinder women's greater involvement in political life, international co-operation and the strengthening of international peace. The factors that create this situation are more complex and relate to socio-economic conditions, reinforced by traditional discriminatory attitudes, which place women's role within the home and family, and men's within a political framework. It is these socio-economic conditions that determine the extent to which women participate in political life, in international co-operation and the strengthening of international peace. As long as such factors circumscribe their role within society, women will be unable to break into the political arena in any fundamental way. Those attitudes that denigrate women and view their contribution as less substantial must be changed in society as a whole.

8. However, in many countries, there are ways in which women participate politically that cannot be measured simply in terms of the number of women represented in a particular political body or acting as representatives of their Governments in the international arena. While the inclusion of women in decision-making bodies should be promoted as policy and seen as an important step towards full equality, this quantitative measure in itself cannot be taken as an adequate indicator of women's contribution to such processes. It is possible for women to be represented in decision-making bodies but for their influence to be minimized owing to prevailing attitudes that regard their contribution as of less value.

9. The political participation of women can also be aptly measured in many countries by the extent to which they participate in grass-roots women's organizations. The role of women's organizations increased during the first half of the Decade and the impact of such organizational activity on decision-making processes at both local and government levels has been substantial.

10. The success of such activities, however, is closely linked to the level of support that women's organizations receive from local and national organs of power. With positive government encouragement this form of participation can lead to many changes in diverse areas of women's lives.

11. None the less, this form of political participation cannot supplant the urgent need for a fuller political role to be played by women. However successful such grass-roots activities might be in realizing certain benefits for some women or for some communities, women will remain on the periphery of the political arena until they themselves participate on an equal basis in all levels of decision-making.

12. Over the first five years of the Decade, there have been certain gains, as well as some losses, demonstrating that complete equality for most women in the world has yet to be achieved. There is an urgent need to accelerate the measures that have already been taken to create the necessary socio-economic and cultural conditions as well as to eradicate traditional attitudes which establish stereotypical images of women, in order to achieve the goals of the Decade.

13. Such measures will enable women not only to free themselves from the constraints that restrict their full and rightful participation in political life, but also to contribute to the goal of world peace and international co-operation as equal partners with men.

I. THE PARTICIPATION OF WOMEN IN POLITICAL LIFE

14. It was reported that women enjoyed equal voting rights with men in all countries of independent Africa except South Africa, where discrimination was based on race, not sex. Egypt, however, indicated a "minor difference" in its voting laws, namely, that voting was "obligatory for men and optional for women".

15. While most countries permitted women to hold public office, in practice, the number of women holding such office was very small.

16. Some countries indicated that legal quality notwithstanding, women were barred from exercising that equality in practice. Egypt, for example, stated that although there was legal equality "women have in practice been barred until now from such offices as the judiciary, army posts or the post of head of state".

17. The replies to the question on the number of women voters were limited by the fact that not all countries had held elections since 1975 or they did not break down voting statistics by sex. Among those replying, some showed an increase. Kenya, for instance, showed an increase from 40 per cent to 60 per cent in local elections, and 50 per cent to 55 per cent in national elections.

18. Despite the reported high turn-out of women voters, women tended to be noticeably absent from all levels of Government. Some countries, for example Sierra Leone and Kenya, referred to the nominating powers of the president as the major mechanism for increasing the number of women in political life. Egypt was one of the few countries that had recently initiated a quota system of parliamentary representation under which 30 seats were allotted to women. A few countries had made special efforts to include women at the local level. In Guinea-Bissau and Cape Verde at least two women served on all five member councils at the local and regional levels.

19. Several countries indicated that the percentage participation of women at the local level was nearly double that at the national level. In Kenya, 20 per cent of those elected to local office were women. Other countries, however, reported a smaller percentage (Madagascar and Mauritius).

20. The five countries - Angola, Cape Verde, Guinea-Bissau, Mozambique and Sao Tome and Principe - that attained independence in 1975 or shortly before, have had to totally restructure their Governments and, in the case of three, recover from the effects of long and devastating wars of national liberation. Angola, Guinea-Bissau and Mozambique in particular stood out in their commitment to the need for women to play an equal political role in the new States and to the importance of the political education of both men and women.

21. A woman minister in Government is not an uncommon phenomenon in Africa, although few countries have more than one. Among the countries that have women ministers are Guinea, Kenya, Mozambique, Senegal, the Sudan, the United Republic of Cameroon, the United Republic of Tanzania and Zambia. The Vice-President of the People's National Assembly in Guinea-Bissau is a woman, as is the President of one of the eight regions of that country; in Sierra Leone, two members of Parliament are women. While this is a far from exhaustive list, it does indicate a trend to increase the number of women in high office, although most of those positions are in areas which have traditionally been designated as "women's responsibilities", namely, social affairs, health and education.

22. In addition to the measures indicated above, the following were reported. For example, Kenya had appointed a number of assistant ministers from among women members of Parliament, and a number of countries reported that education campaigns had been conducted to stress the need for women to play a fuller role in political life.

23. With the exception of Switzerland, all States members of ECE had full voting rights for women. In the case of Switzerland, all but two of its cantons had full voting rights. Some countries were unable to provide the percentage of women voters since voting cards did not specify sex. Those that gave figures placed the percentage of total voting population at approximately 50 per cent.

24. The supreme organ of State power in the Byelorussian Soviet Socialist Republic indicated that there were 159 women deputies, representing 37 per cent of the total number of deputies. The percentage of women holding public office at the local level increased from 46.7 in 1975 to 47.9 in 1977. In the Union of Soviet Socialist Republics, in 1978, 49 per cent of the deputies to the local soviets, and 35.4 per cent of the deputies to the Supreme Soviet were women (see document E/CN.6/611). Other countries with relatively high percentages of women in office at local and national levels were the German Democratic Republic (32.28 per cent in 1970 at the local level, increasing to 35.95 per cent in 1977) and Romania, with local representation increasing from 30 per cent to 33 per cent, but showing a lower percentage at the national level - 15.5 per cent.

25. Finland, Denmark and Sweden reported lower figures. Finland's Parliament had a percentage of 26.5 women, an increase from 23 per cent during the specified period; at the local level the percentage of women holding office was 18. Denmark reported an increase from 12.1 per cent to 17.7 per cent at the local level, and 16 per cent to 17.1 per cent at the national level. Sweden reported an increase at the local level from 17 per cent to 23 per cent.

26. The Netherlands reported an increase in women holding office at the local level from 3 per cent to 13 per cent since 1975, an increase in the first house of Parliament from 5 per cent to 13 per cent and a decrease in the second house from 13 per cent to 12 per cent for the same period. The only other country from the European region reporting a decrease was the United Kingdom of Great Britain and Northern Ireland. This drop in percentage occurred concurrently with the election of the first woman head of State in Europe. Other countries which reported figures showed that women's participation was considerably below 10 per cent. At the national level, for example, Iceland and the United States of America remained static, while the Federal Republic of Germany increased. At a local level, Iceland and the United States showed an increase. In Ireland, no women were elected to office although some were appointed at the local level. These figures indicate a considerable gap in the level of participation between the planned economies of Europe and the developed market economies.

27. All the reported measures to increase women's political participation were extragovernmental, with the exception of Norway which took steps through a 1973 government decree to ensure a greater representation of women on public committees, executive boards and councils: after that measure, women's representation in newly appointed committees had shown a tendency to increase. In addition, the Equal Status Council had made a number of recommendations to the Government in order to ensure fuller participation by women.

28. Denmark, Finland, Sweden and the United States of America, for instance, reported activities undertaken by non-governmental women's organizations and political parties aimed at increasing the number of women delegates and candidates. The reply from the United States gave a detailed outline of changes that were taking place:

> "A cultural revolution is under way in the United States which is altering women's concept of their place in society ... More women are expected to seek political office with the same skills and experience as men. In addition, more women plan to combine family and work responsibilities and expect their husbands to share family duties ... In the past, women worked actively for male candidates and for a political party. Increasingly, women expect to be the candidates."

29. All the countries of the Latin American region that responded to the questions relating to political participation of women indicated that their citizens, both men and women, enjoyed full voting rights guaranteed by their constitutions.

30. Most countries pointed out that the right to vote and hold office was a well established legal principle with deep historical roots. No country pointed to the discrepancy between the legal right to vote and the limited number of women holding public or elective office which emerged from questions relating to that right.

31. The countries that responded indicated high levels of voter participation for women. Some countries, however, experienced special problems regarding the exercise of the right to vote. The Dominican Republic indicated that the legal

provisions for equality had been abused by previous dictatorial Governments in order to create a broader social base for their acceptance. Incompetent women had been placed in positions of apparent political power, which had damaged the women's cause in current efforts to achieve equality.

32. A number of countries indicated decreases in women's participation in voting, in local office and national office during the evaluation period. The Dominican Republic explained the low level of women's participation by indicating that statistics did not reflect the actual situation because of the way in which the previous Government had made use of elections and patronage.

33. The countries responding to the questions on women holding office in the executive, legislative or judicial branch of national Governments indicated some modest increase. Colombia, for instance, was the only country to report that there had been a woman candidate for presidency within the past few years.

34. Few countries reported on measures and legislation taken during 1975-1978 to improve the participation of women in political life. Of those that did, Cuba was the only country to mention measures taken that, among others, were initiated by the Government and listed a series of activities including the discussion of proposed laws by the people themselves, participation in major executive legislative and judicial bodies, more active participation in international forums, special courses for women workers at the university and work with mass organizations.

35. Paraguay and the Dominican Republic reported that all that was required in this connexion was to increase information programmes to ensure fuller participation by women. Bolivia and Peru reported that there had been little government action, but women had formed groups within the political parties and taken action to increase their participation.

36. Five countries of the Western Asian region answered the questionnaire, namely, Lebanon, Kuwait, Bahrain, Iraq and Yemen. Of these, only three answered the question relating to the political participation of women. Therefore, it is not possible to show trends for the region; the answers, however, are indicative of the prevailing situation.

37. All three countries replied that women had been given the right to vote and that they enjoyed all other political rights. Lebanon reported that 10 per cent of those elected to public office for 1975 were women, at both local and national levels. No figures were provided for later years. Iraq indicated that detailed statistics were not available for the percentage of voters or the percentages of office-holders who were women. In Yemen, measures had been taken, in particular through the mass communication media, to educate people about the necessity of including women in political life.

38. The countries of the Asian and Pacific region that responded to this section affirmed that women enjoyed equal political rights. Australia indicated a differential voting practice by race and not by sex, whereby voting was not compulsory for aboriginals, but was for the rest of the population. Two countries

noted that, since 1975, there had been a general increase in the number of women exercising their voting rights since 1975 (India and Philippines). Comparative data were not available for other countries. The lack of data was explained by New Zealand, for example, as due to elections being operated by secret ballot.

39. The number of women holding positions in public office varied between the different countries of the region.

40. New Zealand distinguished between the percentage of women holding local office at the urban level and at the rural level. In urban areas, the percentage had increased from 11.9 per cent to 16.4 per cent; rural areas showed a far smaller percentage of female participation: an increase from 1.7 per cent to 3.6 per cent in 1977.

41. In China, the increase in the number of women deputies to the highest organ of State power, the National People's Congress (NPC), between 1954 and 1978 was quite substantial, from 11.9 per cent to 21.2 per cent. No indication, however, was given of the increase over the past five years. The Standing Committee of the NPC comprised 39 women members, representing 19.5 per cent of the whole.

42. In Japan, a slightly higher pecentage of women than men voted in 1976, the latest figures available, and elected seven women to the House of Representatives. (In 1946, 39 women were elected, dropping a year later to 15.) India was one of the countries that showed an over-all decline in the number of women holding high office at the national level for the period in question: the percentage dropped from 4.05 in 1975 to 3.51 in 1977; at the local level it dropped from 4.93 to 2.7.

43. Sri Lanka reported that 11 per cent of the positions in the executive branch were held by women. Singapore replied that no women were elected to public office at the national or local levels and stated that there had been a decline in women's political participation in that country despite the fact that there were no "legislative constraints on women's right to vote or to stand for election".

44. New Zealand and Australia were the only two countries to respond in detail about the numbers and percentages of women holding office in trade unions. New Zealand pointed out that: "Women represent about 30 per cent of the total membership of registered Trade Unions, and 20 per cent of those unions have a majority of women members. Women's participation at the level of higher office is not, however, proportionate to their membership." By 1979 only 4.6 per cent of the unions (i.e., 15 leaders in 323 unions), had women holding high office, a slight increase over the 1977 figure of 3.2 per cent. Australia indicated that "no more than two women are fully paid senior Trade Union executives".

45. A number of Governments detailed some of the measures taken to increase the participation of women. A few countries reported on the work undertaken by both governmental and non-governmental women's organizations. In Australia, the establishment of the National Women's Advisory Council in 1978 was seen by the Government as a major step towards increasing women's political participation at the federal level. In New Zealand, the Women's Electoral Lobby, a non-governmental organization, was established in 1976 with the goal of increasing women's awareness of and involvement in election processes. Other women's organizations had undertaken a variety of actions directed towards promoting the role of women in political life. In Pakistan, women's wings had been established by all political parties.

II. INTERNATIONAL CO-OPERATION AND THE STRENGTHENING OF INTERNATIONAL PEACE

A. Promotion of international co-operation and the strengthening of international peace

46. During the period under review, efforts continued to be undertaken at the national level to promote international co-operation and the strengthening of international peace. The activities undertaken included international, regional and national meetings, conferences and seminars; mass campaigns of solidarity; collection of signatures and petitions; enlightenment of the public through a variety of informational and educational activities; multilateral and bilateral contacts between women's groups and organizations; and material and financial assistance.

47. It was emphasized that both the World Conference of the International Women's Year and the World Congress for the International Women's Year (Berlin, 1975) had greatly influenced the further involvement of women in the strengthening of peace and mutual understanding among people.

48. Most Governments indicated in broad terms a general commitment to the need for increasing women's participation in international co-operation and the strengthening of international peace. Sometimes such a commitment was linked to the over-all goal of achieving equality between women and men and integrating women in the development process. In some instances concrete activities were described, directed towards the promotion of international co-operation and the strengthening of international peace. For example, the participation of women in international, regional and national meetings. Austria reported that it had participated actively in the special session of the United Nations General Assembly devoted to disarmament and, in addition, had performed its functions as a member of the Ad Hoc Committee for the World Disarmament Conference. Iraq stated that the President of the Iraqi Federation for Women had been appointed head of the Iraqi delegation to the Conference of Non-Aligned and Other Developing Countries on the Role of Women in Development, held at Baghdad in May 1979.

49. In some countries the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination enjoyed the full support of their Governments and public organizations, for such participation was in harmony with the principles of their countries' foreign policy. In this respect, it is important to note that three Member States have in their Constitutions a special article which bans war propaganda (Byelorussian SSR, Ukrainian SSR and the USSR).

50. Considerable attention continued to be given to the participation of women in the struggle for peace and disarmament and promotion of mutual understanding among peoples. The need was expressed for halting the arms race and bringing

about disarmament, averting the threat of a nuclear world war, prohibiting production of the neutron bomb and deepening the process of détente. Thus, the German Democratic Republic reported that the delegates to the Ninth Congress of the Socialist Unity Party of Germany (SED), including 684 women, had fully subscribed to the belief that ending the arms race and achieving disarmament, above all in the nuclear field, and eliminating the danger of a world war were the most important and pressing tasks of our time. Resolute action in the field of disarmament and arms limitation was called for. With a view to ensuring lasting peace and the security of peoples, the delegates came out in support of strengthening détente by ending the arms race and advocating turning the resources thus released to the pursuit of socio-economic goals. The 1.3 million-strong Women's Democratic League of Germany (DFD) endorsed the Stockholm Appeal of the World Peace Council and sent a delegation to the World Conference for Ending the Arms Race, for Disarmament and Détente, held at Helsinki in 1976. The participants in the International Meeting for the Continuation of the Work of the World Congress for the International Women's Year (Berlin, 1977), at which the DFD acted as host, stressed the urgent need for taking joint action to end the arms race, achieve disarmament and convene a world disarmament conference.

51. Solidarity with women of southern Africa, Zimbabwe and Namibia struggling for national independence and against apartheid and racism was expressed (Byelorussian SSR, Cuba, German Democratic Republic, Mali, Mauritania, Ukrainian SSR and USSR). Material assistance to women's organizations of the region was reported (USSR) (see document A/34/471). The Organization of Angolan Women stated that women of Angola had been equal partners with men in their common struggle against imperialism, colonialism, racism and apartheid. Through their national organization, Angolan women were engaged in the process of the emancipation of all African women and actively supported the liberation struggle in southern Africa (see documents A/34/113 and A/34/391). Austria reported that it had continually and strongly condemned the apartheid policy and generally censured any policy of discrimination for political, racial, ethnic and other reasons. Mauritania reported that the women of Mauritania had always been concerned with the problems of strengthening peace in the world and that they had given their support to women of Palestine and Zimbabwe.

52. Among other activities the following were reported: participation in international campaigns of solidarity with the struggle of the Arab peoples for national independence, for a comprehensive peaceful settlement to the problems in the Middle East (Byelorussian SSR, Mali, Ukrainian SSR and USSR); campaigns of solidarity with the Vietnamese people (Byelorussian SSR, Cuba, Ukrainian SSR and USSR). In some instances, it was noted that moral and political support was combined with material assistance (USSR).

53. Support for the struggle to eliminate fascism and promote democracy and social progress as well as acts of solidarity with the struggle of the peoples of Chile, Uruguay, Paraguay and Nicaragua for freedom and independence were noted (Byelorussian SSR, Ukrainian SSR and USSR). In the Byelorussian SSR, women took part in the preparation for and work of the Eighth Congress of the International Federation of Resistance Movements, held at Minsk in May 1978.

The Congress focused its attention on such questions as the struggle for peace, détente and disarmament, and the struggle against neo-fascism and neo-nazism.

54. It was reported that an increasing amount of international information had been exchanged and experience gained in the framework of seminars and other meetings in which women representatives actively participated as well as through the exchange of delegations and tourist groups (Austria, Cuba, Byelorussian SSR, Ukrainian SSR and USSR).

55. Special attention was paid to familiarizing women with the issues of international affairs and to organizing educational programmes directed towards making women more knowledgeable about international issues. Such activities were often undertaken by national women's organizations and at government level. Thus, the United States reported that "the Department of State conducts briefings and conferences for the American public on various aspects of American foreign policy. ... One such meeting earlier this year, which involved women specifically, was on the SALT II Agreement."

56. The promotion of the objectives of the United Nations Decade for Women, has found its expression in the activities of national women's organizations. For instance, Australia, Mali and the USSR described manifold activities carried out by their national women's organizations in the field.

57. Cuba described many areas in which women both participated in and generated activities directed towards the greater involvement of women in the spheres under discussion. Within the Federation of Cuban Women there was a Secretariat for Solidarity, which was responsible for promoting activities aimed at developing a broad movement of solidarity, providing an outlet for the internationalist sentiments of women and helping to increase their knowledge of the history and situation of the peoples making up the international community. Those activities were organized by solidarity teams, consisting of members at the local level, to study the history of the people's struggle, and by friendship brigades, also at the local level, which were responsible for developing documentation and cultural events in connexion with the country studied. The Federation also carried out interchanges with national women's organizations from different countries and international women's organizations. Evidence of the important work carried out by the Federation was the recent granting of the International Lenin Prize "For the Consolidation of Peace among the Peoples" to Vilma Espin Guilloys, member of the Central Committee of the Communist Party of Cuba and of the State Council, and President of the Cuban Federation of Women.

B. Measures taken to encourage greater participation of women in international co-operation and the strengthening of international peace

58. According to the responses of Governments to the questions on international co-operation and the strengthening of international peace, the level of participation by women in this area has generally increased. During the

evaluation period, countries for which data were available experienced a general increase in the participation of women of approximately 2 per cent. Some countries, however, experienced a decline. Actual rates of participation in 1978 ranged from no participation to a maximum of 31 per cent.

59. Fifteen Governments indicated that the percentage of women officials in departments of foreign affairs had increased during the evaluation period (Austria, Belgium, Botswana, Egypt, Greece, Finland, Denmark, Germany, Federal Republic of, Jamaica, Kenya, Mauritius, New Zealand, Norway, Switzerland and United States). Four countries showed a decline (Cuba, Ireland, Netherlands and Philippines); some countries showed no change (Israel, Mali, Nepal, Sri Lanka, Swaziland and Uruguay); three indicated that there were no women in departments of foreign affairs (Iceland, Papua New Guinea and Singapore). The over-all increase in women's participation for countries reporting data for the period 1975-1978 was approximately 2 per cent and varied from a decline of 4.2 per cent (Philippines), to an increase of 15 per cent (Jamaica). Actual rates of participation for 1978 varied from no participation to a maximum of 31 per cent.

60. With respect to the number of women officials in diplomatic service, 20 Governments showed an increase (Australia, Austria, Belgium, Canada, Cuba, Denmark, Egypt, Finland, Greece, Iceland, Iraq, Ireland, Jamaica, Kenya, Norway, Pakistan, Philippines, Sweden, Switzerland and United States); two Governments showed a decline (New Zealand and Uruguay); five Governments reported no change (Botswana, Israel, Mali, Singapore and Sri Lanka); and four advised that there were no women officials in diplomatic service (Nepal, Papua New Guinea, Swaziland and Togo). The over-all increase in the participation of women in diplomatic service during the evaluation period was approximately 1 per cent. Actual participation rates for 1978 varied from no participation to a maximum of 28 per cent.

61. Statistical information furnished by most countries showed that there was a general increase in women's participation in meetings of regional organizations as well as in regional and interregional meetings aimed at the strengthening of international peace. Many countries, however, reported no change in either field. For countries reporting information concerning women as delegates to meetings of regional organizations, an approximate increase of 2 per cent was shown during the evaluation period. Actual rates of participation for 1978 varied from no participation to 30 per cent. Actual rates of participation of women as delegates to meetings aimed at strengthening international peace and co-operation varied from no participation to 71 per cent.

62. Some countries indicated that they had experienced difficulty in presenting the requested data. For instance, Australia reported that it did not maintain records of the attendance of women officers at international meetings, although women regularly attended such meetings. Women constituted 28 per cent of the professional conference staff at Australia's major international conference posts in New York and at Geneva.

63. With respect to training women for a diplomatic career, Argentina pointed out that in recent years the percentage of women in the training institution for the diplomatic service had increased from 20.6 to 35.5. The programme of preparation for a diplomatic career of the Ministry of Foreign Affairs of Belgium admitted women on equal terms. Senegal indicated that diplomatic careers would be opened to women starting with the 1979/1980 academic year.

64. In those countries in which women were well represented in higher bodies of state power, women participated in the elaboration and adoption of decisions concerning their States' foreign policy. For instance, the Union of Soviet Socialist Republics reported that:

> "Soviet women, who constitute over one third of the total number of deputies in the Supreme Soviet of the USSR and in the Supreme Soviets of the Union Republics, take an active part in the preparation and adoption of decisions on the basic issues of the Soviet Union's foreign policy."

65. Some countries reported affirmative actions to encourage the involvement of women. Yugoslavia referred to the Assembly resolution, adopted in 1978, on the basic socio-economic position and the role of women in the socialist self-management society, which emphasized the importance of ensuring the adequate participation of women in international activities as a whole, in diplomatic, consular and other offices, as well as international relations organs of the republics and autonomous provinces. Jamaica's Five-Year Plan for Women, and the Women's Bureau's educational programme were geared towards educating women for decision-making positions at a high level. Romania indicated that appropriate political and civic preparation had made it possible for women to participate in the discussion of problems of international affairs concerning the development of international co-operation and strengthening of world peace and security.

66. Many countries indicated that there was no differentiation by sex in recruitment of women to diplomatic service and that the opportunities for promotion of women in that field were not discriminatory. Most countries indicated that there were no barriers to the participation of women in the diplomatic service.

67. The information received in reply to the questionnaire indicates that there is an increasing awareness of the participation of women, or of their lack of participation, in foreign affairs. In this connexion, the Ivory Coast noted that the low number of women did not "require this to be given as a percentage, but the essential thing was that the presence of women in delegations should be recognized".

68. It was observed that the upward trend in the recruitment figures for women reflected both a gradual change in community attitudes as well as a general increase in the proportion of women seeking professional employment.

69. From the replies to the questionnaire, it appears that during recent years, a number of measures have been undertaken to attract more qualified women

to the administration of international affairs. For example, the establishment of education and training opportunities for women (Belgium, Botswana, Jamaica and Senegal); special incentives, such as deliberate departmental policies for increased recruitment and increased upward mobility within the civil service, and wider publicity of vacancies (Belgium, Jamaica and Norway). Iraq indicated that all the above-mentioned measures including quotas were effective in increasing the participation of women. Jamaica reported that the participation of women in international co-operation and the strengthening of international peace had increased noticeably over the past five years owing to wide publicity of vacancies and encouragement given to women within the civil service generally and the foreign service specifically.

70. The participation of women in international meetings was noted as an important factor (Egypt, Netherlands and United States). In an attempt to include more women in such delegations, the Netherlands was in the process of elaborating a set of guidelines for the composition of delegations with a view to including more women experts and advisers and to providing for representation of various non-governmental women's organizations in delegations. The Secretary of State of the United States of America emphasized in a memorandum that a special effort was to be made to see that qualified women and members of minority groups were sought out for membership in delegations. The Netherlands reported that the Government had subsidized several women's organizations that were striving for international co-operation and the strengthening of international peace.

71. The importance of national women's organizations, which could be further strengthened and expanded in order to stimulate local networks of women to achieve their economic, social and political needs, was acknowledged. In Egypt, for instance, measures had been taken to establish closer links between women's voluntary organizations and international non-governmental organizations. In Sri Lanka, with the establishment of the Women's Bureau, greater impetus was being given to non-governmental organizations.

72. A number of actions were reported, initiated by women themselves, which had affected the policy of a number of Governments concerning the status of women. For instance, the United States indicated that the actions taken by women to improve career opportunities and eliminate sex discrimination in foreign affairs agencies, had resulted in "more enlightened management policies and reforms to advance and enhance the status of women over the decade of the seventies". Some of the measures described by the United States were those undertaken within the Department of State by the Agency Directorate for International Women's Programmes: "The Directorate gathers and co-ordinates information on women's issues; assesses the implications of this information for United States foreign policy; serves as a link between the United States Government and other institutions, both national and international."

III. OBSTACLES TO CONTINUED PROGRESS IN POLITICAL PARTICIPATION, INTERNATIONAL CO-OPERATION AND THE STRENGTHENING OF INTERNATIONAL PEACE

73. During the first half of the Decade, as women moved at a slightly increasing rate towards fuller participation in political life, international co-operation and the strengthening of international peace, they were confronted by a complex intermesh of obstacles. On the one hand, those obstacles had been generated by the traditional social and cultural attitudes prevalent in the society of which they were a part and prevented women from entering the political arena. On the other hand, those women who tried to overcome such obstacles and move towards equal participation with men, encountered difficulties which arose out of the structure of male-oriented political life.

74. In general, while there were no formal or legal obstacles in the way of fuller participation of women in the two areas under discussion, a variety of other obstacles were identified by numerous countries. Although there was some overlapping between the obstacles pertaining to the two areas, most can be viewed as more relevant to one or the other.

75. Regardless of the obstacles present, there was general concurrence that, because of women's still minimal presence in relation to men, there was a critical need to increase the participation of women in political life, particularly at a national level, and within the sphere of international co-operation and the strengthening of peace.

A. Obstacles to political participation

1. Traditional attitudes

76. The obstacle most consistently singled out was traditional socio-cultural values.

77. There was some difference in the emphasis placed on the responsibility for the attitudes placing women in a subordinate position. In the African region, for instance, there was a tendency towards seeing that as a result of the attitudes of women themselves (Libyan Arab Jamahiriya and Kenya, for example).

78. Some countries did imply that such attitudes were harboured by both men and women, but indicated that the onus for correcting the imbalance was on women, rather than on society as a whole.

79. There were, however, a few notable exceptions to the tendency of countries in the African region to emphasize women's perceptions alone. Angola, Guinea-Bissau and Mozambique were among the few countries that placed considerable emphasis on the need for attitudinal changes in both men and women, while stressing the need for social transformational processes that would bring about changes in such attitudes.

80. The ECE countries as well as a number of ESCAP countries clearly stated that such attitudes were harboured by both men and women, and had the effect of assigning the domain of politics at both the national and international levels to men, women's work being carried out in the home and within the family.

81. In a report presented to the ESCAP regional meeting, 2/ the representative of Iran referred in detail to the dual contribution towards women's inferior status in the society and indicated ways in which these attitudes were manifested in both women and men: the first obstacle to be overcome was defined as the prejudices of women. For example, a women was:

> "... led to believe that she was less than a man ... a second-class citizen with fewer responsibilities ... and ... conditioned not to seek exalted values in herself ... The second obstacle faced by Muslim women ... is the prejudice of men who consciously or subconsciously consider themselves as a superior race. /They/ humiliate women, identify them by the term 'weaker sex' and, ironically, praise /them/ for those weaknesses and love /them/ for possessing them."

2. Double workload

82. A practical effect of such traditional attitudes was described by a number of countries. This emerged from what Denmark termed "the existing uneven distribution of responsibilities and tasks in the home, seen in relation to the heavy pressure of work which participation in political life normally involves". As a result, as Sweden pointed out that "when /women/ take up employment, engage in political activities or assume public office, they usually carry a double burden. This in turn, means restriction of the time and strength they can devote to activities outside the home."

83. A number of countries saw the lack of support services, such as child care centres, which would help alleviate this double burden, as an obstacle (Canada, Iceland, New Zealand and Netherlands).

3. Lack of education

84. A number of countries pointed out the importance of education as a means of changing the attitudes that discriminate against women. Turkey reported that a lack of education affected women's involvement. In a similar vein, but more specifically referring to political education, Egypt cited as an obstacle the "lack of systematic civil and political education programmes for women".

85. As Sweden pointed out, in the kind of education provided, problems could arise out of prevailing attitudes which "cause girls and boys to choose different lines at school and seek different types of jobs". Sri Lanka phrased the problem as "sexism in school curricula" which needed immediate attention.

2/ Statement by the delegation of Iran to the ESCAP Regional Preparatory Meeting for the World Conference of the United Nations Decade for Women, New Delhi, November 1979.

86. The importance of educating the public on these issues was looked at in some detail by the Philippines:

> "It has been observed that Filipino women actively participate in political meetings especially at village level. In spite of this, women opt to elect men as their leaders ... The Filipino women have never attempted to form a united front on any political issue or to rally behind a particular candidate. There is a need for information campaigns to make the women realize the power they can wield through the ballot."

87. Botswana gave lack of funds as the reason for the absence of political education. In contrast, Guinea-Bissau, one of the most economically deprived African countries pursued that form of political education actively.

88. In a detailed reply, Singapore referred to a number of the obstacles indicated above as well as to the problem of a lack of leadership.

4. Eligibility for public office

89. A number of countries analysed in some detail the obstacles that hampered the progress of women in running for elected office. It was reported that many of those obstacles had arisen as a result of women's need to break into what until recently had been the almost exclusive domain of men, and subtle blocking mechanisms were being used, both consciously and unconsciously, in order to maintain that condition. Although progress could be measured, as indicated earlier, it had been slow, and an identification of the way in which the obstacles operated could assist in alleviating the difficulties.

90. Several countries referred to the absence of independent incomes as a major difficulty confronting women. This was exacerbated by the rising cost of campaigns and the fact that women's incomes were lower than men's (India, New Zealand, Turkey and United States).

91. Another obstacle cited by a number of countries was the lack of experience or education to adequately prepare women to hold public office. Because they had emerged into political life from traditional roles, they could not be regarded as sufficiently experienced (New Zealand). The United States reported that as a result, "women lack the contacts and support systems that help in seeking and retaining public office".

92. Other countries pointed out that the image of women as politicians was not promoted because of traditional attitudes which, as Egypt pointed out, viewed "politics as still largely a male preserve" and considered that "politics require aggressiveness considered unfeminine and women fear jeopardizing their good name". Jamaica also referred to the question of image: "Women are active participants at low levels in political structures, but they lack the confidence in themselves to face the kind of negative abuse that politicians at high level, particularly women, are exposed to."

93. Some replies indicated that such attitudes were reinforced by the press. For instance, Australia pointed out that: "Women candidates tend to be treated by members of the press in a manner which does not always enhance their political standing." India described additional problems linked to women's image, such as "threats of violence, and character assassination".

94. A number of countries indicated different ways in which the political parties themselves had failed to serve the interests of women candidates and hence had limited their chances for participating more fully.

95. First, there was a lack of general encouragement. As Jamaica pointed out:

> "Men do not encourage women to compete with them in political activities misunderstanding, as they do, the role of women in the developmental process. Further, those women who fully participate in public life have to be better than the norm in order to gain full acceptance by the society."

96. On the other hand, Kenya saw the problem as emanating from women rather than men: "Absence of interest among leading potential and active women politicians in canvassing for unified political pressure groups made up of women".

97. In many countries there is a variety of difficulties that are part of the way in which the system of selecting candidates operates. A number of the obstacles described by Australia, referred to this:

> "Women tend not to be incorporated into the informal networks men utilize, which are important in pre-selection procedure for political parties. These networks frequently have their origins in secondary and tertiary educational institutions (e.g., single-sex schools) to which women are denied entry.
>
> "Women are often disadvantaged in their entry into politics because older male politicians are reluctant to act for a female in the role of political 'mentor' or 'patron', a role which has so often been useful to emerging male candidates.
>
> "The common misconception that women are reluctant to vote for other women has been used by parties as an excuse not to encourage the candidature of women."

98. In addition, both Canada and New Zealand pointed out that parties seldom placed their women candidates in winnable seats, although, as the latter stated: "Women candidates have in several cases shown themselves to be hard working and appealing to the electorate, sometimes altering or reversing voting trends against their party as a whole." Despite this, women are generally discouraged from taking on leadership roles. As Australia indicated, "Although some changes have occurred, women still play auxiliary roles in political parties, such as fund-raising and distributing leaflets, and are not always encouraged to move away from supportive to leading roles." This can be connected to a woman's double workload if she takes on a career outside the home.

99. Canada articulated a view implicit in a number of replies: "Such community and voluntary activities are less of a problem because of more flexibility in time and /being/ closer to home, i.e., women can combine their responsibilities."

B. Obstacles to international co-operation and the strengthening of international peace

100. Several countries stated that there were no major obstacles to such participation of women; others specified that there were no formal/legal or direct obstacles. In Cuba, there were no obstacles to the participation of Cuban women in international co-operation and the strengthening of peace since the Government had promoted all those efforts among the people and was supporting the development of activities of international solidarity in favour of peace. However, most Governments emphasized that the major obstacles which hampered women's advancement in all fields of society also applied to that area.

101. In this connexion, the following obstacles were identified: social, cultural and traditional values which prevented women's participation in public life and international co-operation (Colombia, Mali, Senegal, Singapore, Spain, Sri Lanka and Togo); traditional attitudes due to which women bore the main family responsibilities (Austria, Canada, Honduras, Iceland, India, Mali, Togo, Singapore and Sweden); lack of facilities, such as child care and maternity leave, which forced women to withdraw at an early stage from a demanding career in international affairs (Iceland and Netherlands); stereotypical view of women (United States); lack of funds for travelling abroad to attend international meetings dealing with the issues of international co-operation and peace was cited as a specific obstacle to the greater participation of women (Botswana and Kenya).

102. The link between the participation of women in international co-operation and the strengthening of international peace and the level of their representation in various sectors of the national economy was recognized. For instance, Nepal stated that the role of women of Nepal in international co-operation and peace was:

> "... hardly satisfactory. This is due to their low level of representation in the various sectors of national economy. This is largely due to the backward state of women, education and appropriate training opportunities which is responsible for low-level employment. But, since IWY 1975, some of the positive steps have been taken in this direction so that an increasing number of women may get opportunities to educate and train themselves."

103. In some instances, Governments reported a general lack of education and appropriate training opportunities for women (Honduras, Kenya, Mali, Nepal and Togo); the one-sidedness in the educational systems which enhanced rather than eliminated stereotyped roles for women and men (Netherlands); the lack of experience in the field and the lack of international outlook among the youth in international affairs especially in rural areas, as well as language barriers (Egypt); and a very small percentage of women in tertiary education (Ireland).

104. It was noted that issues relating to international co-operation and peace had been traditionally the exclusive preserve of men (Honduras and Paraguay), and that women suffered from prejudices in that field (Senegal and Togo). It was pointed out in two replies that the traditions of the countries were those of equality, but that as far as diplomatic representation in other countries was concerned, it was sometimes deemed inappropriate or difficult to utilize women as diplomatic representatives (Belgium and Uruguay).

105. The lack of courage and ambition which deterred women from applying for posts related to international affairs was mentioned in one instance (Netherlands) and, in another, the lack of and thus the need for greater communication among women and men, and between women across national boundaries and in professional and other organizations (United States).

IV. PRIORITIES AND TARGETS FOR 1979-1985

106. The most commonly cited priority was the need for increasing the education of women, a priority which took a number of forms. For instance, the Philippines specifically addressed itself to the problem of detrimental attitudes in its plans to remove sexism from the school curriculum. The reduction of illiteracy and the education of women in their political rights were seen as important by a number of countries. Nepal stated that since education and training constituted two main ingredients for the advancement of women, its new Education Plan was giving priority to the education and training of women.

107. In addition, various education campaigns directed towards raising awareness of the need for women to play a fuller role were highlighted by a number of countries (Canada, Germany, Federal Republic of, Libyan Arab Jamahiriya and Paraguay).

108. Cuba, for instance, planned to continue its efforts directed towards increasing the level of education of women and to conduct intensive education and information campaigns to eliminate prejudice. In addition, ideological efforts were being carried out by the Government, the party and mass organizations for the education of children and youth, making use of the mass communication media.

109. With regard to international co-operation and peace, specific areas were defined. For instance, plans were identified to create a greater awareness of the value of international co-operation and peace for human development and progress, to train children and youth to develop an international outlook and to grasp the value of international co-operation and peace (Cuba and Egypt). In addition, the need was expressed for opening up more channels of communication with the outside world and for making use of the mass communication media with a view to continuing the education of women in the principles of international solidarity and the struggle for peace (Cuba and Egypt). An increase in the plans for interchange with national organizations of different countries in favour of international co-operation and the struggle for peace was also foreseen.

110. Only a few countries reported the need for specific training to equip women with the necessary skills to enable them to enter political life at both national and international levels. Canada, for example, stressed the need for more appropriate technology resources and more training for skills that would enable women to earn income.

111. Some countries emphasized the need to train and employ more women for a career in the foreign service (Netherlands, Norway, Paraguay and Philippines).

112. While not detailing specific training programmes, a number of countries reported generally on the need for campaigns to be conducted towards increasing the number of women holding public office. For instance, Sierra Leone planned "more effective campaigns to send more women to Parliament and to hold higher positions in the Civil Service, Judiciary, National Commission, Boards and Corporations".

113. A number of Governments emphasized the need to ensure greater opportunities for women in the political field, both national and international, and the need for encouraging women to participate in greater numbers.

114. Several countries considered it important to ensure that more women were able to hold positions within both the Government and the diplomatic service. The Philippines, for instance, expressed the view that it was necessary to "ensure objectivity in recruitment and promotion of deserving women officers and employees; assign competent women employees to responsible and sensitive positions". Cuba reported that it would be continuing current efforts to obtain more positions for women at all levels of Government. The Netherlands gave priority to the increased employment of women by the Ministries of Foreign Affairs and Development Co-operation as well as increased participation of women in international meetings. (This would include enabling women from developing countries to attend such international meetings.)

115. A number of countries stressed the importance of women's greater participation in policy-making decisions.

116. In delineating long-term goals, the importance of ongoing study and research into those questions was stressed by several Governments. For example, studies of possibilities for removing the obstacles which hinder women from participating in top government jobs (Netherlands). In addition, the Netherlands Government recognized the need to stimulate research on women's participation in international co-operation. Egypt reported that study and research had been taken up by the National Commission for Women which had "identified the area of women's political participation ... as a priority for such attention".

117. A number of countries recognized the importance of the role of national women's organizations in promoting women's participation in national and international political life.

118. Towards that end, Sierra Leone planned to establish both a women's bureau and a national commission for women before the end of the Decade. Under a new

party system in Egypt, each party had a special section for women which was "expected to accelerate women's training in the democratic political process". Kenya anticipated that government support "for women's organizations will speed up the awakening of women to their political needs during the latter part of the Decade". The Philippines also planned to encourage organized women's groups "to participate actively in referenda, plebiscites, elections (local and national) to ensure women's participation in government processes". New Zealand also viewed the role of women's organizations as important and expressed the hope that women's equal participation could be achieved at least by the end of the Decade.

119. Iraq was one of the few countries to state that the political participation of women could only be increased as part of an over-all change in the structure of the society and therefore linked its priorities to that total process. "Increasing women's participation in Iraq cannot come as a result of a single measure or group of measures. It comes over time through the active and serious participation of the political leadership which aims at creating radical and revolutionary progressive changes in all spheres of social life."

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REVIEW AND EVALUATION OF PROGRESS ACHIEVED IN THE IMPLEMENTATION OF THE WORLD PLAN OF ACTION: HEALTH

Report of the Secretary-General

SUMMARY

The report of the Secretary-General reviews and evaluates efforts undertaken at the national level to implement the World Plan of Action for the implementation of the Objectives of the International Women's Year, in particular, the minimum objectives set forth in paragraph 46 thereof. The report contains an analysis of the progress made and obstacles encountered in the field of health.

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INTRODUCTION

1. The report of the Secretary-General has been prepared by the secretariat of the World Conference of the United Nations Decade for Women, 1980, in compliance with General Assembly resolutions 33/185 and 189. It reviews and evaluates efforts undertaken at the national level to implement the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 1/ in particular the minimum objectives set forth in paragraph 46 thereof. This report is based primarily on the replies of 86 Governments, the specialized agencies and non-governmental organizations to the questionnaire prepared and circulated by the Branch for the Advancement of Women in the Centre for Social Development and Humanitarian Affairs, and contains an analysis of the progress made and obstacles encountered in the field of health.

2. Poor health is an important indicator of economic deprivation and marginalization. As a result of the economic disparities characteristic of most countries, good nutrition, environmental health, adequate housing and access to health care services are often unevenly distributed. Consequently, women in the low-income groups are at higher risk and face greater hazards to their health than do women enjoying a higher economic status.

3. Good health is a fundamental element in the full integration of women in development and has implications for the development of society as a whole. Specific economic targets set by countries cannot be achieved without an understanding of the implications of the significance of health care for women and their participation in the delivery of services.

4. Women, like men, are subject to the entire spectrum of human disease, but their role in reproduction makes them potential victims of a wide range of additional health problems throughout their life time. The result is a much more complex picture of health for women and requires an approach that is comprehensive, dynamic and sensitive to the changes in the needs of women throughout their life cycle. A more complete picture of health should also include the integration of the body, the mind and the total environment. Women's perception, aspirations, activities, material conditions and relations with others have a direct bearing on their state of health. Furthermore, women participate actively in productive labour, either in domestic food production or in the paid labour force, and are the main agents of socialization and domestic labour. Women thus bear a burden of responsibility which, if subject to additional economic stress, can result in permanent states of anxiety and other psychosocial problems.

5. Social inequality within nations and sex discrimination are underlying factors in health problems. The structure of power within the household also affects

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1/ 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), part one, chap. II, sect. A.

issues of control over female behaviour and access to important resources and services. Furthermore, the organization of modern health care services adhere to a tradition of male domination at the levels of decision-making, irrespective of the fact that women provide most of the health services in poor communities as senior female household members, traditional healers and birth attendants. As a result of these patriarchial ideologies and the cultural devaluation of women, women generally have a lower status in society: they are the victims of sexual discrimination, exploitation and cruelty, and carry the double burden of having to struggle constantly for recognition and equality, while also ensuring their personal well-being. Both conditions are inimical to good health.

6. Women appear to have greater longevity because of possible genetic advantages and less likelihood of deaths from trauma, but they may have higher morbidity rates because of socio-cultural factors brought about by their generally lower status in society.

7. It may therefore be misleading to depend too heavily on life expectancy rates as indicators of the relative health status of the two sexes.

8. Morbidity rates are better indicators of the health status of a community than mortality rates in terms of their epidemiological implications; they also serve to indicate major health problems requiring urgent action. The main concern should be the preservation of health. Consequently, morbidity is an earlier departure from health than mortality, and where possible it is desirable to monitor early departure from the state of good health. Statistics on mortality and longevity do not permit a full appreciation of conditions of low-grade ill-health, such as anaemia, malnutrition, vaginal prolapse following childbirth etc., about which no information is available in official statistics.

9. Any trend towards a decline in infant and maternal mortality rates in developing countries may be due to a multiplicity of factors, including increasing access to health care facilities and the gradual extension of public health measures. However, certain socio-economic processes injurious to health and characteristic of under-development 2/ appear to be occurring simultaneously and can compromise any gains made in the area of health care. These processes, which include explosive rural-urban migration, unemployment and underemployment, aggravate and accelerate public health problems through the proliferation of slums, overcrowding, the spread of infectious diseases, prostitution, alcoholism and drug abuse.

10. There is a correlation between poverty and low rates of life expectancy. 3/ The differences in life expectancy rates between and within countries therefore

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2/ Asa Christina Laurell et al., "Disease and rural development: a sociological analysis of morbidity in two Mexican villages", International Journal of Health Services, vol. 7, No. 3 (1977).

3/ S. Preston, "The changing relation between mortality and level of economic development", Population Studies, vol. 29 (2 July 1975), pp. 231-248.

reflect differences in living standards, and the inequality evident in and perpetuated by the present world economic system, which favours countries less dependent on agricultural and primary products as their major national resource.

11. The forces operating at both the macro level (international and national environments) and the micro levels (community, family and individual) are interrelated. These processes produce marginalization and economic deprivation for some groups, notably women, and adversely affect women's health. Consequently, at both the global and national levels there is a dynamic process linking socio-economic factors and environmental conditions with the incidence, prevalence and treatment of disease to produce gross discrepancies among nations.

12. Global inequality is reflected in control over medical expertise, technology, the delivery of health services and philosophies, methods and curricula of health education. Health, though a basic human right, has become a critical factor in the global imbalance.

13. Activities indicative of this control include decision-making about the developing countries' health problems in the metropolitan centres, experimentation with drugs, aggressive fertility regulation programmes and the promotion of harmful pharmacological and manufactured food products.

14. The World Health Organization (WHO) acknowledges the failure of the Western medical model to provide adequate health care for all by the year 2000. It is now looking for ways to combine traditional grass-roots health care systems with modern health techniques such as hygiene, nutrition, maternal and infant care and health education; this objective was stated at the International Conference on Primary Health Care, held at Alma-Ata in 1978. 4/

15. It cannot be assumed that either industrialization, improved medical technology or fertility control will automatically solve the social and health problems of women. It is how these processes are applied and consciously manipulated to benefit women that is particularly important. Experience shows that "development" and industrialization have had adverse effects on women, in spite of the over-all declines in mortality and reduction in population growth.

16. The economy has come to rely on the presence of large numbers of women in the work-force, but little consideration has been given to the medical and social effects on women and their families.

17. In both developing and developed countries, more women are entering the industrial work-force, but in developing countries the wages are lower and working conditions are likely to be worse. Where capital-intensive industries have been set up, mechanisms for collective bargaining as well as adequate measures to ensure industrial safety are often lacking. Women in Asia, the Caribbean and

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4/ "Declaration of Alma-Ata", Primary Health Care: Report of the International Conference on Primary Health Care, Alma-Ata, USSR, 6-12 September 1978, Jointly Sponsored by the World Health Organization and the United Nations Children's Fund (Geneva, World Health Organization, 1978), p. 2.

Central America are being increasingly involved as cheap sources of labour in export-oriented industries in search of low-cost labour (A/33/238, paras. 101-102).

18. Consequently, the developing countries are likely to reproduce the health crisis of the industrial revolution in nineteenth-century England, with women as the most vulnerable victims.

19. The world is confronted by the imminent impact of new technology, which is expanding geometrically. In the field of health - and particularly women's health, there is a continuing need for acceptance of social responsibility in the research into and adoption of new medical and industrial technologies.

I. TRENDS IN WOMEN'S HEALTH STATUS

A. Life expectancy, maternal mortality and infant mortality

20. Traditional indicators such as infant mortality rates and life expectancy do not encompass the totality and complexity of the problems involved in women's health.

21. It is customary to measure a country's health status by its infant mortality rate. Women's mortality rates, as indicators of health status in developing countries, are as important as infant mortality rates, because of the greater involvement of women in economic production, in subsistence activities, in nurture and in socialization.

22. The responses from the countries in the region covered by the Economic Commission for Africa (ECA) to questions about life expectancy, maternal mortality and infant mortality show that very slight improvements have been made, though the rates are generally still quite high. Between 1974 and 1977, Ghana showed an increase in life expectancy of 6 years and Tunisia 1.5 years. In terms of maternal mortality, Mauritius showed a slight decline. Infant mortality rate declined by 14.9 (Mauritius) and 13 (Ghana) per 1,000 live births. Socio-economic factors affected life expectancy figures, Zaire, for example, reported 60.0 for the highest socio-economic group and 55 for the lowest. Rural/urban differences were also highlighted, varying from 52 to 59, respectively.

23. In the region covered by the Economic and Social Commission for Asia and the Pacific (ESCAP), responses indicated a wide variation in life expectancy, from 42 in Nepal in 1978 to 78 in Japan in 1977. Generally, an increase was reported in the total life expectancy for all responding countries, namely, Japan, the Philippines, Singapore, India, Nepal, Australia and New Zealand. The life expectancy of females was higher than that of males except in India and Nepal. Rural/urban differences were also apparent. In Papua New Guinea, female life expectancy varied from 51.7 in the rural areas to 60.8 in the urban areas.

24. The responses from countries in the region of the Economic Commission for Latin America (ECLA) were varied in terms of social classes, geographical locations, generational differences and sexual differences. The life expectancy in eight countries centred around the 60s, with a range between 76 years (Cuba) and 45 years (Bolivia) in 1975. Distinctions in socio-economic status reflected more variation than rural/urban differences.

25. Honduras, for example, showed a difference of 11 years in the life expectancy in rural and urban areas (50 and 61 years respectively) and a difference of 18 years between high and low economic status (48 and 66 years respectively).

26. In the countries of the Economic Commissiom for Western Asia (ECWA), the median life expectancy for women has been estimated to be 51.6 years in 1970-1975 and to reach 53.9 years in 1975-1980. 5/

27. Countries of the Economic Commission for Europe (ECE) are at varying stages of development and some fit within the category of "developing" country. Rates were not available from all countries. Life expectancy is higher for women than for men and in most countries it is over 75 years. Turkey increased its life expectancy for women from 59.9 to 62.8 years in the period 1970-1975, and reported higher infant mortality in rural areas than in urban areas. Infant mortality rates in 1977/78 are still high in some countries, varying from a low of 7.7 per 1,000 live births in Sweden to 31.2 in Romania. Seven countries had rates below 12 (the United States of America, Sweden, Denmark, Finland, the Netherlands, Iceland and Norway).

28. Although the data are incomplete, there is sufficient evidence to indicate a global trend towards declines in maternal and infant mortality, but a wide discrepancy in rates between and within regions persists.

29. In global terms, there has been an improvement with regard to life expectancy for women. 6/ Predictably, there is a vast difference in life expectancy for women in the various countries, ranging from 32 years in Sierra Leone to 79 years in Iceland in 1978. Estimates predict a rise in crude death rates from 9.2 (1970-1975) to 9.4 (1975-1980) for more developed countries but a decline from 13.2 to 12.0 among less developed countries. 7/

B. Relative health status of men and women

30. Responses by Governments to the question on the differences between the health status of men and women were incomplete and somewhat difficult to assess.

5/ World Population Trends and Prospects by Country, 1960-2000: Summary Report of the 1978 Assessment (ST/ESA/SER.R/33), pp. 65 and 60.

6/ Ibid., pp. 62 and 57.

7/ Ibid., pp. 52 and 47.

31. Responses from the ECA region were general. Only seven countries answered this particular question. Four stated that the health status of rural women was lower than that of men because of inadequate health care facilities in those areas, and the more extensive involvement of women in backbreaking tasks. Sierra Leone, for example, indicated that women had a lower health status because they worked longer hours and as childbearers were more vulnerable; they lacked easy access to health facilities, were less educated and more bound by tradition.

32. With regard to differences in health conditions between men and women from the ESCAP region, Australia quoted a morbidity survey which indicated higher rates among women than among men in musculo-skeletal, nutritional, metabolic and genito-urinary disorders (excluding pregnancy).

33. New Zealand noted that it had organized a conference on women and health and had prepared a report dealing with problems specific to women. In India, also, women's health status was reported as being lower than men's for the following reasons: lack of awareness about the availability of medical services, early marriage and frequent pregnancies, hard manual labour and inhibitions about seeking family planning advice.

34. The seven countries of the ECLA region who commented on the differences between the health status of women and men gave different answers. One country (Cuba) stated that women had better health conditions because of the special attention that they received. Another country (Honduras) stated that health indicators for women were higher than for men. Paraguay referred to nutritional deficiencies and childbirth. Another country (Peru) stressed the lack of medical attention, while Colombia referred to the childbearing age (15-45) as the most vulnerable period for women.

35. On the whole Governments' responses indicated that health conditions were lower for women than for men, with the exception of Cuba and Honduras.

36. The ECWA countries indicated in general terms that the health status of women was consistently low.

37. Among the ECE countries, the Eastern European countries emphasized equality in health care and health status for men and women. The Federal Republic of Germany found that women had higher rates of asthma, musculo-skeletal, genito-urinary and psychological disorders. Yugoslavia quoted equal male and female absenteeism rates. Canada considered that mental health conditions were overdiagnosed because of a confusion between situational and psychological illness in women. The United States of America and Cyprus considered that, on the basis of life expectancy, women had a higher health status than men.

38. In order to obtain a better assessment of the differences in health status between men and women, it would be desirable to collect data that reflects differences in morbidity rates between the sexes and access to health care services for men and women. If there is a significant discrepancy between the two sexes in terms of health status, other types of data on time allocation, nutritional status, exposure to health hazards and the prevalence of sex-specific

health problems might be necessary. It is important to continue to note the differences between rural and urban women and the trends in the patterns of disease in these areas.

C. Specific health problems of women

39. Poor environmental conditions, poor sanitation, and overcrowding are important causative factors in the prevalence of infectious disease which affect women as well as other members of the population. However, women's work patterns, involving the constant handling of food and water, often bring them into contact with disease both as transmitters and as victims. Furthermore, certain sex-specific roles, such as nursing of the sick, make women highly vulnerable to contagious diseases.

40. Because of women's close contact with children, childhood diseases have implications for women's health and vice versa. Some childhood diseases, such as tetanus and marasmus, two of the great killers of infants in developing countries, have a direct bearing on the health status and behaviour of the mother. 8/

41. The disease pattern in industrialized societies shows a prevalence of chronic and degenerative diseases, as opposed to infections and epidemic diseases characteristic of developing countries. Significantly, the health problems of women in the developing countries are more complex and the solutions more urgent. The processes of change and stress-induced conditions can produce, in developing countries, similar disease patterns characteristic of the developed countries.

42. Women now have some 35 years of reproductive life but are spending a diminishing proportion of it in actual childbearing. Complications arising from childbirth, such as vaginal prolapse and varicose veins, and degrees of malnutrition and anaemia resulting from too frequent pregnancies or excessive menstruation, are causes of chronic discomfort and ill-health. Even in developed countries, women accept these symptoms, which therefore receive inadequate attention because women fear discrimination in employment.

D. Pregnancy and childbirth

43. Certain universal risk factors that increase the chances of a poor outcome of pregnancy have been identified by the World Health Organization. 9/ These are: first pregnancy, high parity, too frequent pregnancies, pregnancy at the extremes of the reproductive age, previous child loss and malnutrition. Some

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8/ Tetanus, a fatal disease in neonates, is usually transmitted through the use of unsterilized knives and unhygienic practices in severing the umbilical cord. No natural immunity to tetanus exists but immunization of the mother can protect the infant. Marasmus is an extreme form of malnutrition usually associated with early abandonment of breast-feeding in developing countries.

9/ Risk Approach for Maternal and Child Health Care (Geneva, World Health Organization, 1978).

cultural practices, such as pharaonic circumcision, can also lead to medical complications. 10/

E. Social problems with medical implications

44. In recent years attention in developed countries has been focused on violence towards children and domestic violence. Most victims of rape and other sexual offences are female, and most victims of domestic violence are women. Many women have not sought help because of fear of publicity and exposure, the feeling of guilt that they have been responsible for the attack and the feeling that police action would be futile. Children may be terrorized against reporting offences unless obvious physical injury has occurred. Pregnancy among adolescents is an issue of concern to both the developed and developing countries. 11/

10/ R. Ccok, "Damage to physical health from Pharaonic circumcision (infibulation) of females: a review of the medical literature" (WHO Regional Office for the Eastern Mediterranean).

11/ Health Needs of Adolescents, World Health Organization Technical Report Series, No. 609 (Geneva, 1977).

II. DELIVERY OF HEALTH SERVICES

45. Responses from all the regions indicated that there was an effort to intensify, expand and improve the delivery of health services, particularly in the rural areas. Sierra Leone and Swaziland were among the countries in which the construction of more rural clinics was stated to be a priority. Most countries stated that maternal and child care services were provided. Mobile clinics were provided by many countries in the developing areas. In one country (Peru) they had not been successful. Most countries in the developing areas indicated that services were inadequate, with the exception of Cuba, which stated that services were adequate and that existing plans would overcome any remaining problems.

46. From the ECWA region, Lebanon reported an expansion of services to meet the special needs of women. Iraq has expanded clinic facilities to meet the needs of people living in rural areas.

47. The countries of Eastern Europe emphasized a full range of free health services, including a rural network linked with regional specialist centres. They stated that great attention was paid to protecting the health of women, with special benefits and assistance for pregnant women and mothers. The Scandinavian countries also reported a comprehensive network of services, with health surveillance from birth to adulthood. Ireland was developing a network of public health centres in rural areas. Israel was integrating maternal and child health centres into family health stations. Both Canada and the United States of America noted that some groups received inadequate health care, particularly the indigenous populations. Indian and Eskimo health workers, for example, were being trained to improve communication and health care.

III. HEALTH EDUCATION

48. One of the major problems with health and nutrition education in many developing countries is that, unless they are integrated in a dynamic and coherent development strategy geared towards structural changes facilitating equity among all groups, these activities become mere recitals.

49. Generally, countries in the ECA region stated in their replies that health and nutrition education was covered through the following channels: the school curriculum, health services and training programmes. The main obstacles were lack of funds, poor communication systems and illiteracy. The ESCAP countries stated that they used mass media and community seminars and special social and community development projects. The ECLA countries further cited special training programmes; the specific measures taken since 1975 included curriculum development, school and rural programmes, and a general increase in services.

50. All ECE countries stated that they had some form of health education and published information on health topics. The Netherlands indicated the need to control the effects of high-pressure advertising on the way people selected food

and on their concept of sound nutrition. The United States of America and Canada recognized that the transfer of information was not enough unless accompanied by behaviour change. New methodologies must be developed to effect changes in health activities and to reach special groups. The effects of alcohol and smoking were cited. Canada hoped to produce a generation of children who had not started smoking by age 15. Education at the grass roots was a minority.

IV. PARTICIPATION OF WOMEN IN THE DIFFERENT HEALTH OCCUPATIONS

51. In round figures, 80 per cent of the world's doctors are in major urban areas, but the majority of the world's population lives in rural areas. In developing countries less than 15 per cent of the people live within walking distance of any health facility and between 50 and 70 per cent of the women had their confinements under the care of a traditional midwife. 12/

52. Women have traditionally been the major providers of health care. Most primary and preventive health care is provided within the family. The majority of the health workers are women but these women are in the lower status occupations. The power and decision-making are usually in the hands of men.

53. Ten African countries reported that the highest participation rates for women in the health sector was in the nursing profession. There did not appear to have been a uniform increase in the number of women in the health care sector since 1975; in fact, some countries indicated an actual decline. In policy formation and senior administration only Mauritius (policy formation) and Swaziland (senior administration) showed an increase.

54. A few countries appeared to be taking measures to increase this trend, particularly in the area of training, and five countries in the area of planning. Swaziland and Sierra Leone reported that they were training women in the health services, and Sierra Leone mentioned plans for the training and use of traditional birth attendants, paramedicals, volunteers and social workers.

55. Replies from the ESCAP region varied and some provided little or no data. Levels of participation in the nursing profession were consistently high (70 per cent or higher). New Zealand indicated an increase in the participation of women in policy formulation from 19.7 per cent to 21.7 per cent between 1977 and 1978. Most Governments indicated that measures were being taken to increase the participation of women at all levels in the health professions. In New Zealand, female medical students had increased from 42 per cent to 46 per cent between 1977 and 1978. Australia also reported a similar increase between 1975 and 1978, but Korea reported a decline of approximately 1 per cent.

12/ M. McHale and J. McHale, Children in the World (Houston, Texas, University of Texas, 1979).

56. Nurses in the Philippines were being trained to insert intrauterine devices and to service rural women in health-related areas. Australia and New Zealand were training indigenous health workers.

57. Four countries of the ECLA region stated that women held a small proportion of the policy-formulation positions, ranging from 5 per cent in Cuba and Peru to 15 per cent in Honduras in 1978. Senior administrators ranged from 5 per cent in Peru to 20 per cent in Cuba in 1978. Cuba pointed out that 68 per cent of those working in the health sector were women and that women constituted the major beneficiaries of courses at the lower and middle levels as well as having a significant proportion receiving higher-level training.

58. From the ECWA region, Iraq reported that in the year 1978, there were 638 females in medical fields and 1,003 males, but an increase in the number of women admitted to training institutions for nurses, medical technical assistants and health educators was also noted. Kuwait indicated that in 1978 there were 234 female general practitioners and 2,353 nurses. Lebanon reported an increase in paramedicals (32 per cent), community welfare workers, gynaecologists, general practitioners and medical students and a decrease in nurses. All Governments noted that efforts were being made to enhance the delivery of health services and to improve women's health status, which seemed consistently low. The skills of female traditional healers and health attendants should be used by women's groups as major resources in the development of self-help activities at the grass roots. This is compatible with the WHO programme for primary health care as set out in the Declaration of Alma-Ata in 1978. 13/

59. The Eastern European countries stated that the rights of women to equality in the work-force, including all health occupations, were guaranteed. Poland, Hungary and Romania gave figures to document the high participation rates of women at all levels. The remaining countries showed high rates of women in the service levels, but lower rates among doctors and very few in high administrative positions. All countries indicated lower rates of female than of male gynaecologists.

V. NUTRITION

60. Malnutrition is the world's number one health problem. The relation between nutrition and health is a crucial one, especially for women and good maternal nutrition increases reproductive efficiency. A World Health Organization study has shown a link between the increase in perinatal mortality rates and a

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13/ Primary Health Care: Report of the International Conference on Primary Health Care, Alma-Ata, USSR, 6-12 September 1978, Jointly Sponsored by the World Health Organization and the United Nations Children's Fund (Geneva, World Health Organization, 1978), p. 2.

decrease in the socio-economic status of the mother. 14/ The real problems of malnutrition are best explained by social, political and economic variables, operating both at the macro level and at micro levels to produce inequality, unemployment and unequal food distribution. Women, adolescents and infants are particularly vulnerable. It is almost a cliché that women tend to eat last and eat less, which makes them more susceptible to undernutrition and nutritional imbalance and exaggerates tendencies to metabolic disease. By and large, not enough attention has been paid to the role of women as promoters of nutritional change. Women have been seen merely as passive recipients in food programmes to ensure good foetal and child development, or as equally passive receivers of a type of nutrition education that has been expected to give automatic results in terms of behaviour. 15/ Women's role with respect to food systems in many developing countries is vital in terms of the production, processing, handling, distribution, preparation and consumption of food. It is therefore important that women should become involved at all levels of decision-making and at the grass roots in matters relating to food and nutrition.

61. In developing countries, particularly, breast-feeding and family spacing are major factors in infant survival. A second peak of mortality in children occurs at the weaning stage. Breast milk is the cheapest and best source of nutrition for the infant; it protects against gastro-enteritis and food allergies, provides antibodies from the mother, and is a major factor in delaying the return of ovulation and fecundity. Babies who are weaned early have a higher rate of infection, malnutrition and death. Breast-feeding is closely linked with the nutrition of the mother. The adequate nutrition of the mother who breast-feeds her baby is, therefore, of extreme importance for the infant as well as for the mother, and cannot be overstressed.

62. The promotional activities of the infant food industry are a direct cause of the declining trends in human lactation and have led to disastrous nutritional and social consequences for both the mother and the infant. 16/

63. A recent WHO/UNICEF meeting on infant and young child feeding issued a statement pledging a campaign to promote breast-feeding and called for the cessation of all promotion and advertising of infant foods. 17/

14/ World Health Statistics Report, vol. 31, No. 1 (Geneva, World Health Organization, 1978).

15/ Eide and Steady, "Individual and social energy flows: bridging nutritional and anthropological thinking about women's work in rural areas", in N. Jerome et. al, eds., Nutritional Anthropology (Redgrave Press, 1979).

16/ This trend has been extensively documented, for example by D. B. Jeliffe and E. F. P. Jeliffe in "The uniqueness of human milk", American Journal of Clinical Pediatrics and Environmental Child Care.

17/ The joint WHO/UNICEF Statement on Infant and Young Child feeding of 12 October 1979 included the following recommendations: "Breast-feeding should be initiated as soon after birth as possible ... For optimal breast-feeding, the use of supplementary bottle-feeding - water and formula - should be avoided ... Facilities of the health-care system should never be used for the promotion of artificial feeding."

64. In some areas, anaemia is so widespread as to be the norm and women are particularly at risk. Anaemia results from a number of factors, most of which are preventable: poor nutrition, lack of utilizable iron, excessive blood loss, frequent pregnancies, infections, malaria and parasitic infestation. It is essentially a symptom, which requires both treatment and prevention.

65. The replies to questions about nutrition showed that steps were being taken by many Governments to determine the nutritional needs of vulnerable groups and to implement nutritional policies.

66. Steps taken by the nine responding ECA countries, which exhibit some of the worst manifestations of extreme malnutrition, include supplementary feeding programmes and education in nutrition.

67. All the responding countries in the ESCAP region reported having undertaken nutrition surveys to help in the formulation and implementation of food policy. For example, studies had been carried out in Australia to determine the food habits of several groups with a view to improving their nutrition. The spectrum included immigrants, the aged, low-income groups, single parents, Aboriginals and adolescents. The Ministry of Health in Nepal had carried out research on the nutritional value of locally available foods. In 1976/77, Pakistan had carried out a micro-nutrient survey which showed that protein energy malnutrition was the most serious problem in the country. The Philippines reported that its nutrition intervention programmes included cooking and feeding demonstrations, community seminars and the promotion of backyard gardening.

68. Special measures were reported to have been taken in the ECLA region to integrate nutrition programmes with health education and agriculture, supplementation programmes, and school and community education. Women's organizations and co-operatives for production and distribution of food had been established in countries of the ECLA and ECWA regions.

69. Many ECE countries indicated that they considered general nutritional programmes to be adequate, the emphasis being on groups with special needs such as pregnant women, school children and the elderly. Several countries had introduced food supplementation programmes. Cyprus noted an improvement in the quality of diets between 1960 and 1970 and reported that it had developed co-operatives for food production and distribution. The problems cited were: unbalanced diet, an excess of fat and calories, adverse effects of advertising, the need to improve the nutritional status of indigenous people and problems of alcohol and smoking.

VI. FAMILY PLANNING

70. The World Plan of Action for the Implementation of the Objectives of the International Women's Year 18/ reaffirms the right of individuals and couples to

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18/ 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), part one, chap. II, sect. A.

the information and means to enable them to determine freely and responsibly the number and spacing of their children and to overcome sterility. The anti-natal or pro-natal policies of Governments may be at variance with the perceived interest of the couples themselves. 19/ Where the idea of restricting family size has been socially acceptable, couples have found various traditional means to restrict family size.

71. The epidemiology of infertility in sub-Saharan Africa indicates a wide distribution and a high prevalence in some regions. In some areas, up to 40 per cent of the women are reported to have completed their reproductive years without bearing a child. 20/ Established infertility requires sophisticated management. The emphasis should be on the prevention of such causes as venereal infection, trauma and infection following difficult labour and abortion, and malnutrition.

72. The ECA and ESCAP countries generally reported an increase in the use of family planning services, which were available through most of the agencies listed on the questionnaire. All countries indicated that they planned to extend their family planning services. For example, Nepal planned to use mobile rural units to reach isolated women. The Philippines and India cited specific aims to reduce population growth and infant mortality.

73. Of the ECLA countries, Cuba stated that 90 per cent of the women in urban areas and 80 per cent in the rural areas had access to family planning information. In Peru on the other hand, only 20 per cent of the women in urban areas had access to family planning in 1978. Private physicians and private associations provided the bulk of the services, followed by the national Government, commercial agencies and local governments. Honduras and the Dominican Republic reported voluntary sterilization programmes and Peru reported that a new law of population policy had been passed during the period.

74. Four ECWA countries reported that women had access to birth control and family planning education. Iraq noted that birth control was not encouraged owing to a lack of manpower. General education on the subject was, however, encouraged.

75. Most ECE countries indicated that they had family planning programmes, although it was recognized that there were constraints which prevented adequate access for some women, particularly adolescents. Turkey had introduced a programme in 1975 and had estimated that only 1.7 per cent of the rural women had access to family planning. In Ireland the sale of contraceptives was still illegal but a law liberalizing family planning was in preparation. Hungary described its unsuccessful attempt to promote fertility by restricting abortion; family planning was currently promoted as a health measure and special programmes were being introduced to help women reconcile their motherhood and professional roles. The Netherlands was the only country from the ECE region which indicated a need for population control. The United States of America stated that it had issued new regulations regarding the sterilization of women, which would protect poor and/or minority women who in the past had suffered disproportionately from indiscriminate sterilization.

19/ Cf. the changes in the abortion laws quoted by Hungary.

20/ The Epidemiology of Infertility, World Health Organization Technical Report Series, No. 582 (Geneva, 1975).

VII. OBSTACLES

A. Obstacles to improvements in women's health status and health services

76. The replies from many countries in all regions revealed the existence of common obstacles to improvements in women's health status and health services, which may be considered collectively.

77. Countries in the ECA and ESCAP regions indicated problems of access to the rural areas, a maldistribution of health care services, a lack of funds and a lack of trained staff. In general most Governments intended to intensify and enlarge existing services.

78. In the ECLA region, only Cuba stated that services were adequate and that present plans would overcome any remaining problems. Most of the countries identified financial resources as the major obstacles to improving health services. One country (Honduras) stated that access to rural areas, and to women where they needed services, was as important as the cultural and economic factors. Another country (Argentina) stated that a lack of human resources and resistance to services by the people who needed them were major obstacles. Colombia and Bolivia additionally quoted the difficulties of co-ordinating the activities of various departments.

79. For the ECWA region, the obstacles mentioned included a lack of materials, skilled medical personnel and facilities (Yemen and Iraq). Other respondents simply noted that obstacles were present, but did not specify what they were.

80. Many of the ECE countries considered their health systems were adequate to deal with any problems. Obstacles which were specified included the persistence of male attitudes towards women's health, an uneven distribution of information and services, limited finance and resources, and a lack of adequate data base and methodology. Canada also cited an underperception of the extent and even a denial of the health problems of indigenous people. Finland stated as a problem the domination of the medical model.

B. Obstacles to the participation of women in the health sector

81. Except in the Eastern European countries, women's participation in the health services was concentrated in the lower status occupations. Several countries stated that there were no obstacles other than the persistence of traditional attitudes and cultural inertia, in which women were viewed as unsuitable for certain jobs. Denmark commented on the small number of women candidates at the policy-formulation levels.

C. Obstacles to improvement in nutrition

82. Obstacles cited in this area were the persistence of certain unsound traditional dietary patterns and a lack of community participation in nutrition

programmes; low incomes, unemployment, inflation and high costs, particularly of essential foods; low levels of production; a lack of human and financial resources; and a lack of centralized decision-making and defined policies.

83. ECA and ESCAP countries included traditional habits in the selection and preparation of food, a lack of income and a shortage of trained staff; the Libyan Arab Jamahiriya commented on the failure to include nutrition in many health and medical training programmes, as did Canada. Indiscriminate advertising of prestige foods and artificial foods on television, radio and the press was cited by countries in several regions. Papua New Guinea mentioned the following change in food production practices as an important obstacle: "decrease in domestic food production due to concentration of extension efforts on production of cash crops for export, a 3 per cent per annum population increase and a high rate of migration".

84. ECE countries additionally listed the lack of funds earmarked for nutrition, the lack of co-ordination between agencies and gaps in communication between the health professions and the consumer, and urged the formulation of national policies.

D. Obstacles to family planning

85. Many countries in all regions referred to similar obstacles, which were generally stated to be of a socio-cultural or financial nature. Countries in the ECA and ESCAP regions cited a lack of finance and personnel, attitudes of males and their marginal participation in family planning programmes, religious influence, and a fear of the side-effects of contraceptives.

86. Pakistan indicated that its programmes suffered from the disadvantages of deficient organization, inadequate training and supervision and lack of action. The new strategy was to merge the delivery system with the health network to extend the outreach of each system, and to strengthen the research, monitoring, evaluation and training components.

87. Additional obstacles to continued progress reported from the ECLA region were the difficulty of changing attitudes to family planning in order to make it a health programme (Paraguay); the efforts of outside agencies to insist on a population policy as a condition for financial support in the family planning field (Bolivia); political factionalism, tradition and culture (Colombia). One country (Cuba) stated there were no obstacles, since the programme was integrated into its comprehensive health services.

88. In the ECE region major obstacles were stated to be related to the persistence of restrictive cultural and religious attitudes, anxiety over abortion and sexual behaviour, and limitation of finance and resources. There was a reluctance to recognize the needs of special groups and a lack of priorities at policy levels. Better communication strategies were needed to improve information and effect attitudinal change.

VIII. PRIORITIES FOR 1979-1985

89. Countries in all regions stressed similar targets and priorities in delivery of health, nutrition and family planning services, which emphasized both preventive and therapeutic aspects. In general these included the expansion of existing maternal and child health services, the extension of public health and immunization programmes, and nutrition and health education. For example, the Libyan Arab Jamahiriya planned to institute a campaign to combat contagious and endemic disease, in particular, trachoma and malnutrition. Other priorities cited included efforts to reach people in socially and geographically isolated areas, and to increase community participation.

90. Denmark indicated as a target the investigation of the effects of industrial chemicals on the pregnant woman and her child. Several countries mentioned the need for better delivery and expansion of services, but within the over-all budget restrictions.

91. A number of countries attached priority to increasing female participation at various levels of the health sector occupations. In particular, Sierra Leone mentioned plans to integrate traditional birth attendants in the health services. Finland planned to equalize male and female participation at all levels.

92. Most countries indicated priorities and targets that would lead to a general improvement of the nutrition situation. Papua New Guinea replied as follows: "The national food and nutrition policy aims to reduce nutritional problems and increase domestic production such that there will be no further rise in the volume of food imports."

93. Countries from several regions, for example, Canada and Dominican Republic, stated that one of their priorities was to change nutritional habits. Other priorities included plans to increase the coverage and impact of nutrition programmes, better food production and processing, and research into all aspects of women's health and nutrition. Pakistan and several other countries listed a number of priorities, including food supplementation programmes, the development and distribution of low-cost nutrition foods, strengthening the nutrition component in the health networks, and use of the media for nutrition education.

94. With regard to family planning, most countries indicated as priorities the promotion and expansion of family planning programmes to reach all groups in the community, including the removal of legal constraints.

95. ECE countries emphasized the particular needs of adolescents for better access to family planning information and services, and the development of a technology more suitable to their needs.

IX. CONCLUSION

96. Improvements are no doubt occurring in women's health status, probably best attested to by an increase in female life expectancy and declines in infant and maternal mortality. Such generalizations obscure rates in some countries that are

still unacceptably high, increasing morbidity among particular groups, and growing disparities in the quality of health care and health status between women in affluent and poor societies. Socio-economic changes, injurious to health, and characteristic of underdevelopment, reduce the effectiveness of the measures taken by many countries to improve nutrition and health status and expand health service facilities.

97. Financial constraints are a major obstacle compounded by unemployment and inflation. Maldistribution of services favouring the affluent urban areas, inadequate infrastructure and poor communication and transport create problems of equity. Limited access to rural areas hampers the delivery of services. Problems of communication are compounded by illiteracy, a lack of awareness and information, and adherence to traditional beliefs and practices which are manifested in the resistance to services and lack of community participation in some health programmes. The excessive physical activity characteristic of the work patterns of rural women not only precludes them from participating in health programmes but also adversely affects their health.

98. Additional problems are inadequate training and supervision of administrative personnel, a lack of defined policies and a lack of co-ordination between different agencies, often compounded by the shortage of trained staff. There are indications of a very slight increase in the participation of women in health-sector occupations at the levels of decision-making and planning and a larger increase at the lower ranks of the profession. The persistence of social, religious and cultural attitudes, inadequate perception of the long-term health and demographic aspects of family planning, and a lack of political commitment restrict access to family planning for many groups of women.

99. It is important that women should become fully integrated in the whole process of health care delivery as active participants rather than as mere consumers. Plans should therefore be made at the outset of any health planning process to integrate in significant numbers women with strong commitments to women's issues, at the decision-making level as well as other levels of the health-services delivery system. At the same time, lessons should be learned so that women in the developing countries should not have to inherit the problems of women in developed countries.

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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session,
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Item 5 of the provisional agenda.
Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace, 1980
(a) United Nations activities

ADMINISTRATION OF THE INTEGRATED REPORTING SYSTEM OF THE STATUS OF WOMEN

Note by the Secretariat

This note brings to the attention of the Commission a report on administration of the integrated reporting system on the Status of Women during the period 1977-1979 and suggestions for its administration during 1980-1981.

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1. General Assembly resolution 33/186 "Rationalization of the reporting system on the status of women".

2. Countries whose Governments replied to the Questionnaire on the Implementation during the period 1975-1978 of the World Plan of Action adopted at the World Conference of the International Women's Year.

I. INTRODUCTION

The Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs is the unit of the United Nations Secretariat responsible for administration of the Integrated Reporting System on the Status of Women (IRSSW). This note is intended to summarize for the information of the Commission the administrative procedures undertaken during the period 1978-1979 for preparation, transmission and retrieval of the Questionnaire on Implementation during the Period 1975-1978 of the World Plan of Action adopted at the World Conference of the International Women's Year, a copy of which is provided as an addendum to this Conference Room Paper (E/CN.6/XXVIII/CRP.2/Add.1). The implications of the results of these procedures for future administration of the IRSSW are set out and commented upon in Chapter III.

At its 95th plenary meeting on 29 January 1979 the General Assembly, on the report of the Third Committee, adopted its resolution 33/186 on the Rationalization of the reporting system on the status of women. This resolution is reproduced as Annex I. In operative paragraph 6 of its resolution 33/189 the General Assembly requested the Secretary-General to ensure that due account was taken of recommendations concerning rationalization of methods in the preparation of the questionnaire on the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year.

II. PROCEDURES UNDERTAKEN DURING 1978-1979 FOR THE PREPARATION, TRANSMISSION AND RETRIEVAL OF THE QUESTIONNAIRE

A. Preparation of the questionnaire

During June and July 1978 a draft questionnaire was prepared by the Branch for the Advancement of Women. It was based largely upon previous questionnaires, and was characterised by open-ended questions on broad and comprehensive topics and by a closed format, requiring from Governments an essay type reply. In August 1978 this draft was circulated to all Specialized Agencies, to all Regional Commissions and to a number of other United Nations bodies, with a request that they make comments and suggestions. A substantial and prompt response was obtained during September 1978 from most of these bodies. 1/

Of the 16 bodies which replied, only one (UNITAR) gave its complete

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1/ International Labour Organization; World Bank; United Nations Educational, Scientific and Cultural Organization; World Food Programme; United Nations Industrial Development Organization; World Health Organization; United Nations Food and Agriculture Organization; United Nations Conference on Trade and Development; United Nations Development Programme; United Nations Children's Fund; United Nations Institute for Training and Research; and all Regional Commissions.

approval. The majority of the Specialized Agencies and other United Nations bodies within the exception of UNESCO and UNDP and of each of the Regional Commissions except ECLA, made suggestions concerning details of editing, and proposed some additional questions.

UNESCO, the Regional Commissions and UNDP had more far-reaching suggestions. They considered that the questions were too broad and too open-ended. They felt that more precise questions, most of which would require a succinct and specific answer, would achieve better results. UNDP noted that the broad questions were extremely demanding and held a very real risk of inadequate response. It suggested their simplification and advised a two-tiered structure to the questionnaire. The first tier would consist of basic questions, to which most Governments would be able to provide information. The second tier would consist of more complex and open-ended questions concerning women's position and role in society. Replies to these would be optional and open. ECLA doubted the utility of the questionnaire, in part because of the reasons given by the other Regional Commissions, in part because it had recently circulated a similar questionnaire and wished to avoid duplication.

During October 1978 these suggestions were carefully taken into account in preparing a complete revision of the questionnaire. During this time further consultations were held also with various offices of the Department of International Economic and Social Affairs.

Great attention was given to the question of simplifying the questionnaire. However, it was considered necessary to define the term "simplification" very carefully. The topic of the status of women, achievement of women's equality with men and improvement of her contribution to development is a most complex one. The information required for the purpose of preparing documentation for the various intergovernmental bodies, and notably for the WCUNDW, was comprehensive in scope. Thus, the information to be retrieved by means of the questionnaire was both comprehensive and complex. As this requirement could not be altered the question was how best to reconcile it with the requirement that the questionnaire itself be simple. After taking into consideration the advice of agencies and bodies, it was decided that simplification - that is for the Government completing the questionnaire (or using it as a guideline for preparation of a statement) - would best be achieved by:

(a) precise and separate questions on specific topics arranged in a logical order;

(b) separation into sections and sub-sections in an order which would make possible their easy detachment and completion by different government departments;

(c) arrangements of format so that if Governments so wished it was possible for them to give a brief answer in a blank space provided.

The draft questionnaire had been les than 10 pages long, and con-

sisted of a continuous text which comprised a sequence of questions. On the basis of previous experience it was considered that a full response from Governments would have required an essay type answer of from 40 to 60 pages. The final version of the questionnaire consisted of 53 pages many of which had but two to four printed lines of text, the remainder being blank space on which the Government might reply. This format was chosen as a means of encouraging Governments, particularly those with limited resources available for the more painstaking task of preparing an essay type of answer, to provide at least some information.

The resultant final version of the questionnaire was then re-circulated to all Specialized Agencies, Regional Commissions and other bodies of the United Nations system for their information and comments. The majority of these bodies replied to the effect that the final version was a substantial improvement, and that they were satisfied that their suggestions had been fully taken into account.

The Questionnaire was organized into six sections. Three of these, on education and training employment and related economic roles, and health and nutrition, were prepared while fully taking into consideration ECOSOC resolution 1978/32 which recommended the sub-theme Employment, Health and Education for the World Conference of the United Nations Decade for Women: Equality, Development and Peace, 1980. The section on political participation, international co-operation and the strengthening of international peace was considered also to be of fundamental importance. Sections on Legislation and on National Policies, planning and monitoring (of women's policies) were considered necessary adjuncts to the other sectors.

For the most part, the sections were organised around four groups of questions, concerning respectively:

(a) progress made during the period 1975-1978 as measured by selected indicators of the overall situation;

(b) measures and legislation strengthened or introduced during that period, and considered most effective;

(c) obstacles to continued progress;

(d) priorities and targets for the period 1979-1985.

This organization was adopted pursuant to the recommendation of operative paragraph 4 of General Assembly resolution 33/186.

B. Transmission of questionnaire to Governments

Responsibility for transmitting the questionnaire lay with the Secretary-General. On 21 December 1978, a Note Verbale (SO 244 (37-3)) was prepared for the purpose of conveying the questionnaire to Governments. Because of delays in translation of French and Spanish versions of the Note Verbale a consequence of coincidence with a peak period of work servicing the General Assembly during its final meetings, the questionnaire was transmitted by the Correspondece Unit only on

16 January 1979. It was sent to 160 Governments, including all States Members of the United Nations and members of the specialized agencies alone. 1/

Because insufficient number of replies had been received to previous questionnaires, and because of the fact that many Governments including those which supported resolutions calling for further reports and for the increased exchange of information among Member States did not reply, it was considered that everything should be done to ensure that the questionnaire would be transmitted in such a manner that a very high proportion of them actually arrived at the Government department responsible for completion. It was considered also that Governments should be fully aware of the importance of their provision of information within certain time constraints if the reports which they had requested were to be adequately prepared. Accordingly revised procedures were adopted for transmittal.

In order to reduce to the minimum losses in transit from the United Nations Headquarters to Permanent Missions in New York special procedures were adopted. Thus the Note Verbale and Questionnaire, and attached documents (copies of the World Plan of Action adopted at the World Conference of the International Women's Year and of appropriate Regional Plans, together with background information concerning the United Nations Decade for Women) were assembled in duplicate in the Mail Room by a professional category staff member of the Branch for the Advancement of Women who placed them personally in the Mail Boxes of all States Members, with the exceptions only of those few to whom mail was directed by air as they did not have Permanent Missions in New York. All envelopes were doubled-checked by weighing contents to ensure that requisite materials were contained.

In spite of these procedures a large number of Permanent Missions subsequently reported either that they had never received the set consisting of the Note Verbale, Questionnaire, or materials transmitted therewith, or that a Note Verbale was received but without attachments. In each of these cases substitute copies were delivered by hand to the Permanent Missions concerned by staff members of the Branch for the Advancement of Women or were collected personally by staff of the Permanent Missions concerned.

During early February 1979 a telephone check was made by the Branch for the Advancement of Women of all Permanent Missions, which were asked if and when they had received the Note Verbale and Questionnaire, and if and when these had been forwarded to capitals. These checks were repeated where appropriate during March and April 1979. It was found as a result of these checks that, in addition to the many Missions who stated that they had never received the Note Verbale, or had done so without its attachements, a number indicated that they had forwarded the documents

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1/ The questionnaire was translated into French and Spanish only. It was transmitted at the same time to 230 Non-Governmental organizations in consultative status with ECOSOC, not for their reply, but as the basis for their preparation of observations.

to their capitals only after a delay of several weeks, and in a few cases, only after a delay of 7-8 weeks.

On 20 February 1979 a further set, consisting of Note Verbale, Questionnaire and attached documents in duplicate were sent, under cover of a note from the Deputy Administrator of the United Nations Development Programme, by pouch directly from the Branch for the Advancement of Women to UNDP field offices for countries in all regions except that of ECE. The number of countries covered was 113. The Deputy Administrator requested the assistance of UNDP Resident Representatives in ensuring that Governments had received the Questionnaire. They were asked to verify receipt by the Government of the material originally transmitted via their Permanent Missions in New York (or by air mail), and, if they found that Governments had still not then received it, to forward the duplicate sets to Governments.

The assistance so provided by UNDP Resident Representatives was of crucial importance, for it was found in the case of many Governments that either the materials originally transmitted by Permanent Missions in New York had never arrived in the capital, or had been retained by the receiving department (usually that responsible for Foreign Affairs) and not passed on to departments responsible for its completion. In some cases this was because of uncertainity as to the appropriate department to whom to send the questionnaire. Not only were many Governments first made aware of the existence of the questionnaire and of its importance as a result of the UNDP's action, but there can be no doubt that their recognition of the urgency of replying as promptly as possible was strongly reinforced by UNDP's display of interest and continuing follow-up of the situation.

On 20 February 1979 also, as a further means of ensuring that the Questionnaire arrived at the department of Government responsible for its completion, the Branch for the Advancement of Women also transmitted duplicate sets, consisting of Note Verbale, Questionnaire and attachments, directly to certain of the liaison officers for the United Nations Decade for Women: Equality, Development and Peace 1976-1985 who had by that time been appointed by 49 Governments. This was done only in the cases of those liaison officers resident in the country concerned, and not if the designated liaison officer was a member of the staff of Permanent Missions in New York, as it had been ascertained already that all of those had received the original sets addressed to Governments via the Permanent Mission.

On 16 March 1979, a further Note Verbale (SO 244 (37-3-1)) was sent to Governments, reminding them of the dead-line for reply (designated as 31 March 1979) and pointing out that their reply was of very considerable importance, and if possible should still be sent even if delayed until March 1979.

During the period March to May a substantial correspondence was carried on between the Branch for the Advancement of Women in New York and Permanent Missions, government departments, UNDP Resident Representatives and government liaison officers, concerning receipt of the Questionnaire and the status of the reply. Many replacement sets of Note Verbales and Questionnaires were sent from New York in response to requests.

During January 1979 reserve copies in bulk had been sent to the Headquarters of the Regional Commissions in case of request by Governments or UNDP Resident Representatives. A number of Regional Commissions used their own network of communication to ensure receipt of the questionnaire and to bring to the attention of Governments the importance of its completion and early transmission both to them and to New York.

The attention of representatives of Governments at regional meetings was also drawn to the existence of the questionnaire for example at the Inaugural Session of the Africa Regional Co-ordination Committee for the Integration of Women in Development held at Rabat, Morocco, 14-17 March 1979. There it was found that among the delegates from concerned national institutions in most African countries, very few were aware of the existence of the Questionnaire, or knew whether their Government had received it or not. Further copies were distributed at this meeting.

At its 95th plenary meeting on 29 January 1979 the General Assembly had adopted its resolution 33/186 on the "Rationalization of the reporting system on the status of women" which inter alia underlined the desirability of all Member States submitting reports on the implementation of the Declaration on the Elimination of Discrimination against Women and related instruments under Economic and Social Council resolutions and on implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year and, in its operative paragraph 3, urged Member States, when preparing their reports, to make use of the national machinery established to promote the advancement of women and of the views of the appropriate national Non-Governmental organizations. This resolution added support to requests of the Secretariat for Government's early and comprehensive reply.

C. Retrieval of the Questionnaire

The dead-line for receipt of the complete Questionnaire at United Nations Headquarters in New York was set at 31 March 1979 in order to allow sufficient time for analysis and preparation of documentation for the various Regional Preparatory Meetings for WCUNDW, which were then scheduled to be held during the period between June and October 1979. 1/ However, on 1 April 1979 replies had been received from only two Governments, and on 15 April from only 5 Governments.

Between April and June 1979 strenuous efforts were made to establish, via the Permanent Missions in New York, the Government's liaison officers, UNDP Resident Representatives and Regional Commissions, the status of completion of replies and the likelihood of their early transmission. It was

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1/ These Meetings were later postponed, and were held during August-December 1979, but this was not known at the time of transmission of the Questionnaire.

emphasised that, given the postponement of Regional Meetings, replies would still be most valuable even if received later than the deadline. By 15 June 1979, 29 replies had been received and by 15 November, 89 replies. A number of factors appear to explain the lateness of most of the replies:

(a) transmission from New York to Governments, with minimum delay and to the most accessible capitals, appears to have taken about two weeks, but the average appeared to have been about 4-6 weeks, and delays of upto 3 months were common in some regions, notably Africa, prior to arrival in the national capital;

(b) in many cases Government departments receiving the questionnaire (usually those responsible for Foreign Affairs) had to identify appropriate departments to which to forward questionnaires for completion. Although the questionnaire was designed to facilitate sub-division, this identification process nevertheless involved some delay. This appeared longest when no liaison officer had been appointed and where no national machinery for women's questions existed. In some countries it appeared that an entirely new procedure had to be developed for this purpose;

(c) completion of the questionnaire required substantial work by Government departments, many of whom provided replies of very high quality, often with full documentation. A number of Governments, again those without existing national machinery in this field, found it difficult to reply to many of the questions. Some pointed out that information was not available. Others noted that the organizational task of obtaining inputs from the very many bodies concerned was difficult;

(d) the process of collection from departments, re-assembly, and transmittal to New York involved a further lapse of time.

In all, a reasonable amount of time between transmission and retrieval appears to be 1 month for transmission from United Nations Headquarters; two weeks for internal governmental distribution; 6 weeks for completion; 2 weeks for re-assembly and 4 weeks for transmission to United Nations Headquarter, a total of four and a half months. On this basis, as the questionnaire was transmitted in mid-January 1979, most replies could have been expected after the end of May. In the event most replies were even further delayed. The prinicpal cause appears to have been loss during transit from New York Permanent Missions and the Government department responsible for completion, particularly unfortunate where no national liaison officers or machinery existed.

The fact that, in spite of the efforts made to bring the Questionnaire to their attention, 71 of the countries to whom the Note Verbale was addressed did not reply, requires some comment. The countries were of various types:

(a) those which had provided substantial information during the

previous round of reporting in 1977 (even though the Note Verbale and introduction to the questionnaire suggested that only an up-dating of that information was necessary if the Government had previously provided detailed material);

(b) those which, in spite of all the efforts described above, did not receive the Questionnaire, or did so only at a very late date, and which may be expected to have replied if they had received it;

(c) those which may have received the Questionnaire but which found the topic of low priority or too sensitive;

(d) those which received the Questionnaire and had no hesitations concerning the importance of the topic or willingness to provide information, but for administrative and organisational reasons found it impossible to organise an answer.

These differences are important, as to each situation may be addressed in the future different types of solution in order to ensure a greater proportion of replies.

It may be noted that the routes followed in transmitting the questionnaire varied substantially, and this also is significant for the design of future administration:

(a) from Government through its Permanent Mission in New York to the Secretary-General;

(b) from Government through its Permanent Mission addressed to the Assitant Secretary-General for Social Development and Humanitarian Affairs;

(c) from Government, notably from liaison officers, directly to the Assistant Secretary-General;

(d) from Government to UNDP Resident Representatives and then to the Assistant Secretary-General.

Governments had been asked to forward a copy directly to the appropriate Regional Commission and this appears to have been done in the majority of cases. Where not, copies were sent to the Regional Commissions from the Branch for the Advancement of Women.

Because of the difficulties of non-availability of information and of organizational procedures, some Governments sent only partial replies, restricted to some but not all of the six sections of the Questionnaire. Moreover, although many Governments utilised the blank spaces of the Questionnaire for their replies, others preferred to provide an essay type statement, in some instances following a structure different from that of the Questionnaire. It may be noted that in the introduction to the questionnaire Governments were urged to utilise the format for their replies which they considered most suitable, the questionnaire itself being available for use only if this was preferred.

Between 15 March and 15 November 1979, a total of 89 Governments replied to the Questionnaire (see Annex II for listing). Of these 16 were Governments of countries in the ECLA area (53 per cent of the total); 24 were Governments of countries in the ECA area (48 per cent of the total); 4 were Governments of countries in the ECWA area (33 per cent of the total); 16 were Governments of countries in the ESCAP area (52 per cent of the total); and 29 were Governments of countries in the ECE area (74 per cent of the total).

D. Disposal and use of completed Questionnaires

The following actions were taken by the Branch for the Advancement of Women when replies were received:

(a) the original was deposited with the Registry of the United Nations;

(b) receipt was acknowledged either directly to the Government via its Permanent Mission or directly to the UNDP Resident Representative or the liaison officer appointed by the Government, with a copy to the Permanent Mission;

(c) one copy was transmitted directly by hand to the Secretariat of WCUNDW;

(d) where necessary a copy was sent to the appropriate Regional Commission i.e. in cases when the Government had not already transmitted a copy to it;

(e) copies were deposited in the Data Bank on the Status of Women maintained by the Branch for the Advancement of Women;

(f) later, sets of replies were sent to interested bodies, namely FAO, ILO, ECE and the Council of Europe.

The Branch for the Advancement of Women utilised the replies for the following purposes:

(a) Preparation of the Secretary-General's report on women in education and in the economic and social fields (A/34/577 and Add.1/Corr.1) prepared pursuant to General Assembly resolution 33/184;

(b) Preparation of the Secretary-General's report on the effective mobilization of women in development pursuant to General Assembly resolution 33/200 (A/35/...);

(c) A Compendium of Women's Status and Participation in Development, 1980. 1/

(d) A series of studies of Nations Experience in the Formulation and Implementation of Policy Designed to Improve Women's Status and Effective Participation in Development, 1970-1980. 1/

1/ Provisional versions and/or summaries of these documents are provided for the information of the Commission in documents E/CN.6/XXVIII/CRP.4, 5 and 6 respectively. Work on these series will continue during 1980.

(e) A series of working papers providing reproductions and detailed analyses of information provided by Governments in reply to the Questionnaire. 1/

The Secretariat of WCUNDW used the replies for preparation of its reports on review and appraisal of progress achieved in the implementation tation of the World Plan of Action. The Regional Commissions used them for preparation of regional review and appraisal reports of progress achieved.

III. SUGGESTIONS FOR FUTURE ADMINISTRATION OF THE INTEGRATED REPORTING SYSTEM ON THE STATUS OF WOMEN

A. Suggestions for preparation and transmission of the questionnaire

In the light of the recommendations of General Assembly resolution 33/186, and on the basis of experience gained during the last round of reporting, it is possible to set out suggestions for the administration of the reporting system in the future, and in particular during the second biennial round of reporting, that is during 1980-1982.

It appears that the objectives of an exchange of information between Governments and the United Nations system of organizations would best be served by a partly decentralized reporting system of a much more flexible nature than that currently administered. A high proportion of all the bodies which make up the United Nations system of organizations are undertaking programmes in support of Governments' efforts to improve the status of women and to make more effective women's participation in development. Moreover, the intensity of their programmes is increasing, and bodies previously not involved are beginning to show considerable interest. 2/ Each of these bodies requires information from Governments in order for it to meet mandated requests for reports, in order for it to pursue necessary analyses, and in order to adjust its programme to the real needs of Governments. However, the needs of each with regard to information appear to differ substantially with regard to content and periodicity, as well as with regard to format.

It is, of course, possible to envisage a completely decentralized reporting system - that is the establishment of separate reporting systems by each of the concerned bodies. However, this would not satisfy all the requirements of the United Nations system because the interests of many bodies, at least in matters contextual to their primary object of concern,

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1/ A provisional version of this document is provided for the information of the Commission in documents E/CN.6/XXVIII/CRP.6. Work on these series will continue during 1980.

2/ See document E/CN.6/XXVIII/CRP.1.

are likely to overlap, so that there would be considerable duplication. There is a need at certain levels and for certain bodies within the United Nations system for information on almost all aspects of the situation in order to identify underlying trends, processes and particularly multisectoral relationships. This need would not be satisfied if complete decentralization were established, except if a system of separate analysis and preparation of reports and their onward transmission by all concerned bodies were organized. However, this would involve delays during analysis and the possibility of loss of some part of the information. This might be particularly the case for information concerning underlying trends and relationships between different processes and policies. This is precisely the type of information required by various cross-sectoral and multi-disciplinary modal units within the system.

Finally, requests for information by many different bodies, particularly if characterised by considerable overlap and duplication, would be an additional burden for Governments.

With regard to procedures for transmittal and retrieval of the questionnaire the system should avoid duplication of efforts, and should make best use of existing systems of communication. Regional Commissions would appear to be the bodies best able to communicate with Governments of countries within their areas of competence, with the possible exception of those in Sub-Regions which are more accessible to Vienna than to the Headquarters of the Regional Commission. However, the Secretary-General has responsibilities for communication with Governments, and hence for various aspects of transmittal and retrieval procedures.

Two alternatives appear to exist with regard to resolving the problem of simultaneously ensuring a desirable degree of uniformity at the global level and compatability among regions on the one hand, and on the other hand allowing for the very real need for separate development of special aspects by Regional Commissions:

(a) By means of a process of consultation between the responsible unit of the United Nations Secretariat and Regional Commissions, which would involve several cycles, a single global questionnaire or other instrument requesting information could be prepared for transmittal to all Governments: it would contain all of the basic questions needed by Headquarters, together with all of the various regional specialist questions (with, perhaps, indications as to which should be ignored by Governments of countries in regions to which they did not apply). This would not only require a lengthy process of consultation, but also a rather long and possibly complex questionnaire.

(b) A second procedure would be for the responsible unit of the United Nations Secretariat to prepare its own set of basic questions, apllicable to all Governments, and to transmit them to Regional Commissions which would then have responsibility for the addition of its own specialist questions and for reproduction and transmission of the questionnaire. This would require either a questionnaire with two distinct sections, one global, one regionally specialist, or a fully

integrated questionnaire. In most respects the second procedure would be most efficient in that it would save several cycles of consultation, permit regional autonomy, and yet meet the informational needs of both the United Nations Secretariat and each of the Regional Commissions.

A similar solution could be applied to the need to take account of the separate requirements of the United Nations Secretariat and specialized agencies and funding organizations. 1/ The consolidated procedure would consist of the following components (see figure 1):

1. The United Nations Secretariat prepares a draft of a section I of the questionnaire, including a basic or global set of questions concerning inter-sectoral and sectoral aspects.

2. The United Nations Secretariat circulates this draft for their comments to all bodies of the United Nations, including all specialized agencies and regional commissions and on basis of these, revises and prepares a final draft of Section I of the questionnaire. Section I in final form is then sent for information to all bodies concerned, and to Regional Commissions for subsequent action (see 5 below).

3. Each specialized agency or other body (or groups of bodies where overlap of interests occurs) prepares the questionnaire sub-section for the sector concerned, forming part of section IIa of the questionnaire. These would not be circulated for suggested amendment by other bodies. The final versions of section IIa of the questionnaire would then be sent by each agency or group of bodies for information to all bodies concerned, and to the Regional Commissions for action. 2/

4. Each Regional Commission, upon recept of the final versions of section IIa from agencies or bodies (or subgroups of these), would add as Section IIb the specialist questions it considers necessary for each sectoral area. The Regional Commission would consult with regional offices of agencies and other bodies in this regard if

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1/ It may be noted that the Integrated Reporting System on the Status of Women is intended to provide information on the condition of women and the nature of processes affecting that condition, as well as various activities, governmental and non-governmental, intended to adjust toward improved situation. It is not intended to substitute for the various procedures established by executing and funding agencies for monitoring their various projects and programmes. Such systems would not be affected by these proposed adjustments to the reporting system.

2/ Assignment of responsiblity for sectors to groups of bodies would be agreed by prior Inter-Agency discussions, with the responsible unit of the United Nations Secretariat acting as the secretariat.

it wished, and each sectoral agency or body could make suggestions for regional specialist questions which it could transmit to Regional Commissions.

5. The Regional Commission would then be responsible for processing and transmitting the integrated set of Section I, IIa and IIb as a single questionnaire to all Governments within its region. Simultaneously the Secretary-General could issue a Note Verbale bringing to the attention of Governments via their Permanent Mission the fact that Regional Commissions were undertaking this action.

6. The United Nations Secretariat would undertake overall coordination of the procedures, where necessary, as, for example, arrangement of schedules.

Further details are included in Tables 1 and 2 and Figure 1 which follow.

Table 1: Proposed sections of the questionnaire

I. General and open-ended questions designed to obtain information relevant to analysis of global trends, underlying factors, over-all government views of relationships between developmental processes and women's status and effective participation in development.

Questions of value to all bodies, e.g.: More detailed questions concerning institutional arrangements for policy formulation and planning, plan instruments etcetera.

More detailed questions concerning aspects not immediately the concern of any sectoral or other body: e.g. broad aspects of constitutional and legal poition, actions designed to reduce overall prejudices and discrimination.

II. Questions concerning sectoral aspects

(a) as formulated by responsible sectoral agency or United Nations body, or group of bodies working together for this purpose;

(b) as formulated by Regional Commissions for their special requirements.

Table 2: Proposed time-table for the second biennial reporting programme 1980 - 1982

1980	Feb. - March	Discussion informal inter-agency meeting during Commission on the Status of Women, 28th Session.
	April - May	Ad Hoc Inter-Agency Meeting confirms programme
	Early Oct.	BAW/CSDHA prepares detailed timetable for inter-agency activities and Section I of questionnaire.
	Mid Oct.	Transmitted to agencies, commissions and other bodies.
	Early Nov.	Agencies, commissions and other bodies review draft Section I and send suggestions to BAW/CSDHA. Begin preparation of Sections IIa and IIb .
	Early Dec.	BAW/CSDHA uses suggestions agencies, commissions and other bodies to revise Section I.
	Mid. Dec.	BAW/CSDHA transmits to Regional Commissions final version Section I. Sectoral agencies and other bodies transmit to Regional Commissions final versions of Section IIa.
1981	Early Jan.	Regional Commissions finalize Section IIb, prepare comprehensive questionnaire by adding together Sections I, IIa and IIb.
	Mid.Jan.	Transmit to Governments from Regional Commissions Headquarters
	End June	Deadline receipt completed replies at respective Headquarter, sectoral and regional offices.
	July - Oct.	Analysis and preparation of regional, sectoral and global reports.
1982	Nov. - Feb.	Processing, translation and reproduction for use of inter-governmental body.

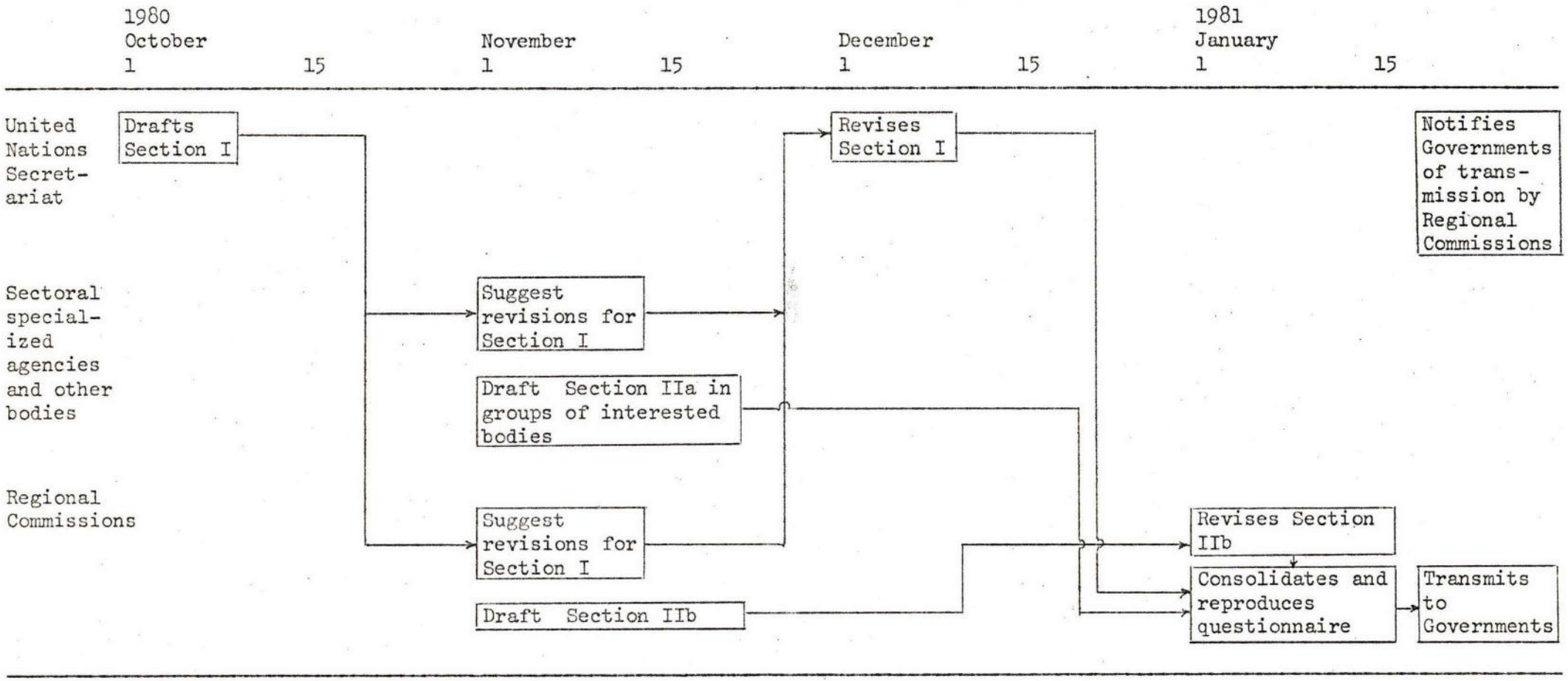

Figure 1 Suggested timetable for procedures involved in 1980-1982 round of reporting

With regard to the format of the Questionnaire some suggestions may be made on the basis of previous experience. Whether or not this takes a Questionnaire form or consists of a list of topics concerning which information is required, a request must be sent to Governments. If such questions or topics are broad, this allows considerable flexibility. However, in certain instances, particularly when the Government has had little previous experience of providing information on the matter of the status of women, more specific and detailed questions or indications of topics for which information is required may be actually helpful to departments responsible for replying. In this case detailed questions may actually simplify rather than complicate the provision of information.

However appropriate the use of precise and detailed questions or indications of topics, this need not imply very great length for the questionnaire. On the basis of the findings of the current process of review and appraisal, certain topics can be considered sufficiently well known, and thus not requiring detailed information, while others require greater emphasis. Thus, it is suggested that a quite limited selection of topics be drawn up, and no attempt be made to obtain comprehensive information on all aspects.

In this regard, it appears that identification of the topics to be included and the questions to be asked should be reserved for the body most familiar with the particular field. In the last round, for example, the sections on employment were drawn up by the United Nations Secretariat and sent for comment to the ILO, from which detailed suggestions were received and incorporated in the final version. Nevertheless, it appears to be more appropriate if the ILO were to draw up its questions in the area of employment, possibly in close consultation with other interested agencies and bodies.

The last round of reporting utilised a questionnaire containing substantial blank spaces, inviting Governments to use the document itself as the instrument of its reply. About half of the Governments did so, but others preferred to reply by means of a written statement, although most of these followed closely the structure of the questionnaire. The merits of the blank spaces for both closed-ended and open-ended questions were considered to be particularly great for developing countries with limited resources, and the majority of replies using this format were in fact from such countries. However, it must be stressed that in the introduction to the questionnaire Governments should be invited to utilise whatever format they considered appropriate.

The choice of the most appropriate format appears to be best left to the responsible body defining the questions. There would appear to be no reason for uniformity throughout the completed document.

Decentralization of responsibility for preparation of each section of the questionnaire to an agency or other body (or to a small group of such bodies having a common interest in a particular aspect) has the additional value of resolving the problem of statistical indicators. The last round included requests for statistical indicators, and these

questions were drawn up after close consulation with responsible agencies and bodies. However, in many - although not all - cases, such bodies already have an established system of statistical reporting - although not purely concerned with women - which could be adjusted and utilised in order to provide most recent sets of indicators in each area. Thus, it may be advisable to rely entirely upon the series prepared by the agencies concerned wtih health, education, employment, etcetera and to supplement these by more specialist questions, such as those identified as valuable in the recently completed study prepared by UNRISD. 1/

Because of the very high level of response to the preceding round (1978-1980), and high quality and detailed information provided by most of the replies, it would appear to be unnecessary for those Governments to be asked for further detailed information during the next round. Whatever the format of the request for information, it should emphasise the fact that such Governments need only provide information on recent developments, and any revision or refinement of information previously provided that they consider necessary.

B. Suggestions for retrieval of the questionnaire

Retrieval of the questionnaire within a decentralized system might present some difficulties. An advantage of a centralized reporting system has been that, in spite of the various delays in transmission and retrieval between the United Nations Secretariat and Governments, the replies of Governments are sent directly to United Nations Headquarters and are immediately available for preparation of global level reports.

The transfer of the United Nations Secretariat unit which administers the Integrated Reporting System on the Status of Women from New York to Vienna is not expected to alter radically this situation, although it has not yet been decided whether Governments will continue to transmit material first to their missions in New York, thence to the United Nations Headquarters at New York and thence to Vienna, or directly to missions in Vienna and Geneva.

If a fully decentralized system were put into operation, the following problems may arise:

(a) separation of parts of a consolidated report and transmission to a large number of different sectoral organizations (with duplicates to regional organizations) might impose added administrative difficulties on Governments;

(b) given existing systems of communications at global and interregional levels, it is often easier for governments to transmit directly to either United Nations Headquarters in New York, Geneva and Vienna, or

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1/ I. Pamer and U. von Buchwald, Monitoring changes in the condition of women: a critical review of possible approaches (Geneva, UNRISD, 1979)

to many of the specialized agency headquarters, than to regional commission headquarters (i.e. from much of Western Africa, Caribbean, Central America, South Asia to New York and to Geneva/Vienna compared to Santiago, Addis Ababa and Bangkok. Thus if regional commissions performed the role of initial recipient for the United Nations system, and then forwarded sections to appropriate organizations, a delay might result compared to centralized transmission procedures. Moreover, in some cases, regional commissions have sufficient resources and established procedures for such activities, whereas in other cases they have insufficient resources. Although various special arrangements could be made, these problem is rather more difficult to resolve than some of the others which might be anticipated.

(c) a consolidated report from Governments has multiple uses by many different agencies organizations: at regional and global levels an overall analysis of certain principal aspects might be necessary, and the whole reply will be necessary. For sectoral organizations, only certain sections will be immediately needed, although examination of other sections would be of interest. Thus a full complete report is needed by most bodies in the system of United Nations organizations, and prior splitting up by Governments or an initial receiver would not satisfy this need. Some unit of the United Nations should assume responsibility for receipt of the full report, and duplication and onward transmission of parts and copies of the whole. Possible units which could undertake a more complex break-down and transmission forwarding activity would be:

(i) at the office of UNDP Resident Representative (although there are some developing countries, and many developed countries, with no such office in their capitals);

(ii) at Regional Commission Headquarters: this involves some difficulties of communication as noted above, but still has very considerable advantages, as it can be used by the Regional Commission itself, as well as being passed on to the regional offices of various agencies (although again these are not always in the same location as the regional commission);

(iii) at United Nations Headquarters, from which multiple copies and sections could be forward throughout the system, although with some delay.

Although involving some difficulties, a two-tiered system appears to be most appropriate, as follows:

(i) Governments would be asked to transmit one copy directly to United Nations Headquarters in Vienna, where arrangements would be made for forwarding to most specialized agencies and other bodies of the United Nations system, with the exception of those instances where it wou would be more efficient for the Regional Commission to do so (e.g. material for UNCHS from African, Western Asian and Asian Governments would be sent by the respective Regional Commissions);

(ii) Governments would be asked as a matter of urgency and priority to transmit a second copy to Regional Commission Headquarters, which would undertake to copy to the regional offices of specialised agencies, and to other United Nations bodies concerned where this is more effective than transmission from United Nations Headquarters. In some cases sub-regional offices, such as those in Africa and Latin America could be utilised, or other inter-governmental bodies such as the South Pacific Commission. Governments would be asked to send copies to only one body, i.e. only the regional commission, or only to United Nations Headquarters in Vienna.

Procedures for the utilisation of information would constitute a system mainly the reverse of that suggested for transmission.

The full replies of Governments should be circulated to all bodies concerned, that is to Regional Commissions, Sectoral Agencies and other United Nations bodies and United Nations Headquarters (Branch for the Advancement of Women/CSDHA). For certain purposes a hierarchy of reporting already exists: for example regional reports have been used in the preparation of the regional review and appraisal and programme of action for WCUNDW; various specialized agencies have mandates to submit reports on their activities of special interest to women to the Commission on the Status of Women. Various mandates exist for the preparation of reports drawing upon submissions from various specialized agencies and bodies.

Careful programming of the various levels and types of analyses and reporting may be necessary, so that sectoral, regional and headquarter units may have at their disposal the specialist reports prepared by responsible bodies, thereby avoiding the premature preparation of reports by bodies which may not have the specialist experience and capability of those primarily responsible.

In certain instances joint reports, or reports prepared by one agency after considerable consultation with others, might be required - for example in the field of education UNESCO may have primary responsibility, but FAO, ILO and other agencies and bodies have a substantial contribution. Such a joint report on education and women should be available to the United Nations Secretariat for use with minimum substantive change as a section of a comprehensive global report such as that recently completed on women in education and in the economic and social fields. 1/ It would be less appropriate for the United Nations Secretariat to prepare the section directly from Governments' replies, although it could useful drawn upon the specialist report in order to identify implications for other aspects of women's advancement in consultation with the bodies concerned.

In view of the experience of the first round of the integrated system it appears necessary to develop procedures for continuous monitoring of the processes of transmittal and retrieval in order

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1/ A/34/577

to ensure that Government departments actually receive the questionnaire and that delays are avoided at all phases. The procedures described in Chapter II could be utilised by Regional Commissions in consultation with UNDP and other bodies, and it is probably best to leave design of the procedures to them as the implementing bodies. During coming months Governments which have not already done so will be urged to appoint liaison officers for the United Nations Decade for Women, as the existence of such contacts has been of considerable importance in avoiding delays and ensuring understanding of the purposes and requirements of the reporting system.

ANNEX I

UNITED NATIONS

GENERAL ASSEMBLY

Distr.
GENERAL

A/RES/33/186
22 March 1979

Thirty-third session
Agenda item 88

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

/on the report of the Third Committee (A/33/479)/

33/186. Rationalization of the reporting system on the status of women

The General Assembly,

Recalling the existing biennial reporting system on the implementation of the Declaration on the Elimination of Discrimination against Women 1/ and related instruments under Economic and Social Council resolutions 1325 (XLIV) of 31 May 1968 and 1677 (LII) of 2 June 1972,

Recalling further that, in accordance with its resolutions 3490 (XXX) of 12 December 1975, entitled "Implementation of the World Plan of Action adopted by the World Conference of the International Women's Year", and 3520 (XXX) of 15 December 1975, reporting procedures have been established and are being carried out for biennial system-wide reviews and appraisals of the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year 2/ and of progress made under the International Development Strategy for the Second United Nations Development Decade, 3/

Reaffirming Economic and Social Council resolution 1978/28 of 5 May 1978, in which the Council, inter alia, recommended an integration of the reporting systems outlined in the aforementioned resolutions,

Recognizing the importance of such reports for the review of the progress achieved in the promotion of the full equality of women with men in all spheres of life,

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1/ General Assembly resolution 2263 (XXII).

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

3/ General Assembly resolution 2626 (XXV).

Noting with concern that the responses received to the requests for information on the basis of the aforementioned resolutions have been insufficient in number and also often overlap in their coverage, as shown in the reports submitted to the Commission on the Status of Women at its twenty-seventh session, 4/

Underlining the desirability that all Member States should submit such reports,

Bearing in mind the burden placed upon Governments when complying separately with the requests in the aforementioned resolutions,

Convinced that there is a need for rationalization of the reporting systems referred to in the first and second preambular paragraphs above,

1. Decides to integrate the reporting systems outlined in the aforementioned resolutions into a single system and to review the new reporting system in the light of further developments;

2. Requests the Secretary-General to review in order to simplify, if possible, the contents of the questionnaires forwarded to Member States, United Nations agencies and non-governmental organizations in consultative status with the Economic and Social Council, in the context of the integrated reporting system, paying particular attention to regional requirements by selecting evaluation criteria which take account of regional disparities;

3. Urges Member States, when preparing their reports, to make use of national machinery established to promote the advancement of women and of the views of the appropriate national non-governmental organizations;

4. Further requests that the Secretary-General, in compiling reports based on governmental replies on the progress achieved in the improvement of the status of women, provide analytical comments on obstacles encountered and policies for future action, including, if possible, comparative surveys on development within each region.

95th plenary meeting
29 January 1979

4/ A/32/216 and Corr.1 and Add.1 and 2; E/CN.6/611.

ANNEX II

COUNTRIES WHOSE GOVERNMENTS REPLIED TO THE QUESTIONNAIRE ON THE IMPLEMENTATION DURING THE PERIOD 1975-1978 OF THE WORLD PLAN OF ACTION ADOPTED AT THE WORLD CONFERENCE OF THE INTERNATIONAL WOMEN'S YEAR*

ECA	ECE	ECLA	ECWA	ESCAP
Benin	Austria	Argentina	Bahrain	Australia
Botswana	Belgium	Bolivia	Iraq	Bangladesh
Egypt	Byelorussian SSR	Brazil	Lebanon	China
Ghana	Canada	Colombia	Yemen	India
Guinea	Cyprus	Cuba		Japan
Ivory Coast	Denmark	Dominican Rep.		Malaysia
Kenya	Finland	Ecuador		Mongolia
Lesotho	France	Haiti		Nepal
Libyan A. J.	German D. R.	Honduras		New Zealand
Madagascar	Germany, F. R. of	Jamaica		Pakistan
Malawi	Greece	Nicaragua		Papua New Guinea
Mali	Hungary	Panama		Philippines
Mauritania	Iceland	Paraguay		Rep. of Korea
Mauritius	Ireland	Peru		Singapore
Senegal	Israel	Uruguay		Sri Lanka
Seychelles	Luxembourg	Venezuela		Thailand
Sierra Leone	Netherlands			
Somalia	Norway			
Swaziland	Poland			
Togo	Romania			
Tunisia	San Marino			
United Republic of Cameroon	Spain			
	Sweden			
Zaire	Switzerland			
Zambia	Turkey			
	USSR			
	United Kingdom			
	USA			
	Yugoslavia			

* As of 15 November 1979.

E/CN.6/XXVIII/CRP.2/Add.1
1 February 1980

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session,
Vienna, 25 February - 5 March 1980
Item 5 of the provisional agenda.
Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace, 1980
(a) United Nations activities

ADMINISTRATION OF THE INTEGRATED REPORTING SYSTEM ON THE STATUS OF WOMEN

Note by the Secretary-General

This addendum makes available for the information of the Commission the Questionnaire on Implementation during the Period 1975-1978 of the World Plan of Action adopted at the World Conference of the International Women's Year which was transmitted by the Secretary-General to Governments in January 1979

80-31581

QUESTIONNAIRE

ON IMPLEMENTATION DURING THE PERIOD 1975 - 1978 OF THE WORLD PLAN OF ACTION ADOPTED AT THE WORLD CONFERENCE OF THE INTERNATIONAL WOMEN'S YEAR

79-41341

INTRODUCTION

1. In compliance with Economic and Social Council resolution 2060 (LXII), this questionnaire is circulated to governments in order for the Secretary-General to prepare a comprehensive report evaluating progress made in attaining the minimum objectives set forth in paragraph 46 of the World Plan of Action and the goals of the United Nations Decade for Women: Equality, Development and Peace - 1975 - 1985.

2. In accordance with Council resolution 1978/28, the questionnaire incorporates the reporting system on the implementation of the Declaration on the Elimination of Discrimination Against Women and related instruments. Accordingly, this x questionnaire is also circulated to relevant non-governmental organizations in consultative status with the Economic and Social Council.

3. The questionnaire aims at assessing progress achieved since 1975 at the national level towards the improvement of women's condition. However, where appropriate, information prior to 1975 may be provided for purposes of meaningful comparisons.

4. The questionnaire seeks to obtain not only an overall evaluation of progress achieved since 1975, both in qualitative and quantitative terms, but also an identification of obstacles which need to be overcome and an indication of strategies and priorities, plans and programmes for the second half of the Decade. This will be essential for the preparation of a Programme of Action for the Second Half of the Decade which will be adopted by the Conference. With respect to this Programme, it is recalled that the Council in its resolution 1978/32:

> Recommended the subtheme 'Employment, Health and Education' for the World Conference of the United Nations Decade for Women, whose over-all objective will continue to be the review and evaluation of the progress made in the first half of the Decade, and to recommend necessary changes and readjustments for the second half of the Decade, in order to attain equality, development and peace;
>
> Recommended further that the World Conference should place emphasis on elaborating new strategies for integrating women into the developmental process, particularly by promoting economic and employment opportunities on an equal footing with men through, inter alia, the provision of adequate health and educational facilities, and that the preparatory work for the Conference should be carried out accordingly.

5. This questionnaire was elaborated in accordance with United Nations legislative mandates and after extensive consultations within the United Nations system of organizations. It has been divided into separate sections, arranged so that each may be detached for completion independently of the remainder.

6. Within most of the sections of the questionnaire, questions are asked concerning:

(a) progress made during the period 1975 - 1978 as measured by selected indicators of the overall situation

(b) measures and legislation strengthened or introduced during that period, and considered most effective

(c) obstacles to continued progress

(d) priorities and targets for the period 1979 - 1985

7. In various instances statistics on selected key indicators are requested. It is realized that Governments already supply some of this information to various parts of the United Nations system. However, as it may be difficult to collate such information in time to prepare the report, Governments are invited to reply to the questions. Those which have replied to the previous questionnaire on the implementation of the World Plan of Action circulated in June 1977 might choose to update the information previously submitted. They might consider the transmission of annotated copies of their previous replies as an economical method of replying. Some Governments have prepared during the period 1975 - 1978 comprehensive reviews, studies and statements on the topic. They are encouraged to attach such existing documents to their reply to the questionnaire.

8. The following sections comprise the questionnaire:

I. National policies, planning and monitoring

II. Legislation

III. Political participation, international cooperation and the strengthening of international peace

IV. Education and training

V. Employment and related economic roles

VI. Health and nutrition

I. NATIONAL POLICIES, PLANNING AND MONITORING

1. Targets and strategies for the advancement of women

(a) Please describe briefly the targets, strategies and programmes which have been included in current national development plans, or in separate plans or policy instruments, for the purpose of achieving the goals of the Decade and the minimum objectives of the World Plan. 1/ Please indicate particularly whether

(i) a separate section (or sections) of the national plan has been devoted to the advancement of women

(ii) the problem of women's unequal condition and role has been identified as one among the principal obstacles to development to be overcome during the plan period

(iii) the minimum objectives of the World Plan set out in its paragraph 46 have been included within the list of targets to be attained by the end of the national plan period

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1/ Governments may either insert their answer in the blank space provided or on separate sheets if considered more convenient. They are urged to transmit with their replies copies of planning documents which they consider of value, with appropriate annotations if possible.

(b) Have any special overall strategies or compensatory mechanisms or actions been taken to accelerate the general improvement of women's position? (e.g. affirmative actions, official incentives and quotas)

(c) What consideration is being given for the next planning period to improve strategies and plans for the implementation of the World Plan of Action?

3. National machineries[1/]

(a) What type of interdisciplinary and multisectoral machinery within the government (or as semi-governmental or non-governmental bodies), such as national commissions, bureaux, ministries or special units in ministries, have been established or expanded in order to accelerate the achievement of equal opportunities for women and their full integration into national life?

(b) Succinctly describe the terms of reference and mandate of these bodies, particularly responsibility for

(i) advising and participating in the formulation of national policy for the advancement of women
(ii) translating policy into detailed plans, programmes, measures, budgets, etc.
(iii) monitoring progress made through regular national reviews and appraisals

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1/ Governments are urged to provide exact titles and addresses of bodies and briefly indicate their mandate.

(b) What are the main constraints limiting the effectiveness of existing machinery or obstacles which have prevented their establishment? (e.g. bodies considered necessary, lack of funds, inadequate terms of reference, lack of expertise, etc.)

(c) What plans have been made for either establishing or improving the effectiveness of existing national machinery during the second half of the Decade?

(d) Would the assistance of regional and international bodies be useful in establishing or improving national machinery if such assistance could be made available? (e.g. exchange of information, advisory services, etc.)

3. Improvement of data base

(a) What measures have been taken since 1975, or are being planned, and what results have been achieved to build up a data base on women by

(i) identifying and investigating priority issues and research areas for the understanding and improvement of the position of women and the obstacles that prevent improvement?

(ii) improving indicators for the measurement of women's integration in development?

(iii) recognizing and attributing an adequate economic value to women's unrenumerated work such as work in the home, in agriculture (e.g. food production, processing and marketing) and for voluntary activities.

(iv) improving statistical data gathered on women, notably by

- breaking down and analysing statistics by sex wherever possible;

- expanding coverage in regard to areas of particular importance to women for which information is not available or inadequate, notably in the fields of health, education and employment;

- redefining definitions to reflect the actual situation of women (e.g. heads of household may be women or men, depending on the actual situation)

(v) separately compiling and publishing all data gathered on women, including statistical reports, and ensuring their wide dissemination.

(b) What were the most serious obstacles to the improvement of the data base on women?

(c) What measures have been planned or are under consideration for overcoming the obstacles mentioned above?

(d) Would assistance by regional and international bodies be useful in overcoming obstacles during the period 1979 - 1985 if such assistance could be made available? (e.g. provision of specialists, training, advisory services, etc.)

4. Infrastructure and social support services

What measures were taken or planned so that the special needs of women and their families are given systematic attention in the formulation and implementation of policies and plans for human settlements, provision for infrastructure and social support services in both urban and rural areas?
(e.g. provision of adequate housing, accessible and adequate water supply, basic sanitation, accessible transportation, child care and educational services, etcetera)

5. Measures to eradicate prejudices and discrimination

What measures of a global nature have been taken or are being planned to eradicate widespread prejudices and discriminatory attitudes and practices against women, and to educate public opinion into accepting women's expanded roles in society, utilizing all available means of communication, including the mass media?

6. Participation of women in the planning process

(a) What were the percentages of women out of the total of women and men participating in policy formulation, plan preparation and monitoring as:

	in 1975 or nearest year	in 1978 or nearest year
Members of highest level policy formulation body national planning board, economic planning committee, etc. (please specify)	/___/	/___/
.....		
Civil servants or appointees at director and higher grades in Planning, Finance, Economy, Budget Ministry (please specify)		
.....	/___/	/___/
.....	/___/	/___/
.....	/___/	/___/

(b) What are the obstacles to the increased participation of women in the planning process at the levels identified above?
(Please distinguish between general obstacles affecting not only this but other aspects of the advancement of women, and obstacles specific to the participation of women in the planning process)

(c) What measures have been taken or are under consideration to overcome these obstacles and to ensure substantially increased participation of women by 1985 or earlier?

7. Role of women's organizations

(a) What part have women's organizations including those within (i) political (e.g. parties, caucuses), (ii) economic (e.g. trade unions and cooperatives), (iii) professional and (iv) educational organizations, played in the planning process and the implementation of the World Plan of Action, other than through national machinery.1/

(b) What kind of encouragement and support do these women's organizations receive from Governments and what are the plans in this respect for the second half of the decade?

1/ Information might be provided under relevant section of the questionnaire if deemed appropriate.

II. LEGISLATION

1. General aspects

(a) What, if any, legislative or constitutional provisions exist which guarantee the equal rights of women and men, prohibit discrimination on the ground of sex and aim at achieving the minimum objectives of the World Plan? (Please provide date of enactment and concise information on such provisions)

(b) Are there any sanctions and/or remedies which are available to deal with any violations of these provisions? Please indicate:
(i) procedures followed in such cases
(ii) authorities (judicial or otherwise) and jurisdiction
(iii) any significant decisions rendered

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant legislation and other provisions wherever possible)

(c) What measures have been taken or are being planned, including the use of the media, to ensure that women are aware of their rights and obligations under the law as well as of remedies, and to ensure the availability of legal assistance, if any, in case of violation?

(d) What consideration has been given to the effect upon women's status of variances between civil and customary/religious law, when both coexist? Are both recognized? Does civil law always prevail? Are there exceptions to this rule in order to take into account customary/religious law?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant studies wherever possible.

2. Nationality

(a) Do women have the same rights as men to acquire, change or retain their nationality?
(Please provide date of and concise information on appropriate legislation)

(b) Does marriage to an alien affect automatically the nationality of the wife?
(Please provide date of and concise information on appropriate legislation)

(c) Are women in the same position as men with regard to transmission of their nationality to their children (whether born in or out of wedlock) through jus sanguinis, if such rule applies.
(Please provide date of and concise information on appropriate legislation)

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant legislation and other provisions wherever possible.

3. Civil law

(a) Do women, married or unmarried, enjoy equal rights with men in the field of civil law and in particular:
(Please provide date of and concise information on appropriate legislation)

(i) the right to acquire, administer, enjoy, dispose of and inherit property including property acquired during marriage? What differences exist, if any, and what measures are being planned to eliminate them?

(ii) the right to equality in legal capacity and the exercise thereof, including the age of majority? What differences exist, if any, and for what reasons, and what measures are being planned to eliminate them?

(iii) the same rights as men with regard to the law on the movement of persons? What differences exist, if any, and for what reasons, and what measures are being planned to eliminate them?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies legislation and other provisions wherever possible.

(b) Is the principle of equality of status of the wife and husband ensured and in particular:
(Please provide date of and concise information on legislation as appropriate)

(i) Do women have the same right as men to enter into marriage only with their free and full consent?
What differences exist, if any, and for what reasons, and what measures are being planned to eliminate them?

(ii) Do women have equal rights with men during marriage and at its dissolution both in respect of personal rights and property rights, the interest of the children being considered paramount in all cases?
What differences exist, if any, and for what reasons, and what measures are being planned to eliminate them?

(iii) Do parents have equal rights and duties in matters relating to their children, the interest of the children being considered paramount in all cases?
What differences exist, if any, and for what reasons, and what measures are being planned to eliminate them?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies legislation and other provisions wherever possible.

(c) Is child marriage and the betrothal of young girls before puberty prohibited, in particular:
(Please provide date, concise information on legislation as appropriate)

(i) Has effective action, including legislation, been taken to specify a minimum age for marriage?

(ii) Has effective action, including legislation, been taken to make the registration of marriages in an official registry compulsory?
If appropriate legislation has not been enacted, what are the reasons, and what measures are planned or under consideration?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies legislation and other provisions wherever possible.

(d) Do women have equal rights and responsibilities with men during marriage and at its dissolution, including the right to retain family name?

(e) Do women have equal rights and responsibilities with men, whether women are married or not, in matters relating to their children?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant legislation and other provisions wherever possible.

(f) Have all discriminatory provisions of penal codes been repealed? If so, indicate the date of the repeal. If not, briefly mention which remain, for what reason, and what are the plans for their repeal.

(g) What measures have been taken or are being planned, including legislation, to combat all forms of traffic in women and exploitation of prostitution of women?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant legislation and other provisions wherever possible.

III. POLITICAL PARTICIPATION, INTERNATIONAL COOPERATION AND THE STRENGTHENING OF INTERNATIONAL PEACE

1. Equality of political rights

(a) Do women enjoy on equal terms with men without any discrimination:

	in 1975 or nearest appropriate year	in 1978 or nearest appropriate year
(i) the right to vote in all elections and be eligible for election to all publicly elected bodies	/___/	/___/
(ii) the right to vote in all public referenda	/___/	/___/
(iii) the right to hold public office and exercise all public functions	/___/	/___/

If there are differences, please indicate them.
(Please provide date of legislation and concise information on relevant legislation)

(b) Please indicate differences which exist in legal and other provisions relating to (a) above.

(c) What plans exist or are under consideration to eliminate such differences and to enact or amend legislation so that women vote and are eligible for election on equal terms with men?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant legislation and other provisions, as well as reports and studies wherever possible.

2. Women's participation in political life

(a) What were the percentages of women out of the total of women and men who:

	in 1975 or nearest appropriate year	in 1978 or nearest appropriate year
(i) Voted in local elections (please define)	/___/	/___/
(ii) Voted in national elections	/___/	/___/
(iii) Were elected to public office at the local level	/___/	/___/
(iv) Were elected to public office at the national level	/___/	/___/
(v) Held office at higher levels in the executive branch of government (please specify)	/___/	/___/
(vi) Held office at higher levels in the judiciary (Please specify)	/___/	/___/
(vii) Held office in governmental and semi-governmental advisory or regulatory bodies (e.g. national commissions, boards, etc.) (Please specify)	/___/	/___/
(viii) Held office at higher levels in the major political parties (Please specify)	/___/	/___/
(ix) Held office in trade unions at higher levels) (Please specify)	/___/	/___/

(b) Obstacles to continued progress

What are the major obstacles to greater participation of women in political life ? Please distinguish between general obstacles affecting not only this but other aspects of the advancement of women, and obstacles specific to women's participation in public life.

(c) Measures and legislation during 1975 - 1978

What measures were undertaken and which of them proved successful in increasing women's political participation?
(e.g. to change traditional beliefs in a natural division of labour between the sexes; to inform the electorate, particularly the female electorate, of political issues and of the need for active political participation by women in public affairs)

(d) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established or are in preparation to ensure rapid progress toward greater participation of women by 1985 or earlier? What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets, if necessary, and to transmit with their replies relevant reports and studies wherever possible.

3. International cooperation and the strengthening of international peace

(a) Selected indicators on participation, 1975 - 1978

What were the percentages of women out of the total of women and men participating as:

	in 1975 or nearest appropriate year	in 1978 or nearest appropriate year
(i) Officials in foreign affairs' departments at higher levels (Please specify)	/___/	/___/
(ii) Officials in diplomatic service at level of first secretary and above	/___/	/___/
(iii) Delegates to regional organizations meetings (e.g. League of Arab States, European Economic Community, Organization of African Unity, Council for Mutual Economic Assistance, Organization of American States, etc.) (Please specify)	/___/	/___/
(iv) Delegates to regional and interregional meetings aimed at the strengthening of international peace	/___/	/___/

(b) Measures and legislation during 1975 - 1978

What measures were undertaken and which proved successful in increasing the participation of women in international cooperation and the strengthening of peace? (e.g. establishment of education or training opportunities for women; special incentives including quotas; deliberate departmental policies for increased recruitment and increased upward mobility; wider publicity of vacancies)

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(c) Obstacles to continued progress

What are the major obstacles to greater participation of women in international cooperation and the strengthening of international peace?

(d) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established or are in preparation to ensure rapid progress toward greater participation of women in international cooperation and the strengthening of international peace by 1985 or earlier?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

IV. EDUCATION AND TRAINING

1. Equal access to education at all levels

(a) Level of education

(i) Selected indicators of enrolment 1975 - 1978[1/]

What were the percentages of girls and women enrolled at the following levels out of total enrolment in all institutions, public and private?

(please define ages concerned)	in 1975/6	in 1978/9
First level (primary)(age ...to...)		
Second level (secondary)(age ...to...)		
Third level (higher)(age ...to...)		
Which years were included within the period of compulsory education?	...to...	...to...

What were the percentages of girls and women and of boys and men in the following age groups enrolled in full time formal education? 2/

	in 1975/6		in 1978/9	
	girls and women	boys and men	girls and women	boys and men
5 - 9				
10 - 14				
15 - 19				
20 - 24				
6 - 11				
12 - 15				
16 - 18				
19 - 24				

What were the percentages of public institutions which were co-educational	in 1975/6	in 1978/9
At first level (primary) ?		
At second level (secondary) ?		

1/ The categories used are those recommended by UNESCO. Please provide information for other categories if these are used.

2/ If information is available only for different age groups, please provide, together with appropriate notation.

(ii) Measures and legislation carried out during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in ensuring equal access at all levels? (e.g. provision of free and compulsory education, notably at primary levels; provision of free textbooks, other supporting services, scholarships and other arrangements to overcome high dropout rates)

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in achieving co-education at primary levels? (e.g. legislation requiring co-education in the public sector; financial and tax incentives to institutions and/or local authorities to encourage co-education; support for transportation and boarding facilities; scholarships; financial and other incentives to co-educational schools)

(iii) Obstacles to continued progress

What are the obstacles to equal access of women to education at all levels?

(iv) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress toward equal access at every level of education by 1985 or earlier? What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets, if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(b) Technical and vocational training

(i) Selected indicators on technical and vocational training, 1975 - 1978

What were the percentages of girls and women enrolled in the following types of training out of total enrolment?

	in 1975/6	in 1978/9
skills in industry (basic and higher)	/___/	/___/
skills in agriculture (basic and higher)	/___/	/___/
entrepreneurial and managerial skills (e.g. in trade and commerce, marketing, cooperative methods)	/___/	/___/
other types of training (please specify)	/___/	/___/
.....		
What were the percentages of all technical and vocational institutions which were co-educational? (Data should comprise both the public and private sectors)	/___/	/___/

(ii) Measures and legislation during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in increasing the access of women to technical and vocational training appropriate to the needs of the country?
(e.g. provision of vocational guidance; on-the-job training; scholarships; inexpensive accommodation; arrangements for inexpensive child care, etcetera)

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(iii) Obstacles to continued progress

What are the obstacles to the increased access of women to technical and vocational training?

(iv) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress toward greater access of women to technical and vocational training by 1985 or earlier?
What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(c) Access to same curricula

(i) Do institutional arrangements exist which have the effect of maintaining differences in the curricula accessible to each sex?

(ii) Measures and legislation carried out during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in discouraging inappropriate stereotypes, supporting curricula equalization, rewriting textbooks, and ensuring that education is relevant to the needs of the economy?

(iii) Obstacles to continued progress

What are the obstacles to the provision of same curricula for girls and boys and women and men?

(iv) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established or are under consideration to ensure rapid progress toward achievement of appropriate curricula? What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets, if necessary, and to transmit with their replies relevant reports and studies wherever possible.

2. Literacy

(a) Selected indicators on literacy levels, 1975 - 1978 1/

What were the percentages of girls and women considered literate?

	in 1975	in 1978 or latest available year
girls aged 10 - 14 in rural areas	/___/	/___/
in urban areas	/___/	/___/
girls and women aged 15 - 24 in rural areas	/___/	/___/
in urban areas	/___/	/___/
older women in rural areas	/___/	/___/
in urban areas	/___/	/___/

What were the percentages of boys and men considered literate?

boys aged 10 - 14 in rural areas	/___/	/___/
in urban areas	/___/	/___/
boys and men aged 15 - 24 in rural areas	/___/	/___/
in urban areas	/___/	/___/
older men in rural areas	/___/	/___/
in urban areas	/___/	/___/

(b) Measures and legislation during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective?
(e.g. promotion of literacy and particularly functional literacy as an integral part of learning activities of direct interest and value to daily lives, such as in health, hygiene, child care, nutrition, etcetera; establishment of voluntary task forces, especially of young persons, to stimulate interest at grass roots level; compulsory social service, etcetera)

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

1/ Governments are encouraged to provide information for similar age and locational groups if information is not available for these categories.

(c) Obstacles to continued progress

What are the obstacles to progress towards the elimination of illiteracy among women?

(d) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress toward the elimination of illiteracy, especially in rural areas, by 1985 or earlier?
What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

3. Non-formal and lifelong education

(a) To what extent have girls and women been able to avail themselves of programmes in non-formal and lifelong education?

(b) Measures and legislation during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective?
(e.g. provision of financial incentives and support; mobilization of non-governmental organizations and volunteer groups, etcetera)

(c) Obstacles to continued progress

What are the obstacles to progress in extension of non-formal and life-long education for women?

(d) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress toward expansion and improvement of non-formal, lifelong and continuing education programmes by 1985 or earlier?
What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

V. EMPLOYMENT AND RELATED ECONOMIC ROLES

1. Trends in employment and unemployment[1/] selected indicators, 1975 - 1978

(a) What were the percentages of women within the total numbers in the following occupational categories?

	in 1975	in 1978
employers	/___/	/___/
own account workers	/___/	/___/
salaried employees	/___/	/___/
wage earners	/___/	/___/
unpaid family workers	/___/	/___/
members of producers' cooperatives	/___/	/___/
other significant categories (please specify)	/___/	/___/
.....		
salaried employees in professional, technical and managerial occupations	/___/	/___/

(b) What were the percentages of women within the total numbers employed in the following main sectors of the economy?

	in 1975	in 1978
primary	/___/	/___/
secondary	/___/	/___/
tertiary	/___/	/___/
other significant categories (please specify)	/___/	/___/
.....		

(c) What were the percentages of women in the following categories of marital status who were employed?

	in 1975	in 1978
single	/___/	/___/
married	/___/	/___/
divorced	/___/	/___/
widowed	/___/	/___/

1/ The categories used are those recommended by the International Labour Organisation. Governments are urged to transmit with their replies additional information wherever available, showing for the years 1975 - 1978 percentages of women employed and unemployed by age, by educational status, by marital status, and by numbers of children. Subdivision by urban and rural areas and/or by more developed or less developed regions would be of the greatest value.

(d) Of the total female and male populations aged 15-60, what was the percentage which was either employed or unemployed (i.e. the proportion constituted by these two categories combined? 1/

	in 1975	in 1978
women either employed or unemployed as a proportion of females aged 15 - 60	/___/	/___/
men either employed or unemployed as a proportion of males aged 15 - 60	/___/	/___/

(e) Of the total either employed or unemployed what was the percentage employed?

	in 1975	in 1978
women	/___/	/___/
men	/___/	/___/

(f) Were there any significant variations between regions in the situation with regard to employment and unemployment among women? If so, please describe briefly the situation and its main causes.

(g) What are the principal anticipated trends during the period 1979 - 1985 in regard to the employment of women?

1/ Please indicate definitions of employed and unemployed:

2. Equal access to all types of employment

(a) Measures and legislation during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in:

(i) Increasing employment opportunities for women and reducing unemployment among women, and in promoting equal access to all types of work?

(ii) Reducing discrimination against women in the labour market?

(iii) Improving opportunities for carrying out income-generating activities in the informal urban sector, either individually or in groups and notably for women living in urban slums?

(iv) Encouraging the setting up of small scale industries by women by providing access to credit, necessary seed capital, assistance with marketing, etc.?

(v) Ensuring fullest access of women to training in industry at all levels?

(vi) Ensuring fullest access to vocational training in other sectors?

(vii) Training women to set up and operate their own business?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(b) Obstacles to continued progress

What are the major obstacles to progress in achieving equal access to employment?

(c) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure progress by 1985 or earlier? What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

3. Equal conditions of employment for women

(a) Measures and legislation during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in eliminating discrimination in conditions of employment, notably with regard to

(i) equal pay for work of equal value for women and men workers?

(ii) improved career development?

(iii) participation in trade unions without prejudice to security of employment?

(iv) training in cooperative techniques and participation in cooperatives, notably food producers' cooperatives, marketing, etc.

(v) provision of legal aid programmes to support actions for recourse in cases of illegal discrimination?

(vi) the right to equal benefits concerning leave with pay; retirement privileges; security in respect of unemployment, sickness, old age or other incapacity to work; family allowances?

(vii) the establishment of guidelines for implementing the principle of equality of treatment for women workers, appeals procedures, and effective machinery for implementation?

(viii) marriage and maternity to ensure protection against dismissal in the event of pregnancy, marriage or maternity and provision of paid maternity leave with the guaranty of returning to former employment?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(b) Obstacles to continued progress

What are the major obstacles to progress?

(c) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress by 1985 or earlier? What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relvant reports and studies wherever possible.

4. The right to maternity protection

(a) What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in ensuring that women are protected against dismissal in the event of pregnancy, marriage or maternity and that paid maternity leave is provided with the guarantee of returning to former employment without loss of benefits?

(b) Obstacles to continued progress

What are the major obstacles to progress?

(c) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress by 1985 or earlier?
What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

5. Combination of work and family responsibilities

(a) Selected indicators, 1975 - 1978

What were the number of day care centres available to children of women seeking to combine work and family responsibilities?	in 1975	in 1978
	/___/	/___/

To what extent are these centres supported or subsidized from public funds?

(b) Measures and legislation during 1975 - 1978

What measures were undertaken and what legislation was enacted or amended which are considered to have been most effective in

(i) facilitating the combination of work and family responsibilities and in ensuring that child care is the responsibility not only of women, but shared by the family and society as a whole?

(ii) facilitating and relieving the domestic responsibilities of women by means of inexpensive time-and-energy saving devices, reduction and staggering of working hours, part-time work without loss of benefits, social support services, etcetera?

(iii) giving adequate recognition to the economic value of women's work in the home, in domestic food production and marketing and voluntary activities not renumerated?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(c) Obstacles to continued progress

What are the major obstacles to progress?

(d) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress by 1985 or earlier? What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

6. Economic status in rural areas

(a) Measures and legislation during 1975 - 1978

What measures and legislation continued or introduced during the period are considered to have been most effective in

(i) improving income generated individually or in group activities from traditional types of self-employment and self-help work in agriculture and subsistence production, food processing, small trade, home and cottage industries, particularly for women living in backward areas?

(ii) to develop those non-traditional types of income-generating activities which will be of direct benefit to women?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(iii) to provide and promote access to training which will improve women's capacity to increase their farm productivity, develop vocational skills and enter the labour market in rural areas?

(iv) to ensure equal right to succession and ownership of land and equal treatment in land and agrarian reform, as well as in land resettlement schemes?

(v) to ensure participation of women in the formulation of rural development, which would take into account creation of employment opportunities, such as projects for diversification, import substitution, expansion of rural activities for farming, animal husbandry, agro-industries, forestry, fisheries, etcetera.

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(b) Obstacles to continued progress

What are the major obstacles to progress?

(c) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure rapid progress by 1985 or earlier?
What measures and legislation are currently under consideration or preparation?

Note: Governments are urged to expand their statements on additional sheets, if necessary, and to transmit with their replies relevant reports and studies wherever possible.

VI. HEALTH

1. Delivery of health services and facilities

(a) Selected indicators on health status and women's participation in the health sector, 1975 - 1978

	1975 or nearest year	1978 or nearest year
(i) What was the average life expectancy at birth of:		
Total women	/___/	/___/
Women in urban areas	/___/	/___/
Women in rural areas	/___/	/___/
Women in the highest socio-economic category (please define)	/___/	/___/
Women in the lowest socio-economic category (please define)	/___/	/___/
Total men	/___/	/___/
Men in urban areas	/___/	/___/
Men in rural areas	/___/	/___/
Men in the highest socio-economic category (please define)	/___/	/___/
Men in the lowest socio-economic category (please define)	/___/	/___/
(ii) What was the maternal mortality rate for:		
Total women	/___/	/___/
Women in urban areas	/___/	/___/
Women in rural areas	/___/	/___/
(iii) What was the infant mortality rate for:		
Total population	/___/	/___/
Population in urban areas	/___/	/___/
Population in rural areas	/___/	/___/

(Please define "urban" and "rural" and state type of data used. If information is available only for limited groups of women, please provide it, indicating its coverage and reliability)

(iv) If it is considered that the health status of a significant proportion of women is lower than that of men, what are the principal causes and which groups of women are mainly affected?

(v) What was the percentage of women among the total of women and men engaged within the following health sector occupations in 1975 and 1978 (and planned for 1985)? 1/

	1975	1978	1985 (planned)
Senior personnel engaged in health sector policy formulation and plan preparation	/___/	/___/	/___/
Senior administrators	/___/	/___/	/___/
Specialists in gynaecology and obstetrics	/___/	/___/	/___/
Specialists in other fields	/___/	/___/	/___/
General practitioners	/___/	/___/	/___/
Nurses	/___/	/___/	/___/
Paramedical personnel	/___/	/___/	/___/
Community welfare workers	/___/	/___/	/___/
Medical students	/___/	/___/	/___/
Others considered of particular significance (Please specify)			
.....	/___/	/___/	/___/

1/ If significant proportions are non-citizens, please indicate.

(b) Measures and legislation during 1975 - 1978

What measures have been taken and what progress achieved to:

(i) increase the participation of women in the planning and carrying out of health programmes?

(ii) increase training of women in the medical and health profession?

(iii) expand the delivery of basic health services, or to improve women's access to presently available services?

(iv) increase training and use of paramedical personnel, mobile clinics.

(v) deliver services for women's special health needs, particularly among the poor urban and rural populations?
(e.g. primary health care, pre-natal and post-natal and delivery services, gynaecological services during the reproductive year, special health services for infants, pre-school children and children without discrimination on grounds of sex, research into the special health problems, etcetera)

(c) Obstacles to continued progress

What are the major obstacles to the provision of adequate health services and facilities for women?

(d) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to improve the delivery of health services and facilities by 1985 or earlier?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

2. Nutrition policies

(a) What efforts have been made to determine the nutritional needs of the country especially as they relate to vulnerable groups within the society (e.g. young girls, pregnant and lactating women, older women, etc.)?

(b) What measures or programmes have been initiated or expanded

(i) to implement nutritional policies, provide access to women of information about nutrition practices and assist them in providing better nutrition for themselves and their families?
(distribution programmes, training in food preparation and preservation, nutrition education, expanded home economics programmes, etc.)

(ii) to establish co-operatives for the production, quality improvement and distribution of food?

(c) Obstacles to continued progress

What have been the major obstacles to the implementation of nutritional policies, the expansion of programmes that would meet the nutritional needs of women and the improvement of their role in providing better nutrition for the family?

(d) Priorities and targets for the period 1979 - 1985

What strategies have been developed or are under consideration to overcome these obstacles by 1985 or earlier?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

3. Family planning

(a) Selected indicators of provision of family planning services, 1975 - 1978

(i) What percentage of women had access to the information and the means to enable them to exercise the right to decide freely and responsibily on the number and spacing of their children?

	1975	1978
in urban areas	/___/	/___/
in rural areas	/___/	/___/

(ii) By what type of agency was information and means provided to women?

	1975	1978
commercial distributors (e.g. pharmacists)	/___/	/___/
private medical practicioners	/___/	/___/
private family planning associations and other non-governmental agencies	/___/	/___/
local governmental agencies	/___/	/___/
national public health services	/___/	/___/
others (please specify)		
.....	/___/	/___/

(b) Measures and legislation carried out during 1975 - 1978

What special efforts were made or programmes introduced or expanded during the period to provide individuals and couples with the information and the means to enable them to determine freely and responsibly the number and spacing of their children?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

(c) Obstacles to continued progress

What were the major obstacles to the introduction of family planning programmes?

(d) Priorities and targets for 1979 - 1985

What priorities, targets and plans have been established to define or implement a policy on family planning for women's health and welfare?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

4. Health and nutrition education

(a) Measures and legislation during 1975 - 1978

(i) What means are used for the provision of health and nutrition education for women:

regular school curriculum /___/

as part of the provision of health services /___/

special training programmes related to particular health activities (immunization, nutrition, disease control) (please specify)
..... /___/

in conjunction with other special training programmes which provide education to communities or groups of beneficiaries (please specify)
..... /___/

(ii) What measures have been taken since 1975 to further, expand or intensify health and nutrition education programmes whose major beneficiaries were women, particularly among poor rural and urban groups or others least served by health services?

(b) Obstacles to continued progress

What are the major obstacles to the provision of effective health and nutrition education to a larger proportion of the population?

(c) Priorities and targets for the period 1979 - 1985

What priorities, targets and plans have been established to ensure a larger coverage and more effective health and nutrition education programmes, particularly in reaching the urban and rural poor?

Note: Governments are urged to expand their statements on additional sheets if necessary, and to transmit with their replies relevant reports and studies wherever possible.

E/CN.6/XXVIII/CRP.3
1 February 1980

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session,
Vienna, 25 February - 5 March 1980
Item 5 of the provisional agenda.
Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace, 1980
(a) United Nations activities

INFORMATION ACTIVITIES OF THE BRANCH FOR THE ADVANCEMENT OF WOMEN DURING 1979

Note by the Secretary-General

80-31292

The following tasks were performed by the Information Officer of the Branch for the Advancement of Women during 1979:

A. Devising and preparing a Questionnaire and Secretary-General's Note Verbale to Governments on women and the media supervising distribution to Governments and to Non-Governmental Organizations, collating replies and giving written and verbal advice regarding the Report on the subject.

B. Devising and costing the first information programme of the Branch for the Advancement of Women and after approval by the Branch presenting it to the Consultative Committee for the UN Decade for Women which recommended acceptance of the programme.

C. Implementing the entire information programme of the Branch for the Advancement of Women and for the Voluntary Fund for the UN Decade for Women. The following is a brief summary of the programme implemented between March 1979 when it was approved and the present:

- Half Hour Televised Discussion Programme

This was completed on 4th April and was screened publicly at United Nations Headquarters on the 18th and 25th April. It was shown on New York television station PBS Channel 13 on Mothers' Day, Sunday, 13th May at 12.30 p.m. The programme has been requested by several countries and will be shown at the four Regional Preparatory Conferences and the World Conference of the UN Decade for Women.

- Publications - "Bulletin" and "Decade Note"

Two issues of the eight page "Bulletin" and one issue of ten page "Decade Note" were written with photos, layout, etc. and distributed.

- Mailing List

In co-operation with the Secretariat for the World Conference of the United Nations Decade for Women, 1980, the Mailing List for Voluntary Fund sponsored publications was updated.

- Set of Slides by Regional Commissions and Magazine Articles Concerning Projects

These two activities are being carried out with the co-operation of the Executive Secretaries of ECA, ECLA, ECWA and ESCAP. The co-operation of Joint United Nations Information Centres (JUNIC) representatives in the Regions has been requested. ESCAP and ECWA have made progress in the productions of slides on projects and the writing of articles describing projects. The required rolls of films have been forwarded.

- Booklet Sponsored by NGOs

A number of meetings have been held by NGOs and a working group was set up by them to collect and to collate material for this booklet. An abundance of material is now awaiting editing.

- Book on the Theme "Why I Support the United Nations Decade for Women"

After many consultations, a list of 18 prospective contributors was drawn up and letters were drafted requesting their participation.

- Composite Film by Six Countries

A letter has been drafted requesting six Governments to contribute to the film. Many contributions have been held with the UN Film Unit and other experts to establish the most effective technical guidelines.

- Film Resource Centre

A selection is being made of existing material on film and videotape relevant to the Decade that could be recommended for screening at international gatherings and other suitable occasions. The Film Resource Centre has been publicised world-wide.

- Compilation of Standards by the ILO

In co-operation with the International Labour Office the publication in one volume of all standards and policy statements adopted that relate specifically to the working conditions of women. Arranging the transmission of a sum of $20,000 to the ILO for this.

D. Assisting in the establishment of the Fund for the Decade for Women Inc. and promoting the symbol of the UN Decade for Women in co-operation with officers of the public relations firm of Burson-Marsteller.

E. Assisting with the production and distribution of a press kit on "The State of the World's Women 1979".

F. Preparing a written evaluation of a photographic exhibition on the theme "Women of the World".

G. Attending meetings of the Joint UN Information Centres. Commission on the Status of Women. Preparatory Conference of the World Conference of the UN Decade for Women. the Committee of Non-Governmental Organizations. the Consultative Committee for the Voluntary Fund, etc.

H. Writing progress reports and evaluations for the Secretary-General's Report on the Voluntary Fund, the Department of Public Information and the Centre for SDHA. Preparing budget submissions, requesting allotments and allocations, etc.

I. Responding to verbal and written requests for information and forwarding printed and visual material on the UN Decade for Women and on the Voluntary Fund.

J. Arranging Press Conferences on the appointment of the Assistant Secretary-General of the World Conference and the Regional and Interagency meeting of the Voluntary Fund. Issuing Press Statements from time to time.

E/CN.6/XXVIII/CRP.7
1 February 1980

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session,
Vienna, 25 February - 5 March 1980
Item 8 of the provisional agenda
Programme of work, including draft provisional agenda for the twenty-ninth session of the Commission

EXTRACTS FROM THE PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1980-1981 (A/34/6, vol.I) pp. 242-243, AND FROM THE MEDIUM-TERM PLAN FOR THE PERIOD 1980-1983 (A/33/6/Rev.1, vol.IV) (pp. 274-282)

For the convenience of representatives, and to reduce costs of transportation of full sets of these documents from New York, the small number of pages relevant to the Commission's work have been extracted from the relevant documents and are presented herewith. Full documentation is available for reference.

80-31821

PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1980-1981

Volume I

(Foreword and annexes, and sections 1 to 14)

GENERAL ASSEMBLY

OFFICIAL RECORDS: THIRTY-FOURTH SESSION

SUPPLEMENT No. 6 (A/34/6)

UNITED NATIONS

New York, 1979

Ad hoc *expert groups*

6.42 The estimated requirements under this heading ($47,900) are described below:

Programme element number	*Description of tasks*	$
1.1	One meeting of eight experts to consider a draft report on the role of science and technology in development planning and make appropriate recommendations thereon (New York, 1980, one week)	12,000
1.2	Three expert meetings on the conceptual framework of the studies on technology assessment and forecasting, on bioresources for development and on science and technology for rural development, respectively (two meetings of one week in New York, in 1980 and 1981, each with eight participants; one meeting of one week in Geneva in 1980 with five or six participants, assisted by two staff members)	35,900
	Total	47,900

Travel of staff

6.43 The estimated requirements under this heading ($28,000) are summarized as follows:

	$
(a) Participation in intergovernmental meetings and meetings organized by the non-governmental organizations and the scientific community; also consultations with government officials on topics of this programme	6,000
(b) Collection of data and information at, and consultations with officials of scientific institutions and centres of research	8,000
(c) Consultations with regional commission secretariats and staff of specialized agencies on various studies of mutual interest	14,000
Total	28,000

5. SOCIAL DEVELOPMENT AND HUMANITARIAN AFFAIRS (VIENNA)

TABLE 6.16. ANALYSIS OF OVER-ALL COSTS

(In thousands of United States dollars)

A. DIRECT COSTS

(1) *Regular budget*

Main objects of expenditure	*1978-1979 appropriations*	*Estimated additional requirements*				*1980-1981 estimates*
		Revaluation of 1978-1979 resource base (at revised 1979 rates)	*Resource growth (at revised 1979 rates)*	*Inflation in 1980 and 1981*	*Total increase*	
Established posts	4,426.0	812.2	-	481.1	1,293.3	5,719.3
Consultants	100.3	3.7	18.6	11.2	33.5	133.8
Ad hoc expert groups	71.0	2.2	17.4	8.3	27.9	98.9
Common staff costs:						
Representation allowance	7.2	-	-	-	-	7.2
Travel on transfer	397.6	(397.6)	-	-	(397.6)	-
Other common staff costs	1,399.0	421.4	-	172.9	594.3	1,993.3
Travel of staff	80.6	2.2	53.9	12.6	68.7	149.3
External printing	47.9	1.2	(29.9)	1.7	(27.0)	20.9
Hospitality	0.5	-	-	-	-	0.5
Freight and related costs	24.9	(24.9)	-	-	(24.9)	-
Grants and contributions	47.0	-	-	-	-	47.0
Total	6,602.0 a/	820.4	60.0	687.8	1,568.2	8,170.2

Analysis of real growth (at revised 1979 rates)

(1) Total revalued 1978-1979 resource base	*Resource growth*				*Rate of real growth (5) over (1)*
	(2) Actual	*(3) Less non-recurrent items*	*(4) Plus delayed growth (new posts)*	*(5) Adjusted*	
7,422.4	60.0	-	-	60.0	0.8 %

a/ Includes $1,454,700 appropriated under former section 5 A (see foot-note to table 6.1 above) and excludes $123,600 in connexion with redeployments referred to in para. 6.5 above.

TABLE 6.16 *(continued)*

(2) *Extrabudgetary resources*

	1978-1979 estimated expenditures	*1980-1981 estimated expenditures*
(a) *Substantive and administrative resources*		
Reimbursement of support of technical co-operation activities (salaries and common staff costs)	514.0	739.5
UNFPA (salaries, common staff costs, travel of staff, consultants, ad hoc expert groups and miscellaneous)	151.5	177.7
United Nations Voluntary Fund for the Decade for Women (salaries, common staff costs and travel of staff)	174.2	317.1
Other funds (ad hoc expert groups, travel of staff and miscellaneous)	43.9	-
Total *(a)*	883.6	1,234.3
(b) *Operational projects*	-	-
Total *(b)*	-	-
Total *(a)* and *(b)*	883.6	1,234.3
Total, direct costs		9,404.5
		5 356.3
Total, direct and apportioned costs		14 760.8

B. APPORTIONED COSTS

TABLE 6.17. ESTABLISHED POST REQUIREMENTS

Programme: Social development and humanitarian affairs

	Regular budget		Extrabudgetary sources		Total	
	1978-1979	1980-1981	1978-1979	1980-1981	1978-1979	1980-1981
Professional category and above						
ASG	1	1	-	-	1	1
D-2	1	1	1	1	2	2
D-1	5	5	1	1	6	6
P-5	7	7	1	1	8	8
P-4	19	19	2	2	21	21
P-3	7	7	2	2	9	9
P-2/1	10	10	-	-	10	10
Total	50	50	7	7	57	57
General Service category						
Principal level	6	6	1	1	7	7
Other levels	30	30	4	4	34	34
Total	36	36	5	5	41	41
Grand total	86	86	12	12	98	98

5. SOCIAL DEVELOPMENT AND HUMANITARIAN AFFAIRS (VIENNA)

6.44 This programme is implemented by the Centre for Social Development and Humanitarian Affairs with which the former Division of Social Affairs, Geneva, will be fully integrated following the transfer of both units to Vienna. The related activities are described in chapter 27 of the medium-term plan for the period 1980-1983 (A/33/6/Rev.1).

6.45 The primary objectives of the programme continue to be *(a)* the promotion of institutional reforms and wider participation in development, with special emphasis on the participation of women and youth in all areas and aspects of development, *(b)* social integration, *(c)* the delivery of social services to vulnerable groups and *(d)* the reduction of the deterrent effects of crime on economic and social progress. The programme places emphasis on the role of locally-based institutions, such as co-operatives, as catalytic agents for securing the widest distribution of the benefits of development. The programme will complement the work carried out under the development issues and policies programme of the Department.

6.46 The eight subprogrammes (including the support of technical co-operation activities and programme support), their programme elements and the related outputs planned for the biennium are described below.

Subprogramme 1. Integration of women in development

(a) Resource requirements: $965,300 (12 per cent of programme total).

(b) Reference: medium-term plan for the period 1980-1983 (A/33/6/Rev.1), vol. IV, paras. 27.12-27.21.

(c) Programme elements:

1.1 Review and appraisal of progress made in the implementation of the World Plan of Action

Output: Biennial report to the Commission on the Status of Women (twenty-ninth session, 1981) on review and appraisal for 1979-1980; biennial report on the review of the joint interagency programme for the United Nations Decade for Women, including identification of joint interagency projects (1980); preparation of the 1981 joint interagency programme (1981).

**1.2 Women's integration in the context of the subtheme for the 1980 World Conference, with special emphasis on agriculture and industry

Output: Substantive contributions to

(i) Implementation of relevant aspects of the Plan of Action to be adopted at the World Conference on Agrarian Reform and Rural Development;

(ii) UNIDO programme on women and industry;

(iii) Follow-up to UNDP forward-looking assessment of interagency action programmes for rural women; two studies on specific aspects of subtheme regarding agriculture and industry for submission to expert group meeting (1981).

1.3 Planning and co-ordination of the United Nations Decade for Women

Output: Co-ordination and consultations with regional commissions, specialized agencies, other organizations concerned in the United Nations system and Governments, to facilitate the implementation of the Programme of Action for the second half of the United Nations Decade for Women; substantive contributions to *ad hoc* interagency meetings; substantive backstopping of information activities for the Decade; maintenance of channels of communication with the non-governmental organizations.

1.4 Management of Voluntary Fund and support of International Research and Training Institute for the Advancement of Women

Output: Management of the Voluntary Fund of the United Nations Decade for Women, including the substantive review of projects submitted for funding and the preparation of reports to appropriate intergovernmental bodies; development of complementary programmes with the International Institute to maximize research outputs and appropriate dissemination of findings.

1.5 Substantive support for the World Conference of the United Nations Decade for Women, 1980

Output: Documents required by the Conference to be prepared by staff members seconded to the Conference Secretariat.

Subprogramme 2. International instruments and standards relating to the status of women

(a) Resource requirements: $465,000 (6 per cent of programme total).

(b) Reference: medium-term plan for the period 1980-1983 (A/33/6/Rev.1), vol. IV. paras. 27.22-27.32.

(c) Programme elements:

2.1 Implementation of international standards

Output: Note to the Commission on the Status of Women (twenty-ninth session 1981) on state of ratification of the Convention on the Elimination of Discrimination against Women with suggestions for detailed procedure for monitoring; report on enforcement procedures at the national level regarding provisions of equality and non-discrimination (e.g., ombudsman, legal commissions on women's rights); lists of communications on violation of women's rights for the Commission on the Status of Women (twenty-ninth session, 1981).

*2.2 Formulation of improved or new international guidelines

Output: Study on the situation of rural women workers in the light of labour legislation and maternity protection (1981); preliminary guidelines on women and the media (1981); country monographs on the legal capacity and status of women in matters of marriage, family relations and employment relations (1981).

Subprogramme 3. Participation of women in international co-operation and peace

(a) Resource requirements: $285,000 (3 per cent of the programme total).

(b) Reference: medium-term plan for the period 1980-1983 (A/33/6/Rev.1), vol. IV, paras. 27.33-27.43.

(c) Programme elements:

** Lowest priority.

* Highest priority.

3.1 Review and analysis of participation of women in political life, including international co-operation, peace and their protection in armed conflict

Output: Report to the Commission on the Status of Women on the condition of women and children in armed conflict (1981); report of the effects of transnationals on the status of women in southern Africa, for the Commission on the Status of Women (1981); research papers on (i) women in public administration and management (1980); (ii) women's political participation at national level (1981); and (iii) in international politics and peace-building (1981).

PROPOSED MEDIUM-TERM PLAN FOR THE PERIOD 1980-1983

Volume IV

GENERAL ASSEMBLY

OFFICIAL RECORDS: THIRTY-THIRD SESSION

SUPPLEMENT No. 6 (A/33/6/Rev.1)

UNITED NATIONS

New York, 1979

E. Subprogramme narratives

SUBPROGRAMME 1: INTEGRATION OF WOMEN IN DEVELOPMENT

(a) Objective

27.12 The objective of this subprogramme is to assist Governments, the United Nations system, intergovernmental and non-governmental bodies in promoting and assessing progress made in increasing the participation of women in development

as a critical component for inclusion in their policy decisions concerning strategies, policies and programmes for national, regional and international development.

(b) Problems addressed

27.13 Although there is a growing awareness that the contribution of women is crucial for over-all development, recognition of the economic value of their work and their socio-political status both remain extremely low. Thus masses of women still remain at the periphery of the economy. This situation is due not only to national but also to international factors which adversely affect the integration of women into the mainstream of development. These factors include: the uneven development that prevails in the international economic scene as well as the negative impact on women's economic and employment opportunities of some aspects of the transfer of technology; the lack of appropriate technical equipment in rural areas; the lack of adequate facilities for health, education and training for women; and the lack of participation of women in developmental planning, particularly in public administration, co-operatives, trade unions, political parties and grass-roots organizations.

27.14 These factors are not yet studied on a cross-cultural basis, and pertinent statistical data for a proper diagnosis of the current situation of women in the development process are virtually non-existent in many countries. Problems faced by women are not usually specifically identified in national development plans and programmes. These programmes seldom provide women with adequate technological innovations for reducing the burden of domestic tasks in order to enable them to participate more fully in the socio-economic and political aspects of society.

(c) Legislative authority

27.15 The legislative authority for this subprogramme derives from General Assembly resolutions 3490 (XXX) of 12 December 1975, paragraphs 4, 5 and 6; 3505 (XXX), paragraph 4; 3520 (XXX), paragraphs 4, 5, 10, 15, 16, 17, 19 and 20; 3522 (XXX), paragraphs 2 and 3; 3523 (XXX), paragraphs 2 and 5; and 3524 (XXX), all adopted on 15 December 1975; resolutions 31/133, paragraph 4; 31/134, paragraphs 6, 7 and 8; 31/135, paragraphs 4 and 5; 31/136, paragraphs 7 and 8, all adopted on 16 December 1976; resolution 31/175 of 21 December 1976, paragraph 4; resolutions 32/137, paragraphs 2 and 3; 32/138, paragraphs 3 and 4; 32/139, paragraphs 3 and 4; 32/140, paragraph 5; and 32/141, paragraphs 4 and 5; all adopted on 16 December 1977; and from Economic and Social Council resolutions 1854 (LVI), paragraphs 6 and 7; and 1855 (LVI), paragraphs 1, 2, 6, 7, 8 and 10; both adopted on 16 May 1974; resolutions 1928 (LVIII) paragraphs 1 and 2, and 1942 (LVIII), paragraphs 1 and 2, both adopted 6 May 1975; and resolutions 2059 (LXII), paragraphs 1, 4, 5, 6 and 7; 2060 (LXII), paragraphs 3, 4, 5 and 6; 2061 (LXII), paragraph 2; 2062 (LXII), paragraphs 1 and 2; and 2063 (LXII), all adopted on 12 May 1977.

(d) Strategy and output

(i) Situation at the end of 1979

27.16 The review and appraisal of the programme for the first half of the United Nations Decade for Women will have been carried out. On that basis the extent to which the minimum targets for this period have been achieved will have been

ascertained. The targets for the second half of the Decade will have been proposed. By the end of 1979, the integrated and multidisciplinary approach for the implementation of the World Plan of Action will have been established and strengthened through the joint interagency programme for the United Nations Decade for Women, 1976-1985. Other efforts would have included the establishment and implementation of a programme for the International Research and Training Institute for the Advancement of Women, the strengthening of the activities of the regional commissions through collaboration and, finally, the preparation of substantive inputs into international conferences (and especially the 1980 World Conference of the United Nations Decade for Women) and the activities of pertinent intradepartmental task forces.

(ii) Biennium 1980-1981

27.17 The recommendations made at the 1980 World Conference of the United Nations Decade for Women concerning the programme for the second half of the United Nations Decade for Women, 1980-1985, and on the role of the International Research and Training Institute for the Advancement of Women in needed further research and training will determine the focus of most of the activities and strategies for this biennium.

27.18 The following will comprise the major strategies and output: (a) joint efforts within the United Nations system will be strengthened to encourage and assist Governments and non-governmental organizations in implementing the new strategies to be recommended at the World Conference of the United Nations Decade for Women in 1980, emphasizing the integration of women into the development process, particularly by promoting their economic and employment opportunities on an equal footing with men through the provision of adequate health and educational facilities; (b) interagency programmes will be established, including the joint interagency programme of the United Nations Decade for Women; (c) new projects will be identified and programmes for the least developed countries established for funding by the Voluntary Fund for the United Nations Decade for Women; (d) the functions of the International Research and Training Institute for the Advancement of Women will be strengthened to stimulate and intensify the efforts of governmental, intergovernmental and non-governmental organizations towards the advancement of women through research, training and information activities; (e) more accurate methodologies will be developed in collaboration with the International Research and Training Institute for the Advancement of Women, the United Nations Statistical Office, the regional commissions, United Nations Development Programme and other governmental and non-governmental statistical and research institutions to provide a proper data basis for planning and to facilitate assessment of progress as regards the status of women and their participation in development. Joint studies aimed at the identification of new national and regional policies will be undertaken in collaboration with the regional commissions; (f) systematic inputs for women's integration in development will be prepared for inclusion into broader plans and programmes within the United Nations system, in line with new strategies to be determined. Follow-up studies stemming from the International Year of the Child, 1979, the 1980 World Conference of the United Nations Decade for Women, the World Conference on Agrarian Reform and Rural Development convened by FAO in 1979 and the United Nations Conference on Science and Technology for Development will be undertaken during this biennium; (g) materials for use by the media and for educational purposes will be prepared; (h) finally, the review and appraisal of the progress achieved in the implementation of the World Plan of Action and in the light of the programme of

action for the second half of the Decade adopted at the 1980 World Conference of the United Nations Decade for Women, will be undertaken in the biennium.

(iii) Biennium 1982-1983

27.19 In addition to the strategies and output in the previous biennium, it is expected that major efforts will focus on the principal themes of the 1980 World Conference of the United Nations Decade for Women, such as employment, education and health.

(iv) Activities in the strategy that are considered likely to be of marginal usefulness and the legislation requiring them

27.20 Although a study on population, the status of women and the integration of women in development was required under Economic and Social Council resolution 1942 (LVIII) of 6 May 1975, it was not included in the current plan because it was considered of marginal usefulness.

(e) Expected impact

27.21 It is expected that the reviews and appraisals undertaken to assess progress achieved will lead to more precise policies and strategies for women in national development plans, particularly those of the developing countries. It is anticipated that, through the improvement of the data base, women, particularly the rural and urban poor, will be taken into account more accurately in national statistics which could be used by Governments for policy making. It is also expected that regional and international development strategies will take into account both the quantitative and qualitative aspects of the participation of women in development so as to improve the standard of living of the society as a whole. The findings and analyses of the various studies and reports are expected to provide the international community with more precise data concerning the interplay between national and international factors which adversely affect the full and equal participation of women in all aspects of development to enable them to implement the new international economic order. Finally, a quantitative and qualitative increase in women's participation is expected to take place as a result of these policy concerns, in particular in substantive areas of employment, health and education.

SUBPROGRAMME 2: INTERNATIONAL INSTRUMENTS AND STANDARDS RELATING TO THE STATUS OF WOMEN

(a) Objective

27.22 The objective of this subprogramme is to provide a basis for the elaboration and implementation of international legal standards for use by Governments to promote equality in law and in practice between men and women by bringing national laws into conformity with international standards and taking the necessary measures for implementing them as well as increasing awareness of them, in order to achieve more equitable national development in line with the programme for the United Nations Decade for Women.

(b) Problem addressed

27.23 Although equality in law is recognized in most countries, in a large

number of countries, laws, regulations and customary practices still discriminate against women. In the field of civil law, especially family law, the principle of equality has not yet won universal acceptance. In still other countries, laws and regulations exist in a number of areas but are not applied or implemented in practice. With respect to labour legislation, for example, this principle is not often applied or enforced, especially where agricultural workers and women are concerned.

27.24 Experience has shown that in certain cases protective legislation works against women, resulting, for example, in discrimination in employment. Maternity protection and the recognition of maternity per se as a social function are not adequately covered by existing legislation. These examples point to the need for the review of current, and the elaboration of new, instruments and standards in these and other related fields, e.g., family law, rural women workers, etc.

27.25 Traditional attitudes and prejudices which are usually perpetuated and disseminated on a large scale by the mass media continue to be a major contributing factor to inequalities between the sexes. Traditional educational systems in many countries, which regard women's role as being in the home and in the family and which prevent their participation in political life and in employment outside the home, reinforce distortions and traditional stereotypes.

(c) Legislative authority

27.26 The legislative authority for this subprogramme derives from General Assembly resolutions 3520 (XXX), paragraph 12; 3521 (XXX), paragraph 2; and 3523 (XXX), paragraphs 2, 3, 4 and 5, all adopted on 15 December 1975; resolutions 31/134, paragraphs 7 and 8; and 31/136, paragraphs 4, 5 and 6, both adopted on 16 December 1976, and resolution 32/136 of 14 December 1977, paragraphs 3 and 4; and from Economic and Social Council resolutions 1677 (LII), 4/ paragraph 6, and 1679 (LII), 4/ paragraph 2 both adopted on 2 June 1972; and resolution 1853 (LVI) of 16 May 1974, paragraphs 1 and 2.

(d) Strategy and output

(i) Situation at the end of 1979

27.27 By the end of 1979, it is expected that the Convention on the Elimination of Discrimination against Women will have been adopted by the General Assembly and procedures for its review and implementation will have been established. It is also expected that some guidelines will have been established in collaboration with UNESCO for use by the media, to portray a more progressive image of women and to further the concept of equality. The study on the legal status of married women will have been completed.

(ii) Biennium 1980-1981

27.28 It is expected that the Convention on the Elimination of Discrimination against Women will have received a sufficient number of ratifications by Governments to make it enter into force during this biennium. Review of the

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4/ Mandate more than five years old.

implementation of the Convention on the Elimination of Discrimination against Women and other international instruments and standards relating to the status of women will be carried out. Studies will be carried out to identify critical areas where the improvement and/or elaboration of new international instruments are needed. Public information activities will be undertaken to increase awareness of existing international instruments and the minimum targets set forth in the World Plan of Action. In addition, special public information activities will be designed to ensure that men and women at the grass-roots level be made aware of their rights and responsibilities under these international instruments.

27.29 A report to the Commission on the Status of Women on the implementation of the Declaration on the Elimination of Discrimination against Women and other international instruments with related provisions will be prepared. Upon the expected entry into force of the Convention on the Elimination of Discrimination against Women, its implementation provisions will be put into effect. Reports on the effects of existing legislation on the status of women and the determination of further legislative needs and institutions for improving the legal status of women will also be prepared. A report will be submitted to the General Assembly and other bodies concerned on progress achieved in the promotion of full equality with men in all spheres of life, in accordance with international standards. Comparative studies on different aspects of civil and family law will be submitted to the Commission on the Status of Women. Studies on the situation of rural women workers in the light of labour legislation for rural women workers and for maternity protection will be undertaken. Methodologies will be developed for assessing improvement of regulations on the status of women in formal education. Studies on the influence of the mass media on the status of women will be continued.

(iii) Biennium 1982-1983

27.30 The strategy for this biennium will not differ much from that of the previous biennium. International instruments, particularly the Convention on the Elimination of Discrimination against Women, will continue to provide the standards and norms relating to the status of women. The main areas of output for the biennium 1982-1983 will be similar to those listed for the biennium 1980-1981.

(iv) Activities in the strategy that are considered likely to be of marginal usefulness and legislation requiring them

27.31 The report on the implementation of the Declaration on the Elimination of Discrimination against Women required by the Economic and Social Council in its resolution 1325 (XLIV) of 31 May 1968 will become of marginal usefulness when the Convention on the Elimination of Discrimination against Women enters into force and the reporting procedures contained in the Convention become operative.

(e) Expected impact

27.32 It is expected that by the end of the plan period the Convention on the Elimination of Discrimination against Women will have been ratified by the required number of Governments 5/ to make it enter into force and Governments

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5/ This will be determined by the working group established by the General Assembly at its thirty-third session, in accordance with Assembly resolution 32/136.

will be undertaking significant measures to implement it. It is also expected that the gap between the de jure and de facto situation of women will have diminished in most countries. Governments will have taken measures to improve and/or enforce legislation related to rural workers, maternity protection and family law. In a number of countries, regulations concerning formal education and the use of the mass media will be enacted, which will do away with traditional sex stereotypes adversely affecting the access of women to all professions. In addition, the principle of the sharing of family responsibilities, which is necessary to the participation of women in employment outside the home as well as in political and public life, will have gained wider acceptance.

SUBPROGRAMME 3: PARTICIPATION OF WOMEN IN INTERNATIONAL CO-OPERATION AND PEACE

(a) Objective

27.33 The objective of this subprogramme is to provide studies for use by Governments, the United Nations system and non-governmental organizations in making policy decisions leading to a greater involvement of women in political participation and in policy and decision making especially in matters involving the promotion of international co-operation and peace, general and complete disarmament, the elimination of colonialism, racism and racial discrimination as well as aggression, occupation and all forms of foreign domination, in order to achieve more equitable national development in line with the programme for the United Nations Decade for Women.

(b) Problem addressed

27.34 Even though women and children are targets of special forms of psychological and physical violence, such as rape and forced prostitution, they are excluded from decisions regarding war and peace and, more generally, from any significant political participation in political policy and decision making.

(c) Legislative authority

27.35 Legislative authority for this subprogramme derives from General Assembly resolutions 3318 (XXIX) of 14 December 1974; 3519 (XXX), paragraphs 1, 2, 3, 4 and 5; 3520 (XXX), paragraphs 12 and 20; 3521 (XXX), paragraph 3, all adopted on 15 December 1975; resolution 31/136 of 16 December 1976, paragraph 3; and 32/142 of 16 December 1977, paragraphs 5 and 6; and from Economic and Social Council resolutions 1515 (XLVIII) 6/ of 28 May 1970, paragraphs 3, 4 and 5; 1991 (LX) of 12 May 1976, paragraphs 1, 2 and 3; 2060 (LXII), paragraph 6; and 2063 (LXII), paragraphs 1, 4 and 9, both adopted on 12 May 1977.

(d) Strategy and output

(i) Situation at the end of 1979

27.36 At the end of 1979, it is expected that a report on the views of Governments on the nature and content of a declaration on the participation of women in the struggle for the strengthening of international peace and security,

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6/ Mandate more than five years old.

against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination will have been prepared for submission to the Commission on the Status of Women (January 1980). A report will be prepared to update and analyse data on women's participation in public life and in international co-operation and peace.

(ii) Biennium 1980-1981

27.37 Data relating to women's participation in public life and in activities to promote international co-operation and the maintenance of peace will continue to be updated and analysed. Activities will be co-ordinated with other units in the United Nations, especially the Centre against Apartheid and the Office of the United Nations Commissioner for Namibia, in the collection of data and the analysis and research on the status of women under conditions of racial discrimination, colonialism and apartheid for the preparation of a report on this subject.

27.38 A report will be issued which will update the data on women's participation in public and political life at the national, regional and international levels. It is expected that in 1980 a declaration on the participation of women in the struggle against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination will be adopted. Subsequent to the adoption of the declaration, a report will be prepared on the implementation of the declaration on women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination, foreign aggression, occupation and all forms of foreign domination. A report will be prepared for the Commission on the Status of Women on the condition of women and children in emergency and armed conflict, in the struggle for peace, self-determination, national liberation and independence.

27.39 A report on measures taken for the implementation of the Declaration on the Protection of Women and Children in Emergency and Armed Conflict will also be prepared. A study will be undertaken on the impact of foreign economic interests on the condition of women in dependent territories.

27.40 Research material will be prepared in the areas of public administration and management and international politics, mediation, peace-making and peace-building which could be used to assist a network of organizations in programmes for women. Public information activities will be undertaken and materials prepared in collaboration with the Centre for Economic and Social Information to create greater awareness among women of national and international issues and to encourage the participation of women in the promotion of friendship between peoples and in the achievement of general and complete disarmament.

(iii) Biennium 1982-1983

27.41 The strategy for this biennium will be the same as for the preceding biennium. Efforts will be continued to implement the existing international instruments which aim at the protection of women and children in armed conflicts. The main areas of output for the biennium 1982-1983 will be similar to those of the biennium 1980-1981.

(iv) Activities in the strategy that are considered likely to be of marginal usefulness and the legislation requiring them

27.42 There are no activities included under this subprogramme which are considered to be of marginal usefulness.

(e) Expected impact

27.43 It is expected that by the end of the plan period there will be greater national and international awareness of the situation of women and children exposed to armed conflicts, colonialism, racism and apartheid. Moreover, international instruments aimed at protecting women and children in these situations would have been implemented.

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Report of the Special Rapporteur, Dr. Esmeralda Arboleda Cuevas*

* The views expressed in this report are those of the author and not necessarily those of the United Nations Secretariat.

Preface

It is now universally acknowledged that the influence of the mass communication media on attitudes towards the roles of women and men in present-day society has gone beyond the scope of debate. It has achieved a status in world-wide research as well as having been incorporated in planning programmes of many organizations at all levels of national, sectoral and international life. Further, it has been integrated in most development projects concerned with the advancement of women.

Undoubtedly the United Nations system has been in the forefront of this trend. The Commission on Human Rights was among the first to appreciate the importance of the issue and it subsequently empowered the Economic and Social Council to conduct and implement forceful mandates to set in motion activities pertaining to women and the media. The most recent of these endeavours has culminated in the present report, which implements resolution 2063 (LXII) dealing with the influence of the mass communication media on attitudes towards the roles of women and men in present-day society.

The vast scope of the subject-matter has resulted in a virtual information overload. Instead of facing a research problem, the subject has opened new horizons and has led to many data sources. The availability of an abundance of reference material has provided the report with a basis for the synthesis of new approaches and has prompted the exploration of action-oriented measures.

Yet this report does not purport to be conclusive. At best, it should be seen as only one of the initiatives towards the goal to be achieved, which must be followed by additional research and activities including seminars, workshops and related training activities.

The study was hampered by substantial difficulties in obtaining both administraiive and field support. These setbacks, however, only served to highlight the contributions of staff of the United Nations Educational, Scientific and Cultural Organization (UNESCO) both at headquarters and at its Liaison Office with the United Nations, and of the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat, through its Advancement of Women Branch. In this context, mention should also be made of the additional contributions and participation by a number of Governments, non-governmental organizations, institutions and individual experts who helped to build the data base for the study.

Esmeralda Arboleda Cuevas

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INTRODUCTION

1. Owing to their capacity to reach a vast audience, the mass communication media has been credited as an institution with the most pervasive influence on attitudes and opinions. There are other powerful forces, such as the family, church and school, but on a global perspective, and in terms of numbers reached, those forces cannot compete with the messages and symbols in newspapers, magazines, radio, television, commercial advertising and cinema, which load the audience round the clock.

2. As the sophistication of communications technology and hardware escalates, the audience base of media expands. And, as more people gain access to the media, their influence, particularly on how the world should be viewed, becomes more dominant, even alarming. Numerous studies show that newspapers, magazines, radio, television and the cinema not only transmit public opinion but are influential in its formation.

3. Influence is exerted by the mass communication media in various manners, for example, by presenting models, offering social definitions, encouraging stereotypes and conferring status on people and behavioural patterns, as well as in several other indirect ways (1). It is surprising, therefore, to note that, in relation to the varied issues involving women, research gives very little attention to the systematic investigation of how the mass communication media influence opinions about their roles.

4. As a cultural force, the mass communication media do not simply reflect - they help to shape - social reality. This is due to their function as agents of socialization and of social change. The media can present social attitudes and behaviour acquired through constant exposure, imitation, comparison and indoctrination. Viewed from a positive angle, they can spark new trends and become exponents of new movements and changes in values, particularly those which can help reverse, over a period of time, the traditional concept and treatment of women. At present, however, the need for change remains urgent, for data is rather consistent on a stereotyped image of women, and indications are high and persistent that the tendency is towards the traditional rather than the modern.

5. A meeting of the United Nations Educational, Scientific and Cultural Organization (UNESCO) on the subject of women and the mass media (2) points out how feminine militancy has drawn attention to the role of the mass media in perpetuating and disseminating traditional stereotypes of women, which in turn contributes to perpetuating their inferior social status. The problem, therefore, is simple: if, in fact, the mass communication media reflect women as they see themselves, and thus perpetuate stereotypes and myths, it is necessary to tear down barriers and traditions, remove prejudices and obstacles and create a new tool for what can be called a social revolution. This, clearly, is a domain of the socialization process.

6. Although the aspect of socialization has received much attention in terms of theoretical analysis of the sociology of women, and the mass media have been assigned a role in contributing to sex-role stereotyping of women, the sociological

interaction and the relationship between women and the mass communication media do not seem to attract very many empirical studies. Despite an acknowledgment of the socializing influence of the mass media on women as a function of sex-role concepts and behaviour adopted by both sexes, the steps which connect media exposure and personal behaviour remain a mystery. Thus, social attitudes remain the largest obstacle to change in the traditional roles of women.

7. Since 1970, when research on women and the mass media started to burgeon, studies have relied almost exclusively on the content analysis method. The approach is often unitary, and consists generally in finding out the number of instances in which the mass media portrays women and/or their image as one of traditional stereotyping. This suggests an already biased approach to research, and its short-comings are due to the use of a limited research methodology.

8. Applied to women and the mass media, content analysis rarely proceeds beyond the sexual dichotomy. All males, counted together as a general category, are contrasted with an all-female category distinguished on the basis of personal and visible traits, such as marital status, age, physical appearance etc. When media images of women are treated, analysis tends to define them within the narrow confines of their stereotyped roles; the traditional domestic and the sexual object of man being outstanding examples.

9. Recently, however, some social science and communication experts have extended the scope and nature of research to include the sociological process. Concern has been diverted in order to take full account of the considerable ongoing changes in the economic, social and political positions of women, as well as the manifestations of these changes in the content of the mass media. Studies which substantiate this new trend include the one by Myra Buvinic (3), which focuses on the effects of socio-economic development and cultural change on women, as well as women's reaction to these changes. The work of Kathleen Newland (4), which reviews the changing role of women world-wide and discusses the impact of these changes in politics, economic development and social structures is also relevant.

10. A considerable amount of research has also been done in the French language. Of particular relevance is that undertaken under the auspices of UNESCO by Anne Legaré (5) on the impact of "Femme d'aujourd'hui", a programme for women in Quebec's television. Its conclusions are of even greater interest, since they apply to a community in search of its own identity, in trying to protect and enrich the French-Canadian culture, and in comprehending women who belong to a disadvantaged social group.

11. In the process of completion is a study by Margaret Gallagher (6) for UNESCO and the forthcoming Seminar on Women and the Mass Media of the World Conference of the United Nations Decade for Women, 1980. Gallagher cites examples showing how the mass communication process and the mass media organizations cannot be separated from the social, economic and political systems in which they are embedded. She mentions that it is no accident that in those countries in which women have made the most progress towards full social, economic and political participation, economic imperatives have underlain policy formulations, and mass media reflects the Government's commitment to those policies. Elsewhere in the laissez-faire economics of the capitalist world, the media tends to respond to other commercial pressures, which characterize women's participation primarily in terms of consumerism.

12. The present report isolates the fundamental and/or most pervasive sociological factors that can help in understanding the development and consequent reinforcement of sex-role stereotyping in the mass communication media. In order to do so, it takes into account the direct relationship between sociological variables and the issue of women in the context of the media. It assumes as well that the media are subservient to ethnic, political, economic, educational concepts and policies existing in given cultures. It hopes, thus, to underline the strength of these sociological factors as obstacles in stereotyping women, thereby providing a more realistic basis for the formulation of media strategies suitable to individual sociological problems.

13. Data have evolved out of a rigid screening of available literature on the topic. Particular attention has been given to research conducted after 1975, following the observance of the International Women's Year, and to recent studies undertaken by individual experts involved with the social sciences, women's issues and the mass communication media. These studies have been gathered through personal contact with a world-wide network of experts. The report also reflects significant findings derived from an opinion survey undertaken from April through August 1979.

14. In order to provide for modifications arising from distinct policies, data and issues are sometimes grouped so as to cut across similar national situations. Geographical positions, ethnic characteristics and political structures or orientations are all taken into consideration as factors which intervene in decisions and activities which affect women's relation with the mass media. All groupings of data and issues follow a most pragmatic approach. Generalizations, recommendations and/or guidelines thus retain a high proportion of their scientific validity, whenever implemented at the local, national or regional levels.

15. It is important to underline the fact that the nature of the sources of the data available for the preparation of this report was not fully balanced. Thus, data were available on some regions while they were lacking on others, in which case secondary sources were used. There was a preponderance of data on the United States of America and Western Europe, while there was difficulty in obtaining data from certain countries, particularly socialist countries. In addition, mention should be made of the monopoly by Western news agencies on the reporting of various news items and of the fact that, partially because pre-packaged media programmes are exported to various regions, such as Latin America, Asia and Africa, especially from the United States of America and Europe, the impact of these programmes is not limited to American or Western audiences, but is spread to audiences of other continents.

I. A BRIEF HISTORY OF UNITED NATIONS EFFORTS

16. United Nations concern for the subject of women and the media was first expressed in 1972 by the Commission on the Status of Women. In its resolution I (XXIV), the Commission emphasized that deep-rooted attitudes were serious obstacles to its work of promoting the advancement of women, and it

observed that those attitudes were due to cultural patterns which to a certain extent determined the ways of thinking and feeling of women and men, and were disseminated on a vast scale as a result of the technical advances in mass communication media. The Commission called for a report by the Secretary-General to be based on information received from Governments and interested non-governmental organizations (7).

17. The report (E/CN.6/581), submitted in 1974, substantiated the concern voiced by the Commission and stressed the need for additional research. Further recommendations were made and subsequently incorporated by the Economic and Social Council in its resolution 1862 (LVI) of 16 May 1974. The Council called for a further report by the Secretary-General, based on information available to him, to be submitted to the Commission at its twenty-sixth session in 1976. It also invited UNESCO, among others, to co-operate in carrying out pilot country studies.

18. The concerns expressed by the Commission and the Council were echoed and reinforced at the World Conference of the International Women's Year, held at Mexico City in 1975. The World Plan of Action adopted by the Conference devotes a special chapter to the mass communication media. According to the Plan, the media have great potential as vehicles for social change and can exercise a significant influence in helping to remove prejudices and stereotypes, accelerating the acceptance of women's new and expanding roles in society and promoting their integration into the development process as equal partners. A basic aim of the Plan is to eliminate the negative influences that, based on old conceptions, negate the true image of women and ignore the diversity of their roles and their actual and potential contribution to society. The Plan further seeks to raise public consciousness, utilizing in favour of women the immense potential of the mass media (8).

19. The second report of the Secretary-General (E/CN.6/601 and Corr.1) took into account the recommendations of the Conference, as well as those of the Commission and the Council. It focused especially on measures that might be taken by Governments, non-governmental organizations, international and media organizations to achieve a new attitude towards the roles of women in present day society. The Economic and Social Council, in resolution 2063 (LXII) of 12 May 1977, acting on the recommendation of the Commission on the Status of Women at its twenty-sixth session, agreed to the appointment of a special rapporteur, with a mandate to prepare a study on the impact of the mass communication media on the changing roles of men and women, including action taken by the public and private sectors at national, regional and international levels to remove prejudices and sex-role stereotyping, to accelerate the acceptance of women's new and expanded roles in society and to promote their integration into the development process as equal partners with men. At its resumed second regular session of 1978 the Economic and Social Council appointed Mrs. Esmeralda Arboleda Cuevas as the special rapporteur for the study.

20. Since the issue of women and the media was first raised in the United Nations in 1972, other organizations within the system have, in varying degrees,

shown increased interest in the subject. Special mention should be made here of UNESCO and, also more recently, of the United Nations Fund for Population Activities (UNFPA). UNESCO, for example, over the last two years, has supported and mobilized a number of action-oriented research and field projects focusing specifically on the use and role of the mass communication media in developing more positive attitudes towards the status and image of women in society. Jointly with UNESCO, the United Nations is currently planning an international seminar on women and the media as part of the preparations for the World Conference of the United Nations Decade for Women, 1980.

21. In view of the limited time available to the special rapporteur to undertake detailed consultations with all interested organizations in the United Nations system, as well as the restrictions imposed on the length of this report, it was considered preferable for the organizations themselves, rather than the special rapporteur, to inform the Commission of any relevant activities undertaken or planned in addition to those described in the Secretary-General's report of 1976 (E/CN.6/601 and Corr.1, chap. III).

22. The present report of the special rapporteur combines the research methods used to preapre the two preceding reports (E/CN.5/581 and E/CN.601 and Corr.1). It also attempts to fill in the research gap identified in the second document, wherein it was noted that, in spite of the importance of the subject, very little information was available on how sex roles were protrayed by the mass media. The aim of this report, therefore, is (a) to generate a valid set of guidelines for policy action that can serve as a strong basis for project planning at global, sectoral and national levels to advance studies and action programmes on women and the mass communication media; (b) to give an evaluation of how the World Plan of Action for the Implementation of the Objectives of the International Women's Year relating to the mass communication media has been translated into positive action by various Governments and organizations; and, (c) to provide an appraisal of how the various programmes and projects of the specialized agencies, as well as other activities such as workshops, seminars etc. held through the regional offices, have helped in bringing the subject of women and the mass communication media into greater focus.

23. The guidelines put forward in this report have evolved from a careful review of research materials, both published and unpublished, on the subject. They have also developed from the findings from an opinion survey that collected information on the extent to which the mass communication media and industry had helped to advance the status and positive role image of women in society. The survey reflected opinions solicited from 153 Governments, 158 non-governmental organizations, individual experts and other organizations, such as media institutions.

24. In view of the considerable delay in appointing the special rapporteur, which did not finally take place until October 1978, and thereafter the administrative constraints encountered in the process of setting up the data-base for the study, the present report faced difficulties and limitations. The assistance provided by UNESCO to overcome such difficulties was most valuable and should be emphasized.

II. PERVASIVE SOCIAL OBSTACLES MAINTAINING IMAGE-STEREOTYPING

25. The mass media in the United States of America, Canada and Western Europe typify women as a consumer. Because of the commercial value inherent in their sex role, almost invariably they are portrayed as the traditional housewives or the amorous sex objects. Women make the majority of consumer decisions and are therefore valuable to the efforts of various industries, including the mass media, to progress or even to survive.

26. In three areas, women are considered commercial assets: as housewives, as sex objects and as employed women. Of the three roles, the most popular and beneficial to the mass media has been and still is, the traditional role of woman as housewife-mother. Media studies also consider the stereotpying of this role as the most significant economic obstacle to changing women's image. Research indicates that this is based on a preoccupation with purely material and consumer values. In fact, in the countries mentioned above, it is hardly possible to separate the housewife-consumer partnership.

27. In the United States, newspapers give precedence to the role of mother and wife over occupational or professional activities (9). A woman may occasionally manage her husband, but (always wisely!) she gives way to him in the end. If she works, she is never the boss; and however long her hours, nothing interferes with the smooth running of her home. She is the perfect homemaker, but above all the perfect consumer. In Austria, a daily review of four of the most influential newspapers concludes that the most frequently projected images of women are "the careful, home-loving housewife; the tramp or sex object; the efficient secretary; the femme fatale or model; and the devoted mother" (10). In the British newspapers, Barr (11) notes the apparent stereotyping emphasis on the female appearance and description of women in terms of their marital status and their domestic role, whatever their occupations are. And, on the basis of a survey of Netherlands magazines (12), Wassenaar reveals the image of the housewife-mother to be dominant, and the primary role of married women to be that of pleasing their man, the centre of their lives.

28. The fact that a larger audience in the highly industrialized countries is glued to the television explains the lack of data, or even of interest, in studies relating to radio. This is particularly regrettable since these countries also concentrate vertically their monopoly of the mass media, and the abundance of television receivers does not preclude a parallel number of radio receivers. Neither does this generalization apply to some countries in Europe, for instance Cyprus, Spain, Turkey and Yugoslavia, which are still radio-oriented owing to their socio-economic structure, media infrastructure and resource capabilities.

29. Commercial advertising in television is considered the most influential medium in perpetuating the traditional image of women as housewife-mother-consumer. Studies note that advertising places women firmly at home and identifies housework as a woman's special responsibility. The study conducted by Lundstrom and Sciglimpaglia (13) is more direct; it stresses that advertising suggests that women do not do important things, portrays women in a manner that is

offensive and implies that women's place is at home. Research by O'Donnell and O'Donnell (14) and the Task Force on Women and Advertising of Canada (15) has also underlined the extent to which advertising associates domestic tasks and products with women. Moreover, the analysis by Marecek et al. (16) of how women are represented in television commercials reveals that the little expertise women show in television is largely restricted to traditional areas of homemaking and personal care and, that this restriction tends to increase.

30. Generally speaking, television programmes, whatever their type and format, are housewife-oriented. Weibell (17) underlines the predominant housewife-mother image of women, except in drama. Kuchenhoff (18) cites that in the Federal Republic of Germany, women's roles are restricted to traditionally female spheres of health and family-oriented news stories. Findings by the United States Commission on Civil Rights (19) and the Ontario Educational Communications Authority (20) further note that television considers marriage and parenthood, as well as the responsibilities associated with it, as more central to a woman's than to a man's life.

31. There is also ample evidence showing that the role of women is to attract men by means of their appealing physique and to keep them by being deferent and subservient. In fact, this is the rationale behind the beautiful woman as an object of pleasure. The "amorous-glamorous" image of women is played up in most of the visual media of television, film and magazines, with, of course, excellent financial results (21).

32. In magazines, more so than in newspapers, women are mainly considered sex objects. Various analyses of magazines such as Viva and Cosmopolitan have suggested that, by presenting men, rather than women, as sex objects, these periodicals merely present another version of the traditional picture of women; by emphasizing the importance of men in women's lives, they substitute sexual freedom for economic or social liberation. Weibell (17) writes that the only link that has remained between feminism and Cosmopolitan is the fact that women's sexual freedom has become her liberation. This observation in fact created an uproar from some media commentators, which precipitated concern on the part of the United States Commission on Civil Rights (19), among others, at the growth of American programmes protraying women as sex objects, possibly reflecting some misconceptions among broadcasters concerning women's "liberation" and "sexual freedom". Recent studies of television programming in the United States note a similar development in broadcasting.

33. Lately, a new trend in exploiting women's body consists in what network executives refer to as "girlie shows". Under pressure from both audiences and federal regulators to eliminate violence from television, the networks have responded by substituting women. The success of "Charlie's Angels" for example, has generated a rush of imitators featuring gorgeous women in various glamorous occupations, with their sexual charms constantly on display (4).

34. The third most popular image of women is that of the employed housewife or professional career women. This role has evolved from the growing number of women in paid employment and the steady increase in the number of married women employed. However, world-wide studies show a concentration of women portrayed as being employed in limited and inferior fields and roles. The studies conducted by the United Methodist Church (22) and the United States Commission on Civil Rights (19) report that in the United States, women are most likely to be portrayed in traditional female occupations, generally as secretaries or nurses, and as supervisees rather than supervisors. Findings of Scandinavian, British and German origin, confirm that, aside from underrepresentation and depiction in stereotyped domestic and sexual roles, women are seen in service occupations rather than in positions of authority (6).

35. Fragmented evidence seems to imply that the mass communication media in countries with socialist systems and policies present and treat women in a generally positive manner. Their economic contribution to development, on a par with that of men, is particularly stressed. But research also reveals a conflicting illustration of the continuity of negative and traditional values, particularly those relating to the reproductive and family roles of women.

36. Some studies on Eastern Europe offer evidence that the presentation and treatment of women in the mass media do not significantly differ from those in countries with a capitalist system and orientation. A content analysis of samples of Soviet children's readers (23) reveals that, despite a high rate of female participation in the labour force, women in these readers are overwhelmingly identified as mothers and grandmothers and portrayed as passive, expressive, supportive, nurturing and contented as well as politically naive. On the other hand, men are protrayed in a broad range of activities almost exclusively outside the home and shown as active, confident, ambitious and politically involved. The same analysis reveals that, even from an early age, children are exposed to different images of male and female roles. Mass media literature directed at children and youngsters retain images which reflect traditional distinctions in the emotional make-up, intellectual capacities and motivation of boys and girls.

37. A study of newspapers in Poland (24) illustrated that childbearing is not a father's role as indicated from photographs of women as mothers but not of men as fathers. Reports about women generally show that they have children while reports about men do not mention their family life. The same underrepresentation of women is available in magazines. Semenov's analysis of two most popular youth magazines (25) discovers that there are five times as many authors as authoresses; males are featured in central positions twice as often as women; and, while in 48 per cent of the cases no information is given about the occupation of female characters, this is true only in 9 per cent with respect to males. In Yugoslavia, perhaps owing to its importation of mass media products from the West, periodicals focus on sexuality. A survey of magazines (26) identifies an emphasis on women's display of sexuality which borders on the pornographic and on this evidence, concludes that by replacing social with sexual emancipation, the media have reversed the sense and substance of women's movements.

38. While in the north of the American continent, capitalism exalts activities and behavioural patterns traditionally called virile - aggressiveness, competition and emulation, combativeness - which place women in a secondary and subservient position, in the south ancient cults of feminine divinities prevail, well mixed with Catholic hagiology and reinterpreted through strong Hispanic-Moorish prejudices against women. The result in the south is far from a true feminization, but rather the imposition of a relationship where the woman is equally subservient to man.

39. Basically, women in Latin America continue to be shaped into planetary beings who rotate perpetually around the masculine sun. Woman's role is specified as one of service, procreation and virtue. Vis-à-vis man, a woman is the epitome of subordination, sacrifice and purity. Worst, these characteristics are sublimated in romantic love. As a mother, the woman is self-sacrificing and dedicated; as a wife, she is faithful, weak and delicate. Womanhood should culminate in marriage and the solution to all problems is motherhood. As an opposite image to this idealized, if corrupted, view of womanhood, is the woman with manly characteristics, who is condemned as the personification of evil.

40. The mass media are not passive in their reinforcement of this double view of womanhood: the sentimental and the immoral. In fact, the media have been a parallel conservative force in reinforcing these ideological imperatives, since by so doing, their function of maintaining the status quo is fulfilled. Sentimentality is poignantly duplicated in the telenovela "Simplemente María", whose unprecedented success raked in millions for its sponsors; while the devilish one is superbly cast as "Doña Bárbara", a personification created by Rómulo Gallegos.

41. Available data on the image of women in newspapers project this relatively low esteem for women, as evident for instance, in the separate sections labelled exclusively for women. In fact, a related discussion by experts has observed that newspapers consider women as newsworthy only because they provide a sensational angle to the story (27).

42. In magazines, women's passivity is represented by the fictional heroine who is dependent, ineffectual, humble, virtuous, contented and emotional. An analysis of 202 stories (28) drawn from a sample of magazine fiction directed at the working and middle class confirms this image. Lately, this passivity has assumed a new expression. The female imagery in magazine fotonovelas from 1960 onwards in Colombia has made a striking redefinition of women's vulnerability to oppression on the basis of her sexuality (29).

43. It is radio that women provide the proverbial mine for sponsors, as exemplified by the astonishing popularity of the soap operas. An analysis (30) implies a marked emphasis on love as a solution to all problems and love as the only possible means of individual progress. Man's standards of feminine behaviour also serve as a basis for rewards and punishments (31). A more alarming finding is that the life portrayed in soap operas is viewed as the real one, if not substituted for it. The results of studies involving housewives in a Venezuelan village (32) are confirmed by similar studies undertaken at São Paulo, in Brazil (33).

44. In television, a channel of communication that caters to a substantial westernized elite, the same trend is magnified, particularly through the visual advantage of the medium for duplicating situations and making them life-like. A study of the television portrayal of women in Puerto Rico (34) reveals that the mother image (depicted as an abandoned wife sacrificing herself for her children) has taken on other variations, such as that of the aunt who uses single blessedness as an excuse for self-sacrifice, the never-assertive daughter or sister etc.

45. These images are even more emphatically reinforced in advertising sustained by these three pervasive media. A study of advertisements in radio, television and magazines in Costa Rica (35), for instance, reveals a prevailing focus on motherhood and reproduction, sublimated in romantic love and expressed in self-sacrifice, dedication and reward. Owing to the influence of methods from the United States, explicit sexuality has also become run of the mill for television.

46. Latin America's proximity to the United States and the considerable westernization of its elite make it a region particularly sensitive to the penetration of commercialized images, which superimpose faulty reflections of femininity. Thus, it becomes doubly difficult for the Latin American woman to achieve her freedom: she does not only struggle against her own social and historical background, but receives a compounded and artificial image that puts her at a greater disadvantage.

47. However, efforts to counteract this Western penetration have been made. As far as the monopoly that the international press agencies exercise, Governments in Latin America have been at the forefront in efforts by UNESCO to create a double current of international information that will, even indirectly, benefit women's image. Through the creation of SERLA, the signatory countries of the "Convenio Andres Bello" have agreed to maintain their cultural independence vis-à-vis satellite transmissions; while in the area of publications, some feminist groups counteract the superficial, banal and dangerously facile commercialized image of women and although they still have the problem of a limited circulation, their magazines have become pioneers. Fem., edited in Mexico City, perhaps serves as the best example.

48. In Latin America, Cuba presents a unique picture in the story of women's emancipation. The Revolutionary Government of 20 years ago decided that the full partnership of women was indispensable. Not satisfied with a purely economic integration, an over-all transformation was brought about in the images of women and men. Not only were Cuban women made aware of their rights, but men were sensitized to their new duties as well. Using all forms of mass media, the Government launched an educational campaign: all citizens, even those living in small rural communities, were instructed in their new roles in socialist Cuba.

49. After years of persevering in this new relationship, which, of course, started with the creation of new images in the textbooks, the Cuban Government

felt confident that it could move on still further and therefore crystallized the new social situation into laws. Even prior to its approval, every Cuban citizen was made aware of the new image; hence, every detail of the proposed legislation was discussed and approved by local committees. Then, complying with a popular and universal request, Congress acted and approved the new Family Code in 1975. In a single generation, the image of the Cuban woman was transformed and today only one type of citizen exists in Cuba, with no social, economic, or political differences due to sex.

50. Hardly any studies on the images of women in the mass media are to be found in English for the other countries in the Caribbean. Until the date of writing, the only data available to this study has consisted of an analysis of the image and perception of women in imaginative literature in Haiti (36). Since only a limited percentage of the population has access to the language - French - in which this literature is written, it can be inferred that it does reflect to a great extent the perception of a privileged class and its opinion on the situation of women in Haitian society.

51. Haitian society puts a high value on motherhood and barrenness is unacceptable. The maternal household, unstable conjugal unions and illegal offspring are all emphasized as features of the Haitian family. Superstition, the influence of fatalism and ignorance are represented as forces that encourage the birth of many children and discourage the use of contraceptive measures.

52. The role of women in agriculture, the family, health and nutrition are perceived according to the cultural values prevailing in the country and the circumstances affecting the Haitian peasant's life. Although this does not necessarily concur with reality, as documented otherwise in some of the research undertaken on the subject of women in the country, the Haitian woman is portrayed in the literature referred to here as unable to derive power from the oppressive burden of her responsibility, even if she is often successful in trade and economically independent. Many literary images of women as sole heads of household reveal lives of maternal self-sacrifice, unending work, deprivation and illness (37).

53. With respect to Jamaica, a general analysis shows that the family and social position of lower-income women is one of acute insecurity and oppression. This is partly illustrated in an article describing that within the slave hierarchy, the position of the black women (mulatto) is, sexually, economically and from the family standpoint, one of oppression and exploitation. Today, the situation of black women still reflects "the society's perception of women as workers without skills, reservoirs of cheap human power and always available for exploitation". (38).

54. Struggling for an emerging status, Jamaican women find that they comprise over half the population of the island and that there is every reason to suppose that they play a vital role in society (39); but while the majority of institutions and laws proclaim the equality of men and women, the values, attitudes and practices of the whole society create a milieu in which women are considered to be subordinate, lacking in confidence, oppressed and, in general, outside the mainstream of power and decision-making.

55. In Jamaica, many households are headed by women, either by mothers or grandmothers. The high value placed on female fertility and male virility is an important element in the perception of motherhood. Childless women are ostracized. Thus, the phenomenon of being the sole household head is represented by women who have too many children, little chance of employment and whose men offer no support at all. Some imaginative literature contains image portrayals of women who nearly work themselves to death to make ends meet, while others reveal women who abandon their unwanted children or pass them on to female kin (40).

56. In Asia, the progress in mass media research about the development of corollary training programmes for women only emphasizes the need for a more open and revolutionary acknowledgment by the mass media of the new status and potential of women. In fact, there is an increasing demand for the mass media to exhibit a parallel responsiveness to emerging social changes in which women are viewed outside the context of home, family and children.

57. An evaluation of studies on women and the mass media in Asia is a very demanding task. The diversity of social systems and values, variations in historical pasts, complexities arising from extreme socialist to extreme capitalist ideologies, create corresponding differences in the view and treatment of women by the mass media. At one end of the continuum, for instance, is China, which, compelled by economic necessity, needed to harness women to rebuild a nation and an economy, a change the mass media sustained by way of a revolutionary reversal of the self-image of women and a redefinition of their social roles. At the other end lies Japan, where the struggle of the Japanese woman, who, despite her country's technological leap, economic industrialization, and total media saturation, meets difficulties in trying to release herself from a rigid set of customs and traditions, an effort the mass media give visibility to and/or help to undermine.

58. There is the distinct status of the Filipino woman, who, since before the turn of the century even, has been conscious of the existence of a matriarchal society but, in deference to the universal patriarchal view of society has been responsible for her own stereotyped image through her perpetuation of the myth (41) that it is the man who leads, a concept the mass media have picked up and reflect as real. Also puzzling is the seemingly hard decision faced by the Indian woman on whether to take a more explicit view of her sexuality or to remain passively traditional, a dilemma inflicted by her exposure to the media pact generously provided by the West. Similarly, there is the Thai woman, who is trying to emerge from the cocoon of her traditional society.

59. Despite efforts to encourage the mass media to cater to a more liberal and active imagery of women in Asia, analyses are still indicative of the traditional. The newspapers are seemingly the most reluctant to reverse the image of women. Several analyses of the Japanese press, for instance, show a tendency in news reporting to provoke hostility towards women who challenge the traditional and approval of those who keep up traditions (42). Even linguistic mechanisms to describe the dissent or protests of women towards traditional roles as

irrational, emotional and hysterical have been created (43). One leading woman journalist-feminist in Japan concludes that the newspapers reinforce traditional notions, actively contradicting the redefinition of sex roles in contemporary Japan (44).

60. In India, an analysis of Hindu periodicals (46) covering the last 30 years shows a steady decline in the discussion of women's issues. Worse, it reflects an almost exclusive emphasis on traditional concerns, such as food, fashion, and beauty, which is attributed to the dependence on advertising and economic consumption influenced by the West. An analysis of the women's pages in the English language newspapers in Hong Kong (46) reveals an overwhelming number of photographs, mostly on social events and fashions that preoccupy the elite; fashion stories, horoscopes and regular features on food and recipes dominate the sections. Only 10 out of the 67 issues sampled focus on medical or psychological questions.

61. In magazines, the image is just as unresponsive to emerging social changes. Women's magazines in India, like their periodical counterpart, focus almost exclusively on food, fashion, and beauty. In spite of this negative trend, however, India is credited as Asia's pioneer in the development of a feminist press. Feminine magazines, such as Manushi and Femina, have presented a radical alternative image of women, but they are generally accessible only to the minority of the predominantly middle class literate women.

62. In spite of the important role of radio and its accessibility to the vast majority of the mass population, particularly in developing areas of Asia, studies are lacking on the impact of the medium on attitudes towards women. This is perhaps due to a tendency towards elitism, which relies on the more lucrative media, such as the press, television, and cinema, which, unfortunately, are within the reach on only an educated minority of the population.

63. The few studies of television coverage of women confirm the presentation of an extremely narrow range of female images. In Japan, women in television dramas are portrayed as young, occupying traditionally feminine positions, if they are employed at all, seeking identity through love and marriage, passive to problem-solving, diligently home-oriented, self-sacrificing and dependent (47).

64. It is in the cinema that research is concentrated and the data sources are primarily India, Hong Kong and Japan, which have extensive cinema industries. Despite this advantage, however, the cinema in these countries is not very supportive of the new image of women. In Hong Kong and India for instance, which stand among the top five countries in the world in terms of film production, women have a limited role in production. In addition, their portrayal is still stereotyped. A comprehensive analysis of 12 Hindi and 6 Gujarati movies in India (48) reveals an emphasis on the young, beautiful and sexually attractive women: only 12 out of 46 female characters portrayed are shown in gainful employment and women continue to be depicted in traditional female occupations and as being overwhelmingly emotional. Marriage as the only important goal for women is still a feature, as is the classic masculine standard of double morality.

65. As late as 1976, Japan had no woman film director, neither did it provide any example of a woman who has carved out a meaningful role for herself as an individual and is valued as such by a man. An analysis of the images of women in Japanese film production reveals the predominance of the presentation of woman as either wife or whore but seldom as an independent human being (49). Interesting, too, is a sample of 10 Filipino films, whose old-fashioned values conflict with those listed by female college studies, implying, among other things, a slow response to emerging new social values in society by the mass media.

66. In advertising, the recurring image of women is Western-oriented (i.e., consumer predisposed, sexually explicit and beauty-conscious). A study of newspaper advertising in the Philippines (50) found that about 30 per cent of the advertisements used women as sales bait or addressed women as consumers. A more aggravating proportion of 60 per cent was revealed in a study of television commercials. In India, dependence on advertising support influences editorial policies. Periodicals address women primarily as potential consumers and are only available to the upper class and middle class women who are primarily housewives and have easy access to both consumer products and the press that promotes them. The majority of the economically active women who are engaged in unskilled labour are seldom addressed.

67. As far as over-all efforts of the mass media to cover and reflect the varied images of women in Asia are concerned, the amount of literature is growing and it is predicted that some reforms will give shape and voice to a new image of women in the mass media. One factor motivating rapid changes is the growing awareness of the potential of women's movements. Observations are available indicating that the movement to equalize women's status vis-à-vis the men's is important to Asia as an integral part of the over-all socio-economic development; and, the press is expected to play a significant role by emphasizing equality between the sexes.

68. India, which until the present time has led in research, training and perhaps production, has set the stage for the development of a truly feminist press. In Japan, the mass media are more and more pressed to support the increasing endeavour of women feminists. On the other hand, it cannot be denied that pessimism runs high. This negativism is founded on the assumption that Asian newspapers do not emulate the Western model as far as the women's movement is concerned. Leading Asian journalists are uncomfortable with the onrush of the feminist movement, which challenges entrenched male positions, and women's movements still get sparse coverage in Asian newspapers. In fact, there is speculation that the pains the movement is undergoing reflects the view held by some Asian Editors, who are predominantly male, that the movement is irrelevant to Asian conditions.

69. There is also an ongoing campaign in Asia to strengthen women's position and influence in the mass media through the creation of adequate education and training facilities. Studies reveal a close correlation between the existence of fairly well-established media structures and the availability of academic mass communication programmes. In Asia, 70 per cent of the institutions offering courses and/or degrees in mass communication are concentrated in

five countries, namely, the Philippines, Taiwan Province (China), the Republic of Korea, India and Japan. Further surveys of female employment in the media, particularly in journalism have demonstrated that women are as qualified for media careers as men in terms of educational background. What women seem to lack most is experience (51). Thus, the Philippines has started on plans for a systematic and an encompassing programme that will expose women journalism graduates to media work traditionally dominated by men and Hong Kong has stimulated regional discussion on women and the media.

70. China, perhaps, should be treated as an isolated case. Literature on the portrayal of women in China is almost purely positive. Various studies of imagery in children's books (52) report the extent to which these challenge traditional Western perceptions of sex roles and provide positive models for girls. It appears that on the basis of available positive literature, individual experts have concluded that "media portrayal of women in China probably represent the most extreme example of how, in a historically brief time span, the mass media can make a major contribution to a revolutionary reversal of women's self-image and of social definitions of women's roles" (6).

71. A study of the relationship between feminism and socialism in China traces the role of the media, primarily the press, in raising the consciousness of women towards the particular form of cultural oppression directed against them (6) as far as periodicals are concerned, the story of the removal of the editor of one of the major women's magazines through a political action during the cultural revolution in 1976 on the grounds that the magazine tried to promote familiar Western values, such as the achievement of happiness through the family or the attractions of good food, has become a classic reference.

72. This positive panorama of China, however, is not altogether supported by an interview with women (53), which indicated that Government and media had neglected the specific difficulties inherited by women from their historical past and through their reproductive roles. Thus, while it is true that the real concerns of women have been redefined in the press, films, operas and ballets, politics and production, and heroines are portrayed only in leadership roles, the same sort of stereotyped vision - showing no hint of the competing demands which real women in such positions actually face - displays women as unquestionably non-political and unauthoritative creatures. Such a glimpse perhaps can be confirmed by the fact that in China, despite the absence of legal and economic barriers, men still monopolize the top creative positions in the cinema (54).

73. The literature reflecting the mass media's treatment of women in Australia reveals cases of pervasive trivialization and sensationalization of women's concerns. This is exemplified by a study of the portrayal of women in The Sun of Sydney (55) in which stereotyped portrayals of women appear in sexist cartoons and headlines which describe them in terms of their roles as mothers and, in some instances, in the sensationalized coverage of rape. Also, an analysis of the image of women in three newspapers during the coverage of the 1976 Olympic Games (56) concludes that women were treated according to the narrowest stereotypes, and while sports reporters viewed the male as the general norm, women seemed to fit into some other second-ranking category.

74. The same pattern is echoed in an earlier systematic study of prime-time television shows (57), where women were commonly portrayed as acquiescent and self-deprecating and as objects of male humour. There are no accounts of the impact created by the cinema, but the difficulties presented in producing feminist films within the male system illustrate how the dominant male environment forces compromises on the output of feminists who nevertheless want to achieve visibility over male-controlled channels (58).

75. Rather impressive is Australia's attempt to explain the stereotyped image of women in the mass media by way of a comparative examination of the role of education. Australia has funded several studies, which have stimulated the preparation of guidelines for the different categories of writers and educators on how to reverse the stereotyped image of women in textbooks and in the school curricula. Australia is convinced that education has a lot to do in creating a lower image of and esteem for women, and that this is strongly reinforced outside the school premises by the mass media.

76. Many countries in the diversified Asian continent follow the tenets of Islam, a philosophy that actually transcends the boundaries of Asia, endows a distinct culture to the Middle East and almost divides, sociologically, the African continent. Islam, like other non-Western civilizations, is undergoing a search for its own identity. Founded at a time and place in which woman was strictly considered a childbearer, this remains Islam's perception of what woman should be in all cultures, even in this century. Moslem women feel that they have yet to discover and reach a true equilibrium within their own civilization and develop those rights without which it will be hard to conceive of their present-day image. The problems this presents to the would-be analyst of women and the mass media in Moslem society is self-evident.

77. A compounding problem is that there is very little concern and knowledge about the treatment of women by the mass media in the emerging transitional cultures in the countries comprising Western Asia. What is known so far is that, as in the past, these countries remain in a static cultural situation. This is reflected in a conscious and deep pre-disposition to remain closely intertwined in personal relationships and involvements, particularly the family, which traditionally and today, is an important part of life. For instance, in Iran, there remains much of the social customs, religion and law that account for women being considered more dependent and men being traditionally and at the present time more dominant, informed and active than women. Hence, the law stating that the man of the house is the head of it and responsible for its support creates a strong financial dependence of many women on their menfolk and enhances the more dominant active role of the latter. The requirement of two female witnesses for every male witness in legal cases shows, for instance, that there is more faith and trust in the judgment of men (59).

78. As for communication, not only are women not permitted to work in the media, they are not even to be seen in television or heard on the radio, for instance in Saudi Arabia. As a rule, mass media in the Arab world still present women exclusively in the stereotyped role of housewife, mother and consumer and very rarely as spokespersons for their own problems, as has been proved by an observation study in Pakistan (60).

79. Making the most of the few completed studies from these culture-bound countries, some tentative, recurring concepts and images of women can be drawn. For example, the extremely detailed analysis of the Lebanese daily newspapers over the period 1935-1975 (62) reveals that, across all papers and all years, women occupied no more than 4 per cent of the total space. Half of this proportion covered information concerning women that was mostly mundane gossip, while the other half contained advertising using women as selling bait or addressing them as consumers (about 60 per cent and 30 per cent of the cases, respectively). A further finding was that, during critical periods, for example between 1945 and 1975, women's news was among the first to be sacrificed and suppressed.

80. In Egypt, a less gloomy picture is revealed in an analysis of the women's page in two newspapers and of a women's magazine over the period 1965-1976 (62). There was an increased interest in women's activities in the economic and cultural fields and a wider range of topics was treated. However, this trend was accompanied by an increasing percentage of advertising in all the papers studied and only the concerns and interests of the urban middle-class women were considered.

81. Apparently, magazines have been the main medium of communication used by Arab women. About 40 women's magazines appeared in Lebanon, Egypt and Syria during the first 50 years of the twentieth century, but these did not survive for long. Mainly, they fought for the recognition of women's rights, a trend that was not continued from 1950 onward, when magazines tried to satisfy all tastes and published material about housekeeping, child-care and beauty problems while pressing for social reforms in general. Over a period of time, magazines acquired a strong predisposition towards Western influence. In Egypt, there appears to be a tendency for the characters portrayed in women's magazines to assume Western rather than Egyptian attitudes. What is encouraging, however, is that generally there is equal treatment of males and females, although the relationship between them is depicted as relatively formal.

82. Unfortunately, there is no evidence of scientific studies of radio and television but in the cinema an analysis of Egyptian films between 1962 and 1972 concludes that, with few exceptions, the films stressed women's negativism and incapacity to solve problems. Moreover, women were usually shown as physically attractive but lacking in intellectual ability and social awareness (63).

83. The fact that Africa happens to be the favourite of today's development-conscious workers offers an advantage in the sense that there is also a self-conscious use of the media to sustain the process of development. Although still subject to experiment, it is assumed that this advantage is used in favour of a more positive treatment of women by the mass media. For example, it is observed that the appearance in Ghana, Kenya and Senegal of explicitly or implicitly feminist magazines which have become established in recent years indicates that alternative self-images are available (6).

84. In reality, however, the treatment of the images of women in Africa does not yet differ from that found elsewhere. One still finds the same underrepresentation of women as newsmakers, their depiction as consumers and advertising bait and as the stereotyped wife or whore. A review of the contents of six African dailies

over a one-month period (64) for instance, finds only a handful of articles centred on urban women, dealing mostly with the old mill of fashion, social events and crimes. For the purposes of advertising, feminine myths and stereotypes were used in all of the newspapers. Occasional articles on women and the law or on social and economic status and development were presented but only in the most general terms.

85. A number of articles reflect an ambivalent treatment of the image of women in the mass media. In Ghana, where people are still very sensitive to values and customs, the woman is perceived as possessing a mystical, awesome power in the area of food-growing and this is viewed as being akin to her even more awesome power of child-bearing. This image, in fact, is exemplified in a review of Ghanaian literature. There are new developments, however. A review of two newspapers in Ghana (65) illustrates some changes over a span of 10 years. In the Ghana Review, stories about women had doubled in space while the Daily Graphic has made changes in the content, particularly of the women's page. There was a departure from the portrayal of women as wives and mothers, with a new emphasis on their potential role in the development of their social, legal and political rights and their contribution to national development.

86. In Zambia, an analysis of The Times and The Daily Mail covering the period 1971 to 1975 (66) reveals an intense ambivalence towards women in society, so that while they are still portrayed as "folk devils", they have also become "folk heroes". As the latter, they are depicted in three different ways: as equal to men in harnessing national development; as sanitized indigenous pin-up women and as strong and protective mothers. However, even in this role there is conflict, so that while they are praised for their initiative as career women, they are condemned for being married.

87. It is in magazines that women seem to be gaining a more positive stronghold. Articles address women in a serious manner and a feminist impact on the attitudes and policies of editors and writers is apparent. Feminist magazines are also becoming sources of alternative self-images. Viva of Kenya, which started as a traditional magazine for women, now publishes regular, comprehensive articles on issues like prostitution, birth control, female circumcision etc.

88. Ghana's Obaa Sima (Ideal Women) is subjected to the problems of publishing for a small literate audience, but in its fifth year its review of editorial policies notes that it will "continue to draw the attention of readers of the whole nation to all matters which will improve the status of women in society" and appeals to readers to help achieve this (67). The magazine is said to have been largely instrumental in the establishment of a government committee to review the laws of succession and inheritance in Ghana.

89. Comparatively, Senegal's more openly feminist Famille et développement, with a circulation of 20,000, publishes materials on women in the broad sphere of social development. Known to reach and be read by 10 times as many people by the time the copies are lent, traded, resold and passed along, this magazine has published

hard-hitting articles on prostitution, birth-control pills, female circumcision, polygamy and sex education. The independent editorial policy of the magazine, maintained through foundation funds and the absence of paid advertising, have helped shape new positive policies affecting women (68).

90. Although radio represents the most promising and practical mass media in Africa, particularly considering the high illiteracy rates, there are only a few studies on radio's potential as part of the integral development of the African women. One of these is the monograph on "L'incidence de l'audiovisuel sur le comportement de la femme senégalaise" (69), which reports the superiority of radio over other media and the extraordinary importance it has for the great majority of Senegalese women. The monograph observes that for the Senegalese women radio is an instrument to break their isolation, to escape everyday drudgeries, to be informed "on the problems that worry us" and to become part of the national whole.

91. In Africa, particularly south of the Sahara, the development of the cinema industry has been slow owing to a lack of commercial outlets, money and equipment, and the preference of black audiences for Western films. Africa's outstanding woman film-maker (Sarah Maldoror) is from the French West Indies and only a few women, mostly from Egypt, the United Republic of Cameroon, Tunisia and Ghana, are active in film-making. An analysis of a selection of feature and documentary films (70) concluded that, while dealing with relevant concerns of contemporary African women in society, the films were not comprehensive and there was too much emphasis on Western influences. The analysis emphasized the need for films not only about but also by African women.

III. MEASURES TAKEN BY GOVERNMENTS

A. Monitoring and regulating portrayal

92. Almost every report received from the Governments of North America, such as the United States of America and Canada, and countries comprising Western Europe, particularly Greece, Spain and Ireland, admits the absence of any special private or public bodies, committees or departments, which monitor the presentation and dissemination of news with a view to improving the criteria for selecting and presenting current news and factual reports about women. There are countries, such as Sweden and Ireland, however, which have encouraged the media industry itself to form special groups to improve the presentation of news about women, including their involvement in the production of news.

93. Although without a formal national group assigned to monitor current news and factual reports on women, the Governments of the United States and Austria state that attention is given to this matter through the United States Commission on Civil Rights and the Women's Department of the Federal Ministry of Social Affairs respectively. In the Federal Republic of Germany, a private body, the "Aktion Klartext", established in 1978, studies the presentation of items relating to women and their situation in the mass media.

94. A strong phenomenon in most countries is the presence of movements, either of feminists or unions, which undertake studies and monitor news relating to women and/or as advisory and consultative bodies on programming content. This situation exists in Spain, for instance. In the United States, the local chapters of the National Organization of Women have undertaken studies on the portrayal of women in local news programmes. Meanwhile, in Austria, a women's group formed to study the image of women in the media conducted and published an analysis of the treatment given to this subject in the large daily newspapers, covering six months in 1978.

95. The same situation prevails for entertainment and fiction. Even for this type of programme, Governments and the mass media are guided by the basic constitutional laws on freedom of expression and civil rights. Moreover, any media groups concerned with studies relating to women in news programmes include in them entertainment and fiction. Generally speaking, there is no evidence of studies which plot the influence or impact of entertainment and fiction programmes on the community with respect to the changing roles of women and men. Furthermore, no public or private committees, departments or bodies have made recommendations instituting such studies.

96. Reports of Governments contain elaborate descriptions of legal and non-legal agencies concerned with advertising and indicate that particular attention to exposing a positive image of women is being considered. Exceptions, however, are Belgium and Sweden. In Belgium, no private or public organization exists to deal with advertising or to monitor the portrayal of women in advertisements, because the Broadcast Law of 1960 forbids commercial advertisements in the media. The same is true in Sweden, where radio and television do not carry advertising.

97. An interesting case is Ireland, where the subject is interpreted within the scope of a State act relating to workers, i.e., the Employment Equality Act of 1977, which makes it unlawful to advertise jobs which discriminate on grounds of sex. Austria offers a similarity with Ireland in the sense that a government authority, a sub-committee of the Advisory Board of Consumer Policy in the Federal Ministry of Trade, Commerce and Industry, also concerns itself with advertising that relates to the proper portrayal of the image of women. The Federal Republic of Germany, Finland and the United States of America are still guided by the provisions of their own basic constitutional laws, which strongly uphold freedom of expression.

98. In most instances, reports from Governments state that the regulation of advertising is subsidiary to media laws, such as the codes of ethics. Greece, for instance, plans to reinforce a Code of Advertising Principles, while in Ireland the Radio Telefis Eirean employs the Code of Advertising Practice. The case of the United States of America is unique because, despite its strong adherence to the tenets of freedom of expression, a number of actions such as that of the National Advertising Board in 1975 have challenged the way women are portrayed in advertising. Actually, private and exclusive bodies do a lot more monitoring than the public authorities or media. In Spain, for example, a private entity, "Autocontrol of Advertising", aims at defining and applying ethical norms to which advertising of products and services should adjust.

99. Regarding efforts to counteract tendencies reinforcing male-female stereotypes in advertising, an over-all impression points to very minimal action by Governments. If there are efforts, they are undertaken by the media itself. Women's groups also do active policing. In the United States of America, after the National Organization of Women and the Association of Flight Attendants had picketed the offices of two domestic airlines that created highly suggestive television and print advertising in which flight attendants were stereotyped as sex objects, both airlines changed the focus of their campaigns.

100. Most reports from Governments describe the different educational programmes or articles prepared by and for the mass media which directly or indirectly promote women in general and/or their roles. Countries that have produced educational programmes that are relevant to women but do not necessarily deal with their changing roles include Belgium, Greece and Ireland. The Federal Republic of Germany has mentioned specific educational and informative programmes, while in Austria, the Federal Ministry of Social Affairs has subsidized the production of three short films for television relating to the changing roles of women. In the United States of America, according to its report, there are programmes and articles about the changing roles of women and men but only four of them are known to have been produced with the aim of promoting that change.

101. On the matter of legislation, there are no laws and/or non-legal sanctions pertaining to the selection and presentation of current news and factual reports relating to women. The basic constitutions of countries override all legislations and strongly uphold the policy of freedom and right of expression. There are, however, codes of ethics for the press, radio and television, but again these do not contain instruments specifically favouring women. Open concern for news about women is largely undertaken through positive actions by established feminist organizations.

102. The same situation applies to laws and non-legal sanctions relating to entertainment and fiction. Reports from the United States of America, however, note that non-legal sanctions may be in the form of a consumer boycott on advertisers who buy time on programmes that portray women in a demeaning way. In addition, the United States cites actions by the United States Commission on Civil Rights encouraging production companies and network programming executives to incorporate more women (and minorities) into television drama. The United Methodist Women, a private group, has urged writers to give their suggestions to advertisers on how they would like to see television portray girls and women.

103. With respect to laws and regulations covering advertising, particularly prohibitions on the exploitation of the physical attributes of womanhood in a degrading manner, these measures are considered "sensitive issues". Reports from Governments are emphatic that no norms or guidelines exist. As the United States of America puts it, this is largely left to social acceptance.

104. Neither are there any legal and/or non-legal sanctions dealing with ways in which educational-cultural programmes should convey a different image of women. However, Governments are involved in educational activities which promote a less traditional image of women. In Spain, the Subdirección General de la Condición Feminina, established within the Ministry of Culture, suggests that Governments should formulate global political action in this sphere, while in Finland and the United States of America, affirmative action programmes and studies have materialized.

105. Reports from Governments of countries in Latin America and the Caribbean, except the Dominican Republic, stress the absence of any public or private bodies in charge of monitoring the presentation and dissemination of current news and factual reports with a view to improving the image of women. However, councils and/or offices integrated in government offices, as in Chile, indirectly exercise this function. Either independently, as in the case of the Dominican Republic, or in association with the Government, as in Mexico, radio and television commissions or agencies are formed to serve this purpose. Private organizations are also involved in keeping a good image of women in news and information programmes.

106. The intervention of various monitoring groups in Jamaica is unique. From time to time, these groups comment on specific issues exposed by the media, especially the press. The Women's Bureau and the Committees of Women for Progress have adversely reacted in public against the publication of details of divorce cases and of semi-nude pictures, while the Jamaican Committee on Women's Rights has treated the question of paid maternity leave. The Committee of Women for Progress has also opposed beauty contests, particularly those for little girls.

107. Reports from Latin America and the Caribbean also admit the lack of any existing body of research which assesses the impact on the community of entertainment and fiction programmes with respect to the changing roles of women and men. There are only some sporadic studies, as in the case of Chile, as well as some fragmented studies undertaken by institutions which are extensions of either formal public or private bodies. In the Bahamas, the Entertainment Resource

Committee of Civil and Private Citizens has been established to recommend how local entertainment activities can be improved, or at least to ensure that they portray local culture. In Jamaica, the media police themselves. The most widely circulated newspaper, The Gleaner, has recently instituted a progressive women's page in its Sunday magazine section.

108. In relation to advertising, Governments point to three bodies which attend to the monitoring of advertisements. However, none is specially formed to safeguard the image of women. Chile and Argentina declare the law that prohibits disrespect for human dignity and sexual discrimination to be applicable. In Mexico, the Dominican Republic and Trinidad and Tobago, this task is covered in the broadcast laws.

109. There are no educational articles or programmes prepared for dissemination by the mass media with the predominant aim of promoting the changing roles of women and men. Generally, there are government-supported or government-funded educational programmes, but very rarely do these treat the role of women. This, however, does not mean that there are no individual or private efforts to attain this objective, as in the Dominican Republic, in the Bahamas and in Jamaica.

110. Since these programmes are designed to meet the social needs of the community as a whole rather than to support the image of a particular group in the society, no effort is made to show a positive image of women. Support endorsing the production of educational/cultural programmes is particularly evident from various women's groups, as in the case of Women in Development in the Dominican Republic, the Women's Bureau in Jamaica and the Secretaría Nacional de la Mujer in Chile.

111. Laws regulating the selection and presentation of news and information items, entertainment and fiction, advertising and even educational/cultural programmes relating to the presentation of women are indirectly provided through the existing basic constitutional laws of the country or through the press and broadcast laws. Generally, these laws prohibit information contrary to good taste and morals. These do not, however, contain legislation dealing with the forms and channels that produce programmes about women.

112. As far as advertising is concerned, in Mexico, the Federal Law of Radio and Television forbids any that is contrary to good custom and exhibits or uses words and attitudes considered to be obscene. In Chile, the university institutions and professionals have shown concern and have prepared studies. In Trinidad and Tobago, there is a growing concern about beauty contests which exploit the attributes of women and about the increasing use of the so-called "calendar art" imported into the country. Regarding educational and cultural programmes, there seems to be a strong attachment to the clause in the constitution upholding equal rights for both sexes so that educational programmes cannot be specifically designed and produced to favour one sex.

113. Reports from the Governments of Australia, Pakistan and Papua New Guinea also state that there are no public or private agencies instituted for monitoring the

presentation and dissemination of new specifically to safeguard the image of women. However, there are committees formed within the media industry which are concerned with this task, such as, the Broadcasting Tribunal in Australia and in Pakistan the news division at the television headquarters at Islamabad and the national news bureau at the television centre at Rawalpindi.

114. Reports also stress the absence of any agency that monitors the presentation of women in entertainment and fiction. There are similar attempts by some sectors in the form of research, training or production. In Australia, a number of concrete efforts have been undertaken by the Advisory Committee on Program Standards of the Australian Broadcasting Tribunal. Australia also mentions the contribution of the Women's Bureau in the Department of Employment and Youth Affairs.

115. As regards advertising, there are no agencies or committees engaged in monitoring. Generally, this function is supervised by the broadcasting authority operating in the country and, where this is weak, certain initiatives are taken by individual media sectors. In Singapore, the Department of Broadcasting exercises strict control over commercials, especially those exposing women. There is also a restriction on telecast hours of commercials on women's undergarments and toiletries. Civic organizations often take over the task of monitoring. In Papua New Guinea, the Churches' Council for Media Co-ordination has been active, and the National Council of Women and Women's Affairs Division have publicly expressed concern at the way in which women are being used for commercial advertisements in print. In Australia, a number of groups have commented on the unfair and prejudicial portrayal of women in advertisements.

116. As to efforts in the area of education and culture, Australia reports a recent project funded by the Schools Commission, which has employed a journalist, Blanche d'Alpuget, to write a series of articles directed primarily at specialized journals. In Pakistan, the production of such programmes is handled by all five television centres. However, these programmes are not specifically designed to promote the changing roles of men and women. Regarding support from private organizations, only Australia has cited a case.

117. There are no laws which cover the presentation of women in current news and factual reports, entertainment and fiction, advertising and educational/cultural programmes. As far as the first two types of activities are concerned, Australia cites the formation of the Women Media Workers, 1976, which unified and organized women across the branches of the media. As regards advertising, the Media Council of Australia, which has a Code of Advertising Ethics and the Australian Association of Advertisers, with a similar Code of Advertising Standards, are outstanding. However, none relates to the exploitation of the physical attributes of women. In Pakistan, some clauses in the Television Code of Ethics prohibit the exploitation of womanhood. And, in Papua New Guinea, the Broadcasting Advertising Standards prohibit such exploitation in newspapers as well as in broadcasting.

118. In Israel, the lack of a specific agency to monitor the presentation of women in news and information programmes is covered by the Commission on the Status of

Women, which has recently prepared a special chapter on mass communication media and women. Likewise, there is no public or private agency which monitors the portrayal of women in works of entertainment and fiction. As regards advertising, the efforts of the Commission on the Status of Women may be repeated. Also the offices of the Co-ordinator for Women's Affairs has helped by sending letters to advertisers suggesting the formulation of advertisements in a non-sexist style. The report from Israel implies that there is monitoring of educational and cultural programmes. Israel also reports that generally the collaboration of academicians and voluntary organizations is solicited for this activity.

119. Generally, there are no legislations which apply to current news and factual reports, particularly those dealing with women. However, some efforts show that there is concern. In the area of entertainment and fiction, although there are no laws, journals published by women's organizations are conscious of the value of monitoring and their editorial policy is shaped accordingly. Regarding educational programmes, since any guideline concerning the mass media has to be either derived from the existing laws or approved by the Broadcasting Board, guidelines on educational programmes may be acceptable only if proposed to the Board.

120. Where Africa is concerned, there is little direct action against discrimination in entertainment and fiction. Sudan mentions the presence of committees for studying broadcasting and quotes recommendations restricting any entertainment which "contradicts the social rules of the Sudanese society". In advertising, Botswana and Sudan report that at present there are no agencies created solely to monitor the portrayal of women. Both States also indicate the absence of government departments or other bodies of a private nature in charge of producing educational programmes or articles for dissemination by the mass media with the aim of promoting the changing roles of women and men.

121. For all areas of current news and factual reports, entertainment and fiction, advertising and education and culture, there are no legal or non-legal sanctions which prohibit the stereotyping of women. Since Sudan is an Islamic country, customs and traditions prohibit the exploitation of the physical attributes of womanhood.

B. Advancing and regulating participation

122. Reports from Governments indicate that over the last five years there has been a slow but slightly upward trend in the employment of women by the press, radio and television. Based on a comparison of 1974 and 1978 data, the United States has reported a percentage increase of 37.9 in the employment of women in radio and 31.4 in television. Both sets of data, however, include secretarial posts. Although it is short of statistical evidence, Sweden has stressed that the number of women employed in the media has changed favourably.

123. In Austria, women's employment in the printing media does not reflect any significant change. The research conducted by Fabris and Krenzhubes in 1975 still compares significantly with that of the Ministry of Social Affairs in 1979. In

fact, there is a very minimum regression slant of nearly 1 per cent from 1975 to 1979, that is, while 27.8 per cent of the journalists were women in 1975, this proportion decreased to 26.9 per cent in 1979. In the broadcasting media, comprising radio and television, the most recent data show that 30.7 per cent (947 out of 3,082) of those employed are women.

124. Although the data on Finland are confined to 1979, they show a remarkable comparison between the number of men and women employed in the press, radio and television. The Union of Journalists estimates that in the seven largest daily newspapers, with 1,282 employees, only 512 are women. In radio and television, there were 1,501 women out of 4,074 employees in 1978. A detailed analysis of the female:male ratio reveals a more definite pattern of one sex outrating the other. In both radio and television, males outnumbered females by a ratio of 2 to 1. Hence, in radio, of a total of 470 employees, 63 per cent were men while only 37 per cent were females; and in television, of 329 employees, 66 per cent were males while only 34 per cent were females.

125. Lacking numerical evidence, the Federal Republic of Germany, Ireland and Belgium have found it impossible to indicate the scope of changes in the employment of women, while Greece has indicated that there is no distinction in the employment of men and women in radio and television.

126. Claims of significant changes in the employment of women in the mass communication media do not necessarily indicate a positive absorption in the high-ranking, paying media positions. The evidence provides rather a static picture. While women have increasingly come to be on a par with men in number and scope, they are still outnumbered and outranked as far as the more serious, demanding and highly considered positions in the decision-making level or technical field are concerned.

127. Finland's situation is far from satisfactory. It reports that the share of women in the decision-making bodies of the press, radio and television continues to be negligible. Media data exclusive to Finland also indicate that women are greatly under represented in management positions dealing with policy matters (2 out of 20) as well as with political, economic and international items (9 out of 2,400). Women and children's issues, however, remain a monopoly of women (20 out of 22). Despite the advantage that there are more women journalists in Finland than in any other Nordic country, only a few of them are in management positions or doing political and foreign affairs reporting. In radio and television, the male majority (2,573 out of 4,074) in 1978 was considered to be due to the domination of this sex over technical activities.

128. A sharper comparison is evident in high-ranking posts. Males surpass females both as heads of departments and programmes, and as heads of programme offices. In areas of coverage, particularly of news and current affairs, men outrank women by about two to one. The situation is reversed, however, in the instructional programmes department. More women are in charge of children's and youth programmes and only women handle family programmes. Ireland, however, takes an optimistic look at the situation. It attributes the slight changes in the distribution of

females within the media since 1974 mainly to moves towards areas of work normally done by men.

129. With the exception of Sweden, Governments report unanimously that there are no legal enactment concerning the employment and placement of women in the press, radio and television. This lack of formal action is due to the fact that this concern is considered to be covered by the basic constitutional laws of the nation, particularly those which regulate discrimination in employment. Moreover, careful adherence to sanctions respecting freedom of expression and the civil rights of all mankind prohibits the enforcement of State regulations controlling the media as well as regulations that particularly favour opportunities for one sex.

130. Even codes of ethics for print, radio and television contain no specific provisions safeguarding the hiring or placement of women. Legal actions, however, can be brought against the mass media in cases of mistreatment or evident discrimination. However, these are mostly carried out by pressure groups organized for such purposes.

131. In Sweden, employment of women in the mass media is regulated by the Equality Agreement between the Swedish Employers' Confederation and the Federation of Salaried Employers in Industry and Services. This Agreement requires employers to work actively for a more equal distribution of sexes within different occupational categories. It covers only radio and television, although a small number of newspapers have already exacted quotas on the employment of women.

132. Despite the lack of legal provisions in the United States of America and Austria a number of legal actions have challenged whatever inadequacies the mass media have exhibited in terms of employing women. Ireland follows the regulations embodied in the Employment Equality Act of 1977, which specifies that all positions in the mass communication media are open to men and women and also respects the Anti-Discrimination (Pay) Act of 1975, which ensures that all posts must attract the same pay for women and men. The Federal Republic of Germany and Belgium are guided purely by the tenets of their Constitutions.

133. Governments representing the Spanish-speaking countries in Latin America, such as Argentina, Chile and Mexico, all report significant changes in the employment of women in the press, radio and television. Similar claims are made by two countries in the Caribbean region, namely, the Dominican Republic and Jamaica. However, no numerical proof is given to substantiate claims, so that the judgement relating to change is more "felt" than "actual".

134. A number of reasons have been cited as bases for the change in the employment of women in the mass media. Argentina traces it to the inclination of women today to occupy more roles in the professional sphere. Chile and Mexico are convinced that the increase in the enrolment of women in schools of journalism has served as a motivating factor. For Mexico, the International Women's Year (held there in 1975) has been considered responsible for an increased interest in employing women in the mass media.

135. Similarly, there are no quantitative data available on the number of women employed in the different positions and/or areas in the mass media. Chile, however, estimates that at present more than 50 per cent of the newspaper personnel in the different mass media are women. And Mexico reports that, in the last 10 years, women have been able to penetrate the media industry, particularly television. In the Dominican Republic, women have made important steps in the production of cultural and instructional programmes; while in Jamaica, women employees, even 10 years ago, occupied management posts in the media.

136. The areas identified as being handled by women are politics, economics, psychology and current events, but more frequently pedagogy, education, infant themes and the creative arts. These findings are strongly evident in the data pertaining to Chile and Mexico. The fields where women are least represented are the police beats and sports, as in Chile. In terms of hierarchy of positions in the media, women do get a chance to occupy important jobs. In Chile, women occupy management jobs as directors or editors and in Mexico, particularly in television, women are editors as well as correspondents and commentators. However, there are no special laws and/or non-legal sanctions relating to the employment of women in the media. Generally, discrimination is regulated by national labour laws and equality acts.

137. As far as the employment of women in high positions in the mass media in the Far East is concerned, Australia, which appears to be very active in mobilizing studies on the role and employment of women in the mass media, claims that there are "insufficient studies to provide a valid statement that will indicate changes in this area". It reports that "in general, the employment of women in the media is proportionately low and reflects traditional views of sex roles and interests in society. In many cases, the stereotyping of occupations within the media industry discriminates against women. Many occupations, particularly in the technical areas, are presented as if they are inaccessible to women, if not by intent, then by language, through job advertisements, career brochures and official job designations."

138. Reports from the Governments of Pakistan, Singapore and Papua New Guinea not only indicate the increase in the employment of women in the press, radio and television but provide adequate numerical evidence to support their claims. Within the last five years, the Government of Pakistan has claimed an increase of from 5 to 17 women employed in the media. Singapore shows an average yearly increase of 30 per cent. Papua New Guinea isolates the case of Niugini Nuis, which used to be an all-male-dominated media enterprise but has reversed this tradition by employing two national women journalists and two expatriate women executives.

139. The fields in which women are absorbed are mentioned. In Singapore, more women officers now occupy positions of authority in radio and television. In fact, the Director of Broadcasting is a woman. In Papua New Guinea, the National Broadcasting Commission has particularly noted that women are now employed in the division of news and current affairs and are also being given more responsibilities at the provincial level, for example, in the production and research for special programmes for women and children.

140. Regarding legislation which cover the employment of women by the media, none exists in Australia and the Far East. There are, however, initiatives which lead to the greater employment of women. In Australia, initiatives have been mobilized through the Community Radio and the Task Force on Equal Opportunity for Women in the Australian Broadcasting Commission. In Singapore, and Papua New Guinea, laws involving the employment of women by radio and television are considered to be reflected in the Constitution.

141. Israel notes that there has been an increase in the number of women journalists in the country and specifies that the greater increase is in television. Women journalists now serve as field reporters and in television they do more production and newscasting than reporting, editing and interviewing.

C. Accelerating and regulating the role of the media as integrating agents

142. If Governments in highly industrialized countries have access to studies and reports concerning the role of women, they still ignore the real influence that mass communication exerts. These studies rarely deal with the extent of progress achieved by the mass media in reinforcing or accelerating the integration of women in the development process. Countries such as Ireland have stated that much work has been done in relation to the changing role of women in the labour force and consider this as indirectly serving the topic. Sweden, on the other hand, admits that, although the content of the mass media still reflects decisions almost totally made by men, there have been improvements in the way media portray the participation of women in society and in the national economy.

143. With the exception of the United States of America, Governments have reported the absence of public or private committees which regularly monitor the media and their outlets, to ascertain whether there has been any progress in the integration of women in the development process. An ambivalent reaction also exists to favouring the issuance of guidelines to mass communication media decision-makers in order to encourage such integration.

144. In fact, countries do not seem to see the necessity of encouraging works depicting situations and attitudes relating to the role of women in development, such as the portrayal of women who travel as frequently as men do, free of fears about frailty, vulnerability, or public disapproval. One of the reasons given by Austria, for instance, is that such situations no longer apply to highly developed countries. Another reason is that such descriptions have already been exposed in the media since the start of industrialization. As to whether the Government has taken part in any co-operative media effort at the regional level to promote the climate for the participation of women in development, only Ireland has offered a positive response.

145. Reports from Latin America and the Caribbean countries reveal that Governments have access to studies or reports on how the feminine sector is being integrated in the development process. Although some of these may have reference to the mass media, they are relatively few in number and not really exhaustive.

146. Governments recognize these studies and are aware that the findings are broadcast in radio and television. The media are also very supportive, as in Mexico, where radio campaigns are produced relating to the struggle for women to take a more active role and to participate in the tasks of national development. Women's organizations and specialized institutions assist as well. In the Dominican Republic, this role is carried out by the group called "Women in Development". In Jamaica, the Institute of Mass Communication reinforces the recommendation endorsed during the Workshop on Caribbean Women in Communication for Development, held in 1975 at Santo Domingo.

147. Formally speaking, there are no agencies which monitor the contribution of the mass media in advancing the integration of women in development. Chile reasons that this type of organization does not exist because the subject is treated equally with other materials which deal with national development. Argentina, Mexico, the Dominican Republic, the Bahamas, Jamaica and Grenada favour the issuance of guidelines to the mass media to encourage the integration of women in development. In Chile, however, this concern has already been overcome, since all discrimination between men and women has been eradicated.

148. Reports from the Governments of Australia and of countries in the Far East reveal three situations: the Government has no access to studies on how women are integrated in the development process; the inquiry is not applicable to the mass media situation existing in the country (as in Pakistan); and no studies have yet been carried out or reports collated concerning the influence of the mass media on the achievement of women's integration in the development process, as in Papua New Guinea.

149. In Australia the preparations for undertaking this task are pending in view of the level of activities relating to women, i.e., more focus is still being directed towards the absorption of women in the labour force and towards ensuring a balance of the sexes therein. As to monitoring the mass media to ascertain their assistance in advancing the integration of women in the development process, this is not done. However, in Papua New Guinea, the mass media are sensitive to any criticisms which may point to an inadequate coverage and presentation of the integration of women in the development process and the economic benefits arising from such.

150. The Government has no access to studies on the influence of the mass media in integrating women in development in Israel. It stresses that the mass media are very keen on maintaining their autonomy, so governmental guidelines on the subject will not be favourably received. However, at the moment, situations depicting women's role in development are in principle already covered by the mass media and these appear as feature programmes.

151. In Africa, reports from Botswana and Sudan indicate the lack of access of the Government to studies or reports concerning the influence of the mass media in the work of integrating women in the development process. Sudan, however, reports that, although the Government has never issued guidelines to decision-makers in the mass media, it has urged the Women's Association to participate in any work in the Sudanese society.

IV. ACTIONS TAKEN BY NON-GOVERNMENTAL ORGANIZATIONS

152. Very little evidence exists on which to base a judgement on the efforts made by the non-governmental organizations in exploiting the benefits presented by the mass media in influencing a more positive image of women and their activities. This, perhaps, is due to the novelty in the concept of using the mass media in favour of women. A few, however, have documented how they have started taking advantage of the mass media and have enumerated the obstacles encountered in the process of using these media.

153. Owing to the greater proportion of non-governmental organizations engaged in political activities that have responded, more evidence highlights how the media reinforce the political participation of women, as in the cases of the Women's International Democratic Federation and the United Towns Organization. In the same vein, the All-India Women's Conference argues that it is important to establish first how women's participation in public life has been advanced before it is possible to assess the relevance of the mass media in women's activities. With their political participation encouraged, inevitably women's social and cultural life will be recognized; their involvement in the mass media would be on a par with, if slightly different from, that of men in societies where the status of women in politics is less highly recognized.

154. Education is the next most represented activity of the non-governmental organizations that have responded. The International Federation of University Women, for instance, reports on a survey it has conducted to determine how its national affiliates have advanced the use of the media in promoting their activities. Results indicate that many organizations have relatively easy access to the local press, although the information given is for the most part published on the feminine page; access to radio is less easy and access to television even more difficult; and access to the media in general is easier in small towns than in big cities.

155. The United Towns Organization reports that, during the convening in Italy of 200 women ministers and journalists from 16 countries of Europe and Africa to discuss the access of women to public responsibility, a motion was passed on how to change the representation and portrait of women given in school-books, the mass media etc., precipitated by the observation that demeaning descriptions of women and their role lead to an undermining of women's dignity and offer a persistent hindrance to their undertaking civic responsibilities.

156. Member organizations of the World Confederation of Organizations of the Teaching Profession consistently review the content of textbooks to abolish sex stereotyping of girls and boys unconsciously instilled at an early age outside and inside the class-room. Its Assembly in Jakarta recognized "that the furtherance of equal opportunity between men and women depends on educational programmes that are designed to correct existing imbalances".

157. Non-governmental organizations also report that they are steadily increasing their use of the mass media, singly through the press, radio or

television and/or combined with other media, for instance, the use of groups in small or large communities, a practice followed by Baha'i International. Pulpits and church meetings are also used with the same end in view, as exemplified by the St. Joan's International Alliance.

158. The World Alliance of Reformed Churches, in spite of its inadequate media resources, produces a monthly press service under the responsibility of women. Along the same lines, the World Young Women's Christian Association (YWCA) publishes Common Concern and As Others See Us to promote the image of women. One of its feature articles, "Image of women in the mass media", still reflects YWCA involvement in this question.

159. Media-oriented non-governmental organizations have also done some good work. The Arab States Broadcasting Union, for instance, convened a seminar in Tunis (1975) on women's programmes in radio and television, and has published its findings in the Arab Broadcast.

160. For the purposes of the present study, the International Federation of the Periodical Press has sought comments from the largest publisher of magazines addressed to women in Britain. The impressions gathered include the following: more women are being employed in the middle ranks in radio and television but not in decision-making areas in the British Broadcasting Corporation or the Independent Broadcasting Authority; although the Sex Discrimination Bill is not a legal sanction, it discourages discrimination against women in employment; and a study on the different ways in which women are presented in the British press is being undertaken by Women in the Media and a report will be available in 1980.

161. The non-governmental organizations are very explicit on some outstanding obstacles they encounter in soliciting media assistance to cover and treat women's activities. One difficulty brought up is that women have very little confidence in themselves and this psychological hindrance is reinforced by their education, the mass media and society. Thus, there is a need to overcome this difficulty to enable women to have access to various posts in civic life at national and international levels. The non-governmental organizations also lament that women's image as portrayed in the media reflects a trend which may be popular but is not progressive; hence, the concept of women is that of tractability, pity and compassion. Also, the media do not deal with problems of women's participation in various lives but mostly illustrate their home life only.

162. Variations among certain media, in their consideration of women's issues, have been observed. Thus, while a television programme presents responsible women in the family and society, the commercial cinema still exhibits the traditional image of the female minor, e.g., women in their household symbol or their sexuality as an object.

163. Corollary reasons for the obstacles are mentioned. The survey undertaken by the International Federation of University Women provides evidence that women lack courage or initiative in the domain of the mass media and therefore, before

they can advance in this field, it is important that they learn to deal with the media and to use them themselves.

164. The absence of institutions which can change the low profile of women compounds the problem. In countries that have recently embarked upon independent development, effective measures have been taken to ensure that the mass media exert a positive influence in involving women in different spheres and promoting real equality. An example cited is that in socialist countries, where equality of women is guaranteed by law and implemented in practice, the mass media deal comprehensively with women's full participation in public and family life.

165. Obstacles also exist because of an imbalance in the migratory pattern and economic status of the people. In India, the inability of the mass media to project an all-embracing women's image is traced to the inadequate level of literacy of rural women and to the restrictive social and family structure of the Indian society. It is proposed that, if the mass media will focus on the disabilities and poverty of the disabled classes, a better appreciation of the situation will result. But at present, media neither awaken Indian women nor stimulate interest in a new role for them.

166. Another rationale offered for the obstacles is that, although there are positions that will elevate women, there is a shortage of women to fill them. Thus, even though organizations create or reserve vacancies for women in journalism, for instance, this becomes a useless effort when only one woman competes in a group of 50 applicants, when it is highly probable that the decision will be in favour of a man.

V. RECOMMENDATIONS FOR POLICY ACTION

167. The limited (and fragmented) research on and the complexity of the issues relating to the influence of the mass communication media on attitudes towards women and men do not prevent the formulation of some action-oriented recommendations, which are set out below.

168. Research should assume a historical and holistic approach, since a number of related causes and effects have already been created by the considerable changes in the economic, social and political positions of women. Therefore, a critical study, particularly of historical periods of sharp changes which have evolved a new concept of women in society and the relationship of those changes to mass media's coverage and treatment of women will yield meaningful data.

169. An overriding concern is to ensure that the mass media incorporate the ongoing changes in society and do not continue to lag behind these. Although it is true that, in the mainstream, the mass media are beginning to reflect or recognize a greater diversity in images for women, a quick acceptance of these ideas, as well as an aggressive reflection of changes and an exploration of more dynamic alternative images, are yet to be seen.

170. An immediate departure from the present reliance on the content analysis method is called for. What are needed now are effect and experimental studies, which can be evolved either from the selection of particular pilot cultures or a cluster of cultures which exhibit very similar patterns and bias in value systems, geography, and socio-political-economic policies. When humanly and economically feasible, the information benefits that can be derived from logitudinal studies should be considered.

171. Research overlapping and wastage can be minimized by riding in existing development projects. Researchers can be convinced to include women as an important concern or variable in all ongoing and future projects and/or undertake independent intensive studies. International organizations providing research funds may cover costs of country-wide studies on mass media and women. International decisions on the reallocation of research resources to countries with less material and capability but greater need are welcomed.

172. Undoubtedly, certain important characteristics of women (images) in the mass media are universal. Media reflect women in their narrow stereotyped domestic role as a sex object, fashion initiator, consumer, subordinate to men, docile and self-sacrificing etc. Subtle variations, however, particularly in terms of the stress placed by a culture on certain stereotyped characteristics may prove to be the most important root cause of prejudice. In order not to be lost in the maze of images, there is a need to concentrate on and to downplay the most dominant and pervasive traditional image that presents itself as the source of stereotyping. By culture groupings, findings have identified these as consumerism and sexism, sentimental romanticism, cultural oppression, educational indoctrination, systems and value conflicts etc.

173. One solution for removing social stereotyping is to evolve and legitimize a new positive alternative image of women and to convince the sponsors and marketeers of the mass media that this new image is what women want and are interested in and that therefore, unless the media accept this new image, they will lose a great proportion of their audience. A demanding task, however, is to be able to constantly feed and saturate the mass media with this new image model showing women as having full control of themselves, knowing their rights, needs and expectations, equal with men in good health, education and employment, authoritative as decision-makers and reliable as career professionals, can compete, initiate and achieve without fear of social ostracism etc. A change in the male image also needs to be provided by the media. This can reflect men as gentle husbands and fathers, who are able to share household chores, are more involved with children and can receive instructions from a woman superior and who manifest exactly the same emotions and vulnerabilities as women.

174. The mechanisms are wanting that would encourage the mass media not to stress women as being marginal and unimportant in many spheres of social, economic and political and cultural development. The media must cover stories (and provide editorials too) which convey that women's absence in productive work is wasting half of the world's potential resources: a disregard for women limits society's chances of improving social conditions and delays the

development of a new human social structure where equality closes the gap of understanding between men and women; the non-involvement of women in politics means missing a most essential co-mobilizer of political consciousness etc.

175. The mass media should liberate themselves from the jargon of élitism and expand their reach to cover the less privileged and less educated population of women. The greater social problems are not confined to a small élite and, if society really wants to develop women and make constructive use of them, then the mass media should be more accessible and comprehensible to the less privileged rural women. Considering the concentration of big media in urban centres and the lack of media facilities in the rural areas, access to and consumption by rural women can be adequately supplemented by use of the rural "mimeo" sheet, black-boards, traditional folk media, small local media and transistorized radio. Regarding indigenous folk media, care should be taken in the retelling of traditional stories, particularly since most of these portray women in traditional roles. Perhaps it is safest to develop new plots and stories exemplifying a new woman and a more active role for her and adapting these to the folk media.

176. Legislation, including the setting of quotas covering n number of years, to cut down the entry and circulation of foreign mass media, can be drafted. The assistance of local media producers and associations to serve as gatekeepers may be solicited. Some countries have already deliberately reduced their consumption of foreign programmes, giving as a motive the harmful nature of the violent and sexual concepts and actions contained in them. Studies show that imported images fed into the formation and/or transformation of local perceptions have reached alarming proportions; there are countries where over 50 per cent of the television programmes and practically all the films are imported.

177. A corollary evaluation of stereotyping imbibed in related materials, such as the instructional media, is imperative. Textbooks, curricula, and other teaching materials where necessary should be rewritten to ensure that these reflect a more positive image of women. Findings confirm that educational literature and institutions, further reinforced by the mass media, condition the youth to behave and think according to the sex that they are born into. Worse, instructional processes are designed to prepare women to perform traditional roles, so that girls are streamed into subjects from which they emerge ill-equipped for anything more than the unskilled poorly paid jobs in industry or the traditional female jobs, such as teaching and secretarial work.

178. There is a need to exploit the revolutionary tendencies within the mass media, such as the increasing growth and popularity of the feminist press, the emergence of feminist filmmakers etc. In some developing countries, feminist literature already offers alternative images of women. Also, instead of criticizing the traditional women's page, this can be turned into an educational page, whereby it builds up the informational atmosphere of alerting women to changes and duties beyond the house and motherhood. Women editors can be sensitized to pay more attention to women's problems and to write

articles conducive to the elevation of women's status, by way, for instance, of success stories of women who have advanced development, gained patriotic recognition etc.

179. Existing networks at various levels can also be harnessed. At the outset, it may be appropriate to single out the status levels of these groups to be able to make efficient use of them. Primarily, concern must be focused on these organized people and institutions, through whose agencies change may occur and whose revolutionary initiatives may help to redefine the norms and profiles of mass media organizations at both the local and international levels relating to women. These organized groups can also effectively complement the mass media by acting as change agents.

180. Indigenous groups, such as the traditional neighbourhood village group, whose tremendous influence in the village level and whose network of communication and communal action are relatively rapid and fluid, can be tapped. They can bring tremendous pressure on the male half of the village society, displaying an apparent solidarity that men cannot match. Village women's groups need to be identified to serve as nurseries and laboratories for the healthy development and socialization of women into public roles.

181. On the urban level, the so-called women's movements, women's action groups etc. can create an impact, particularly with their activities which put pressure on the mass media. An increasing number of these small groups have started working together in monitoring output systematically and in bringing pressure on local media to make findings on discrimination public by circulating results. And the fact that certain advertisers are apparently revising their formats to take account of such factors as women's increased participation in society and in the media indicates that even these small ripples have a wider effect. These groups not only provide a radical interpersonal auxiliary but also expand horizontally the scope of women's programmes and activities and act as links with the rural community, principally by providing a vertical filter of media materials to rural women. (Care should, however, be exercised by urban groups with regard to feeding very urban materials and programmes which conflict with or are irrelevant to village needs.)

182. Urban women's groups can also push mass movements in the rural areas and sensitize the lower-class women to more satisfactory roles in society. However, in so doing, care must be taken not to incur the resistance of men in the countryside. Perhaps a starting task is to institute campaigns aimed at bringing about infrastructural changes for and involving women, such as literacy campaigns and related activities that are beneficial in improving rural living conditions. Some national women's councils, for instance, have tried to sensitize women in the countryside by holding regional and provincial seminars and by mobilizing women in better positions to extend their help to the less fortunate in the remote rural areas.

183. On the world-wide upper level, the assistance of non-governmental organizations can be mobilized. From the very beginning, these groups have

been an active constituency in the promotion of issues concerning women by including the women's viewpoint and components in the upper echelon of law and society. Mechanisms need to be developed whereby the support of these groups can be solicited to represent the disadvantaged women who do not have the capacity to influence the life of society, particularly in the developing world.

184. A gradual but active and continuing reorientation in the present structure of power and control in the mass media must be set in motion. The mass communication media have been and still are in the hands of men, who use them to exclude women deliberately from the larger political and social environment by confining them to the consumers markets. Mass media programming content, too, remains a prism of bias as indicated by the dominance of men in all broadcasting content. Perhaps some lessons can be learned from the strategies and methodologies followed by government-controlled media, which seem to offer positive images of women and lay stress on their contribution to economic and social development.

185. A reevaluation of decision-making patterns in most media organizations and in established professional practices would be timely. Programmes which integrate more women in the mass media structure must be pursued. Until women constitute a critical mass within the media, their ability to work against accepted cultural and professional values will be negligible. The single standard which gives equal rewards and incentives for women and men in media systems should be instituted. Criteria for assessing occupational acceptance and promotion should be the same for both sexes.

186. Any participation of women in the media jobs should include the upper levels. The present severe underrepresentation of women in the upper echelons of all media organizations indicates that women are still a small minority among media professionals, especially in senior positions, and are therefore disproportionately excluded from key decision-making posts. Structural and cultural barriers throughout the media, which keep women in the low-level and low-status jobs that in the first place they are channelled into upon entry must be rechecked.

187. The position of women in the media can be gradually improved as more women are trained in universities. Today's media women should no longer be locked up exclusively in women's pages, family pages and cooking columns. They should be given on-the-job training as specialists in consumer affairs, education, politics etc. Recruitment quotas should reflect a general desire to encourage women to be appointed in media management decision-making and to such positions as columnists, reporters and producers. Employment laws which mandate equal recruitment, training, pay and promotion procedures while forbidding dismissals of women for reasons of marriage, pregnancy, etc. should be drafted. The establishment of committees or councils for equality between men and women in the mass media are also helpful.

188. An appeal to the political will of Governments to co-operate in national, regional and international efforts in favour of women should be solicited. Owing to the adherence of most Governments to the constitutional rights of freedom of expression and codes of ethics of the press, radio and television, which therefore hinders legislation that is openly more favourable to women, a substitute form of support is for Governments to encourage a more positive consideration of women in the mass media, and, whenever already viable over time, gradually to provide much needed leadership in formulating various legislations beneficial to women. Governments may also stimulate the creation of more tangential groups to help monitor the mass media. Governments can encourage a more healthy view of the problem of discrimination by supporting various groups committed to greater and higher interrelations and interaction between men and women. Another corollary support is for Governments to be concerned with the provisions of services, such as, day care centres, paternal leaves etc. to benefit working women and to get media interested in promoting these activities.

189. On the international level, for example in the United Nations, the various departments may provide greater support information activities, as in the case of the Department of Public Information, which should activate and firmly mobilize public opinion on women's issues, produce films and other literature on women and disseminate globally such activities through its network of information centres (UNIC). Whenever possible, the United Nations, through its various departments (and agencies) should extend financial and human resources to Governments for exclusive use in projects designed to improve the position of women. (Discrimination, however, should be exercised particularly in allocating funding, as there are countries which are sufficiently research-based but need help and/or advice in organizing production; others already need training, while others are still backward in matters relating to research.

190. The specialized agencies can be motivated not only to include activities for women in their programmes, but also to involve women in these activities. These agencies can also contribute much by way of feeding the mass media with stories on women's contribution in health, nutrition, development, family planning etc. and, when possible, expanding existing service networks for this purpose. For its part, UNESCO should institute and formalize the designation of a staff or section that will be concerned with providing a data-bank on women, together with the setting up of a network that co-ordinates information on women as well as disseminating and monitoring such information.

191. National Governments should be encouraged to provide a periodic review of programmes on women, strengthen the research base and/or offer adequate training for all categories of personnel working for the advancement and integration of women in national development. They can also encourage a more active development and production of indigenous materials for local media. In order to mobilize public opinion and media support, Governments should organize seminars with key officials, media editors and local leaders to provide a platform for bringing the subject of women into proper focus and to develop a network of information filters, cadres and multipliers of news about women. On the other hand, regional offices should be more sensitive to national

programmes and activities and should provide proper initiative in terms of co-operation and assistance, particularly in collating data bases at the regional level.

192. A close look at the future development of women and the media at the international level in relation to the effort to bring about the new international information order, as discussed at the United Nations in the Special Political Committee in early November 1979 is timely. For women, the concept of a "right to communicate", as promoted by the International Institute of Communications and UNESCO is the key to the future access to and use of the media for development, which is also acknowledged as an important part of the new international information order. Women should be included in the discussions of the Committee on the Peaceful Uses of Outer Space, especially in relation to the subject of the uses of artificial earth satellites for direct television broadcasting. It is strongly recommended that Governments seriously involve women in the endeavours of the same Committee directed towards the preparation of an international convention on principles governing the use by States of artificial earth satellites for direct television broadcasting. The task of changing attitudes and behaviour towards the roles of women and men in the present and future society is so enormous that it requires the most innovative technology of communication to overcome obstacles and achieve a break-through in new areas.

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8. 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. IV. See also "Regional plan of action for the integration of women into Latin American economic and social development" (E/CEPAL/1042/Rev.1); "Regional plan of action for the integration of women in development for the ECWA region" (E/ECWA/SDHS/CONF.2/8); "Regional consultation for Asia and the Far East on integration of women in development with special reference to population factors - Plan of Action, Economic Commission for Asia and the Far East" (ST/ESA/SER.B/5/Add.1); and "Regional seminar for Africa on the integration of women in development with special reference to population factors - Plan of Action, Economic Commission for Africa" (ST/ESA/SER.B/6/Add.1).

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COMMISSION ON THE STATUS OF WOMEN
Twenty-eighth session
Vienna, 25 February-5 March 1980
Item 3 of the provisional agenda. Preparations for the World Conference of the United Nations Decade for Women: Equality, Development and Peace
(a) Review and appraisal of progress achieved in the implementation of the World Plan of Action

REVIEW AND EVALUATION OF PROGRESS ACHIEVED IN THE IMPLEMENTATION OF THE WORLD PLAN OF ACTION: EDUCATION

Note by the Secretary-General

The Secretary-General is making available his report on the status and role of women in education and in the economic and social fields (A/34/577 and Add.1), submitted to the General Assembly at its thirty-fourth session in compliance with Assembly resolution 33/184 of 29 January 1979. The report is based on the replies of Governments to the Plan of Action adopted by the World Conference of the International Women's Year in 1975, as well as on other relevant information.

The secretariat of the World Conference of the United Nations Decade for Women: Equality, Development and Peace will present a more comprehensive review and appraisal of the progress made in implementing the World Plan of Action in the field of education to the Preparatory Committee of the World Conference at its third session; it will incorporate the data contained in the report of the Secretary-General (A/34/577 and Add.1) as well as additional information provided by the regional preparatory meetings for the Conference.

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Item 3 of the provisional agenda

PREPARATIONS FOR THE WORLD CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN, EQUALITY, DEVELOPMENT AND PEACE, 1980

Review and evaluation of progress achieved in the implementation of the world plan of action: health

Report of the Secretary-General

Corrigendum

Paragraph 1

The third sentence should read

This report is based primarily on the responses of 86 Governments to the questionnaire prepared and circulated by the branch for the Advancement of Women in the Centre for Social Development and Humanitarian Affairs.

Paragraph 14, first sentence

For by the year 2000 read by the 1980s

Paragraph 40

The paragraph should read

Women's health status and knowledge of elementary hygiene and nutrition therefore have a direct bearing on such major causes of death among infants as diarrhoea and marasmus, and tetanus which affects both mothers and infants.

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Vienna, 25 February-4 March 1980
Item 5 of the provisional agenda. Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace, 1980: (a) Activities of specialized agencies

REPORT OF THE INTERNATIONAL LABOUR ORGANISATION ON ITS ACTIVITIES OF SPECIAL INTEREST TO WOMEN

SUMMARY

This report was prepared by the International Labour Organisation in response to Economic and Social Council resolution 821 IV B (XXXII), in which the Council "invited the International Labour Organisation to supplement its regular reports to the Commission on equal pay and related matters with information on other International Labour Organisation activities which have a bearing on employment of women".

The report describes the broad and specific objectives of the Organisation in relation to the Plan of Action adopted at the World Conference of the International Women's Year; the historical perspective of the Organisation's activities in favour of women; specific activities for women workers; the impact of the Organisation's activities on women; and policies for the second part of the decade (1980-1985). The state of ratifications of International Labour conventions relating to women workers is annexed.

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INTERNATIONAL LABOUR CONVENTIONS RELATING TO WOMEN WORKERS

I. RATIFICATIONS BY STATES IN THE REGION OF THE ECONOMIC COMMISSION FOR ASIA

II. RATIFICATIONS BY STATES IN THE REGION OF THE ECONOMIC COMMISSION FOR EUROPE

III. RATIFICATIONS BY STATES IN THE REGION OF THE ECONOMIC COMMISSION FOR LATIN AMERICA

IV. RATIFICATIONS BY STATES IN THE REGION OF THE ECONOMIC COMMISSION FOR WESTERN ASIA

V. RATIFICATIONS BY STATES IN THE REGION OF THE ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC

I. BROAD AND SPECIFIC OBJECTIVES OF THE ILO IN RELATION TO THE PROGRAMME OF ACTION ADOPTED IN MEXICO

A new mandate

The main objectives of the International Labour Organisation (ILO) concerning women workers were redefined in 1975 in a declaration and a resolution 1/ adopted by the International Labour Conference during its sixtieth session. The declaration on "equality of opportunity and treatment for women workers" proclaims a series of fundamental principles, some of which are taken from conventions and recommendations already adopted by the ILO or the United Nations, stressing those which are essential for the promotion of equality of opportunity and treatment in education, vocational guidance and training, employment policy, remuneration, occupational safety, social infrastructure and social security. Concerning women in developing countries, the declaration states that, in order to improve their status together with that of men, special efforts should be made "to ensure that women, particularly in rural areas, are accorded an equitable share of all resources - national and international - available for development and that they are closely associated with development planning and implementation at the international, national and community levels".

The resolution incorporates a plan of action designed to promote equality of opportunity and treatment, calling for broad national programmes to this end, including the promotion of women's access to employment and training, the improvement of their conditions of work and life, encouragement of their participation at all decision-making levels, the strengthening of administrative arrangements to further these goals, and the review of protective legislation.

A further step was taken when, in 1976, the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour adopted a programme of action which included a recommendation concerning women in development strategies. It urged the integration of women into the economic and civic life of their countries by abolishing all discrimination in employment, by granting them improved working conditions, and by relieving the drudgery of their work in rural areas.

B. Creation of the Office for Women Workers' Questions

In 1976, the Director-General created the Office for Women Workers' Questions, to be responsible for studying and disseminating information on over-all trends concerning women workers, fostering action by Governments, employers' and workers' organizations and other non-governmental organizations, and promoting, co-ordinating and assisting the work of ILO technical departments and comprehensive programmes for women workers.

1/ For full texts, see Declarations adopted by the International Labour Conference at its Sixtieth Session (Geneva, International Labour Office, 1975), and Resolutions adopted by the International Labour Conference at its Sixtieth Session (Geneva, International Labour Office, 1975).

II. HISTORICAL PERSPECTIVE OF ILO ACTIVITIES IN FAVOUR OF WOMEN

The ILO has been concerned with the problems of women workers since its creation in 1919. Its constitution, now adhered to by 140 States, declares that all human beings, irrespective of sex, have the right to pursue their material well-being and spiritual development under conditions of freedom and dignity, economic security and equal opportunity. Thus, the general policy of the ILO is to deal with women's problems within the same frame-work as those of men and to give special consideration to women only when necessary for clearly identifiable reasons.

Conventions on a wide range of issues affecting women have been adopted by the ILO and ratified by many countries.

III. SPECIFIC ACTIVITIES FOR WOMEN WORKERS

In general, the ILO's activities fall into the following main categories: standard-setting through conventions and recommendations (which provide the framework of principles for national policies covering the protection and promotion of women workers); research and studies to enhance understanding of women workers' needs and difficulties; information/education communication activities to foster awareness of women's problems in developing countries and engender a favourable climate for their solution; meetings and seminars to analyse problems and make recommendations for action on employment, conditions of work and training; and the provision of technical co-operation to Governments and non-governmental organizations.

Most of these activities are pursued within the framework of the ILO's special programmes, such as the World Employment Programme (WEP), the Population and Labour Programme, the International Programme for the Improvement of Working Conditions and Environment (PIACT, from its French initials) and the Training Women for Employment Programme.

International standard setting

Although almost all the 153 conventions and 161 recommendations adopted by the ILO apply to both sexes without distinction, in accordance with the general ILO policy indicated above, some apply to women only and others have a special interest for women.

Since the adoption in 1965 of recommendation No. 123 concerning the employment of women with family responsibilities, there has been no new ILO instrument specifically devoted to women workers. However, since 1977, there have been two developments of interest to women. The first was the adoption in 1977 of convention No. 149 and recommendation No. 157, which set minimum standards for the nursing profession as a whole (i.e., men and women) but which has special relevance for women because nursing is a preponderantly female profession.

The other concerns recommendation No. 123 itself. In a resolution adopted in 1975 the ILO was requested to revise that recommendation on the grounds that, as constituted at the time, it could perpetuate the view that family and household are the exclusive responsibility of women. A survey was carried out under article 19 of the ILO Constitution to ascertain the desirability of revision, on the basis of which, it was decided to prepare a revised and updated instrument which would cover equality of opportunity and treatment for workers of both sexes with family responsibilities. It is envisaged that the proposed new instrument, which is scheduled for discussion at the ILO Conference in 1980, will deal with such questions as national policies, training and employment, terms and conditions of the latter, reduction of working hours, shift-work arrangements, part-time work, leave for sickness of child, child-care services, social security etc. 2/

2/ Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities (Geneva, International Labour Office, 1979), International Labour Conference, sixty-sixth session, report VI (1).

During the first discussion of the proposed new instrument on "older workers: work and retirement", the sixty-fifth session of the Conference (June 1979) decided to include a special paragraph on older women, stating that special efforts should be made to facilitate the re-entry into employment of older women returning to work after an absence due to their family responsibilities.

Research and studies

The 1975 ILO Plan of Action recommends that the ILO undertake or strengthen research of specific interest to women. The ILO pursues research and studies either to provide basic documentation for conferences or technical meetings, in which case coverage is most often global, or within the framework of one of its special programmes (e.g. World Employment Programme Monographs and Studies), and coverage is usually regional or national or concerns specific problems. Some examples of global and regional studies are given below. Those concerning special programmes are described under the activities of the programme concerned.

Technical conferences and meetings

Some examples under this heading are:

ILO Maritime Conference: A resolution adopted by this Conference in October 1976 requested the Governing Body to provide a comprehensive study concerning women on board ship. In compliance with this request, a study scheduled for completion in 1979 will analyse information received from several countries on the number of women seafarers employed, their age and position (officers or ratings), job opportunities, recruitment, training, shipboard accommodation facilities and social or other problems.

Sectoral studies: Studies are provided to assist the deliberations of ILO industrial committees which meet at regular intervals to discuss questions common to all workers employed in the same economic branch. Below are given several examples of provisions and recommendations made and studies requested by some of these Committees concerning women workers.

The Joint Meeting on Conditions of Work and Employment in the Postal and Telecommunications Services (Geneva, March 1977) noted that women postal workers were particularly liable to be affected by technological change, concluding that special attention should be given to ensuring that women enjoy the same career opportunities as men.

A compendium of principles and good practices adopted by the Tripartite Meeting on Conditions of Work and Employment of Professional Workers (Geneva, 22-30 November 1977) states that women and men have the right to receive education and training on the same terms for highly qualified jobs; and that public authorities should establish advisory services to help young people of both sexes to choose the types of training offering the best prospects, and to assist highly qualified women desiring to resume work after a break in employment.

The tenth session of the Textile Industries Committee (Geneva, April 1978) adopted a resolution concerning working mothers in which it requested that the ILO prepare a study on home-working, indicating the particular measures taken to supervise this form of work and to ensure remuneration, conditions of work and social security standards comparable with those of factory workers.

In a resolution concerning the employment of women, the Second Tripartite Technical Meeting for the Food Products and Drink Industries (Geneva, October 1978) requested that the ILO undertake research on issues important to women workers in these industries: technological developments and their effects on remuneration and working conditions; and the effects of seasonal, part-time and night-shift work.

Regional conferences

Regional conferences, regularly convened by the ILO, offer an excellent opportunity to review problems of special interest to workers in a particular region. In compliance with the recommendations made in the 1975 Plan of Action on Equality of Opportunity and Treatment, which requested that the ILO strengthen its action in favour of women workers at the regional level, measures have been taken to include items concerning women on the agenda of the ILO regional conferences.

A report submitted to the Fifth African Regional Conference (Abidjan, 1977) drew attention to the implementation in Africa of the basic needs concept of development, recommending that ILO promotion of new strategies for women might include "designs of new rural institutions, dissemination of knowledge of improved methods of food farming, market evaluation studies, providing relevant training, introducing groups of women to bankers or other holders of capital, encouraging the basis of women's unionization and advising on further enabling or protective legislation". 3/ Another report to the same Conference discussed the education and training problems of vulnerable groups, especially women and rural and urban youth. 4/

A report 5/ on the agenda of the Third European Regional Conference deals with working conditions and environment (occupational safety and health, arrangement of working hours, work organization, national policies, participation and collective bargaining and international action). Special attention is devoted to specific categories of workers, among them women.

3/ International Labour Office, A Basic Needs Strategy for Africa, Fifth African Regional Conference, Abidjan, September-October 1977, report I (part I).

4/ International Labour Office, Education for Development, Fifth African Regional Conference, Abidjan, September-October 1977 (report III).

5/ International Labour Office, Policies and Practices for the Improvement of Working Conditions and Working Environment in Europe, Third European Regional Conference, Geneva, October 1979 (report III).

Another report to the same Conference, "Young people at work" 6/ is concerned, inter alia, with the preparation of boys and girls for employment and working life and stresses vocational guidance for, and ways of improving, the employment and career prospects of women. The resolutions adopted at the Conference are also of interest to women workers.

The Eleventh Conference of American States Members of the ILO had as an agenda item a report on "Conditions of work, vocational training and employment of women", 7/ covering the labour market situation of Latin American women, the training, protective legislation, equal pay, social security and women's participation in certain occupations and associations.

The Committee on Women of the Conference considered many of the problems relating to the status of women in general and to access to employment and occupations and the various measures which might be undertaken to improve and upgrade their position, both at work and in society as a whole. In the resolution submitted to the Conference, the Committee recommended, inter alia, that the employment policies of the countries of the region should pay special attention to three disadvantaged groups (the rural traditional sector, the informal urban sector and the indigenous sector), given the high concentration of women to be found there; that the ILO's constituents should promote equality of access for women in all types and levels of education and training, including those traditionally accessible to men only; that the ILO should strengthen training schemes for women in the region, promote employment programmes, especially the female labour factor, and continue to accord priority to the implementation of the World Plan of Action adopted at the World Conference of the International Women's Year in 1975, and that of the World Employment Conference of 1976. The Committee also made recommendations concerning maternity protection, social security, the ratification of ILO standards concerning women etc.

Regional studies

Studies are undertaken on the regional level by, for example, the Jobs and Skills Programme for Africa and the African Centre for Development of Vocational Training.

A seminar for southern African liberation movements on equal rights in labour matters (Lusaka, 1978) brought out the special need for a more detailed consideration of particular problems of discrimination against women for southern African countries which would highlight questions of relevance both to the United Nations Decade for Women and to International Anti-Apartheid Year.

6/ International Labour Office, Young People at Work, Third European Regional Conference, Geneva, October 1979 (report II).

7/ International Labour Office, Conditions of Work, Vocational Training and Employment of Women, Eleventh Conference of American States Members of the ILO, Medellín, September-October 1979 (report III).

Statistical analyses

A series of statistical analyses 8/ issued in 1978-1979 examines the participation of women in economic activities in each region and their occupational status, including the number of women workers and their distribution, place of work etc.

A 1976 statistical analysis, 9/ interregional in character, threw some light on the national salary differential in respect of six occupations in more than 50 countries. It showed that in the great majority of developing countries and about half the industrialized countries which supplied information, the hourly wages of spinners, sewing-machine operators and bookbinders were identical for both sexes. In 31 countries, women laboratory assistants received lower monthly salaries than men in only three; grocery saleswomen earned the same as men in 39 countries; accounting machine operators in 36 countries and territories were not paid differently according to sex, women receiving less in fewer than 10 countries. However, these disparities show that in a number of countries, equal remuneration has not yet been achieved.

Research on special problems

Among the studies featuring special categories of women or specific problems, the most important example is the case of rural women. Since 1975 the ILO has emphasized studies and reseach on this particularly vulnerable group, largely by-passed by developmental efforts and whose position has tended to deteriorate as a result of modernization. (See below.)

The 1960 publication Job Evaluation is currently undergoing revision with particular attention given to the subject of equal pay in a special section devoted to the use of job evaluation techniques for the application of equal pay for equal work (without geographical restriction).

Information/education/communication activities

Women at Work

As an important part of the activities on the dissemination of information, the ILO launched a news bulletin in 1977, Women at Work, which appeared three

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8/ See "Women's participation in the economic activity of Asian countries: a statistical analysis" (ILO/W.2/1978); "The participation of women in economic activities and their occupational status in African countries" (ILO/W.7/1978); "Participación feminina en la actividad económica en América latina" (PREALC/161, November 1978); "The participation of women in economic activities in European market economy countries: a statistical analysis" (ILO/W.2/1979).

9/ For details, see Bulletin of Labour Statistics (2 December 1977).

times in that year. The main objective of this regular ILO publication is to disseminate information on trends and developments concerning women workers all over the world.

The bulletin, published in English and French, has already been issued seven times. Its recent issue devoted itself to problems of women workers in industrialized market economies and socialist countries (No. 2/1979). The next issue to be published, before the World Conference of the United Nations Decade for Women, to be held at Copenhagen in July 1980, will cover women and development issues.

Equal

This is another ILO publication on women workers which was published at the end of 1977 and which gives general information of ILO activities on women workers and their problems in developed and developing countries.

Other ILO publications giving informaton on women workers

Articles on women workers appear sometimes in International Labour Review, and information on various types of national action appears in Social and Labour Bulletin. ILO Panorama, ILO press releases, fact sheets and other public information publications also provide coverage on questions relating to women workers. A bibliography was issued on women workers covering the period 1970-1978. 10/

Reports on various aspects of the ILO programmes for women workers are prepared from time to time for the United Nations, its specialized agencies and non-governmental organizations.

World Employment Programme

The World Employment Conference (WEC), which met from 4 to 17 July 1976, placed special emphasis on the need to improve the status of women in developing countries, especially in rural areas. Full recognition was given to the important role played by women in the basic-needs strategies as the main providers of food, clothing etc. The Conference recommended, inter alia, that the workload and drudgery of women be relieved by improving their working and living conditions and by providing more resources for investment in their favour in rural areas.

The major recommendations of the Conference have been incorporated in the ILO work programme, which envisages various types of action, including expanding and redefining the definition and measurement of basic needs and identifying the crucial factors that would change the quality of life of the rural poor. The work programme also includes specific proposals for action to improve women's conditions and access to basic skills and technology.

10/ Women and Work: A Selected Bibliography, 1970-1978 (Geneva, International Labour Office, 1979) (WIR/DOC.02).

The rural women's programme will probably receive new impetus as a consequence of the adoption by the sixty-fifth session of the Conference (June 1979) of a resolution concerning the follow-up to the WEC, which requested the ILO, inter alia, "to promote attention and stimulate action with a view to raising the status and improving the possibilities for women workers to be fully integrated, on the basis of equal opportunity and treatment ... and that such efforts should be directed in particular to improving the conditions and enhancing the contribution of rural women".

Rural women

How to raise the status of rural women while making a more effective use of their great potential contribution to devlopment is mobilizing the ILO's priority attention, both for reasons of equity and in order to enhance the contribution to growth and development of a large segment of the rural labour force.

The over-all objectives of the ILO programme on rural women include, basically, a three-pronged approach:

(a) To increase knowledge about the actual condition of rural women and to identify the factors affecting it;

(b) To increase consciousness in respect of women's conditions and inquality between the sexes;

(c) To provide guidelines and principles for policy makers and planners concerning possible action to be undertaken at different levels.

In order to determine the actual role of women in the rural labour force, during the past three years the World Employment Programme has undertaken a series of research projects in Africa, Asia, Latin America and the Middle East, the results of which are to be published shortly in an anthology on rural women. One competed global study analyses the factors which affect the sexual division of labour at all levels and concludes that the focal point of women's activities is established by their special role in the reproduction of the labour force. 11/

Other studies, either completed or in preparation, include:

(a) Africa

The Sexual Division of Labour in a Muslim Village in Hausaland, Northern Nigeria (in preparation);

11/ L. Benería, "Reproduction, production and the sexual division of labour", World Employment Programme Research Working Papers (Geneva, International Labour Office, 1978) (WEP/10/WP2).

(b) Asia

Village Women of Bangladesh (completed, to be published);

The Impact of Market Force and Development Processes on Women in Rural Subsistence Economies in India (in preparation);

The Role of Rural Women in Bidi Industry in Uttar Pradesh, India (in preparation);

Female Migrant Workers in Singapore's Labour-Intensive Industries (in preparation);

Women Rubber Plantation Workers in Malaysia (in preparation);

(c) Middle East

The Effect of Rural Modernization on Sex Roles in Morocco (in preparation);

(d) Latin America

The Division of Labour by Sex in Agriculture and the Development of Rural Capitalism in Colombia (in preparation);

A Case Study of Sex Specific Migration from Rural Mexico (in preparation).

Women in Rural Development: The People's Republic of China, a monograph published by the ILO in 1979, describes the main changes introduced in China since the Revolution.

In developing countries rural women work long hours under hard conditions, yet remain outside the mainstream of technological innovation and scientific advance. Little is known about the issues involved, but too often technological change can result in the loss or diminution of occupation, status and income-earning opportunities for rural women. Two recent WEP studies investigate the subject. One makes a preliminary assessment 12/ of the effect of technological change on rural women and attempts to determine how it could improve their condition in terms both of providing sources of employment and income and of reducing the strain and drudgery of household work; the other is a conceptual analysis of the problem, integrating in one quantitative model the time-disposition criterion with the income criterion in judging the impact of technological change on rural women. 13/

12/ "Technological change and the condition of rural women: a preliminary assessment", World Employment Programme Research Papers, (Geneva, International Labour Office, 1978) (WEP.2-22/WP39).

13/ "Technological change and rural women: a conceptual analysis", World Employment Programme Research Papers (Geneva, International Labour Office, 1979) (WEP.2-22/WP46).

A study focusing on technological change, basic needs and the condition of rural women in Africa has also just been completed. 14/

Women and employment

Asia

Case studies of trends in women's employment in South and South-East Asia, industry-wide, covering technological displacement in agriculture and small-scale industries, wage structures for male and female labour and levels of living of low-income groups, will be included in a 1978-1982 research project which the Asian Regional Team for Employment Promotion (ARTEP) is aundertaking on unemployment in Asia, a region which contains perhaps more than two thirds of the world's unemployed.

Europe

In 1977 WEP issued a study covering four European countries (Belgium, France, Great Britain and Sweden). The purpose was to ascertain whether the recent economic recession had had a differential effect on women workers relative to their male counterparts and, if so, to account for the differences. The general picture emerging from this analysis was that, against a background of increased participation of women in working life, women workers appeared to have experienced more difficulties than men over this period. 15/

Latin America

The employment team for that region, PREALC, in 1978 completed a study on female participation in the labour force and wage differences according to sex in Latin America. 16/ PREALC is also undertaking a study on the role of rural women and employment in Central America.

Population and Labour Programme 17/

In harmony with the ILO Plan of Action which recommends that research should be initiated by the ILO on family care and planning and related aspects of the

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14/ Marilyn Carr, "Technology and rural women in Africa", Joint ILO/ECA Working Paper, 1979.

15/ "The impact of the recent economic slowdown on the employment opportunities of women", World Employment Programme Working Papers, (Geneva, International Labour Office, May 1977) (WEP.2-32/WP4).

16/ "Participácion laboral feminina y diferencias de remuneraciones según sexo en América latina", Investigaciones sobre empleo, vol. 13 (1978).

17/ This Programme is funded by the United Nations Fund for Population Activities.

social infrastructure and that the necessary measures should be adopted nationally to ensure that all couples and individuals should have access to the necessary information, education and means to exercise their basic right to decide freely and responsibly the number and spacing of their children, this Programme has two aspects. One covers policy-oriented research on the demographic aspects of employment policy measures; the other covers population education activities that facilitate understanding of population/family welfare concepts as they affect the working conditions and quality of life of workers. Research concentration is on various aspects of the interlinkages between population and labour, including research on the determinants of fertility behaviour, female roles in the home and on the labour market in the demographic transition, household and decision-making models and the analysis of the effect of demographic change on the role and status of women.

A large-scale, policy-oriented research project, begun in 1972, analyses, inter alia, the determinants of female labour force participation, several case studies having been conducted in low-income, industrializing countries. 18/ Although work on fertility 19/ has been less extensive than that on labour supply, a number of empirical studies and a good deal of conceptual work have been undertaken, of which a synthesis is in progress.

Since 1978 a global research project to examine the effects of demographic changes on the role and status of women has been in progress. Major goals are to demonstrate the importance of women's economic contributions and to increase understanding of the ways in which productive activities affect demographic issues; to analyse the effects of the changes in the productive activities of women on their relative position in the family; to document the effects of developmental changes and policies which affect the position of women; and to explore the factors relating to sex segregation and discrimination in urban employment.

Project activities include workshops/seminars, and major country case studies in several regions; smaller policy-oriented and urban labour market studies are being implemented in several countries. A few of these are mentioned for illustrative purposes:

18/ See Guy Standing, Labour Force Participation and Development (Geneva, International Labour Office, 1978); and Guy Standing and Glen Sheehan, eds., Labour Force Participation in Low-Income Countries (Geneva, International Labour Office, 1978). These studies have emphasized the need for improved concepts for measuring women's labour force participation and suggestions for improved methodologies, and underlined the importance of labour market factors influencing the extent of female labour force involvement.

19/ See, for example, "Labour policy and fertility in developing countries", World Employment Programme Working Papers (Geneva, International Labour Office, 1976) (WEP.2-21/WP30).

(a) Sex segregation and sex discrimination in the urban labour market of Accra-Tema: causes and consequences (Ghana);

(b) A study of the demographic impact of a development project on women in the State of Kerala (India);

(c) The female industrial labour force in Democratic Yemen.

Since 1977 regional population and labour teams have been involved in population and labour policy and research as well as population education activities at both regional and country levels.

In the Asian region, a subregional seminar on the status and role of women in the organized sector was held at Dacca, Bangladesh, in December 1977. The main aim of the seminar was to examine the relationship between the status of women and population questions in five countries.

Working conditions and environment

The International Programme for the Improvement of Working Conditions and Environment (known as PIACT, from its French acronym) was launched in 1976 to promote or support the activities of member States following a resolution adopted at the 1975 session of the International Labour Conference, which invited member States "to promote the objectives of an improvement of working conditions and environment with all aspects of their economic, educational and social policy; to set periodically for themselves a number of definite objectives designed to reduce as far as possible certain industrial accidents and occupational diseases or the most unpleasant and tedious of jobs; (and) to normalize the application of scientific research so that it is carried out for man, and not against him and against his environment".

The goal of PIACT is to encourage member States to respond fully to the above invitation and to assist ILO constituents as well as research and training institutions in the formulation and execution of policies and programmes in this field.

Multidisciplinary teams of specialists on various aspects of working conditions and the working environment provide assistance to Governments at the latter's request and tripartite seminars on "making work more human" also play an important role.

The needs of certain vulnerable categories of workers, such as women, are an important PIACT concern, and the general objectives of the Programme are as relevant for women as for men. They seek to ensure that work respects the worker's life and health, leaves him free time for rest and leisure, and enables him to serve society and achieve self-fulfilment by developing his personal capacities. It is important to stress the complementarity between the World Employment Programme and PIACT, the former concentrating on the creation of employment, the latter on the quality of the employment created.

As the great majority of people in developing countries live and work in rural areas, PIACT attaches high priority to technical co-operation activities in the rural sector, giving attention, inter alia, to training programmes for the enhancement of the quality of life in villages, including non-formal working conditions and environment learning programmes as well as instructor-training for young women and adolescents.

Some of the various activities undertaken as part of the Programme affect women workers especially, including research and standard-setting activities on night work, maternity protection, day-care facilities etc. - all of which are in accordance with the ILO 1975 Plan of Action for women workers. Some of these activities are reviewed below.

Review of protective legislation

The ILO Plan of Action recommends that the ILO take measures to review and revise, if necessary, all protective instruments in order to determine whether their provisions are still adequate in the light of experience acquired since their adoption and to keep them up to date in the light of scientific and technical knowledge and social progress.

Night work. 20/ In compliance with the above and with a request to examine the desirability of revising once more ILO standards on night work of women employed in industry, the ILO initiated general consultations with its constituents and undertook several studies. A tripartite advisory meeting, in October 1978, reviewed current aspects of the question and formulated suggestions for future ILO action. The working document submitted to this meeting deals with the consequences of night work for both sexes, and notes that the great majority of member States have legislated limitations on night work for women which, in so far as they take the form of outright prohibition, are being increasingly contested. There was no consensus of opinion at the meeting as regards the desirability of revising existing standards on night work by women in industry or adopting new standards on night work. The ILO was invited to continue its research on the subject, both in the industrialized and developing countries.

Maternity protection. The Working Party on International Labour Standards established by the Governing Body at its two hundred and second session (February-March 1977), as a result of its in-depth review, concluded that existing

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20/ There are three ILO conventions which prohibit night work of women in industry: No. 4 (1919); No. 41 (1934); and No. 89 (1948). See also "Night work: report of Tripartite Advisory Meeting, Geneva, 26 September-3 October 1978" (TAMNW/1978/VI). "Night Work: working paper of Tripartite Advisory Meeting on Night Work, Geneva, 26 September-3 October 1978" (TAMNW/1978/I); J. Carpentier and P. Casamian, Night Work: Its Effects on the Health and Welfare of the Worker (Geneva, International Labour Office, 1977); Management of Working Time in Industrialized Countries: Main Documents of an ILO Tripartite Symposium on Arrangement of Working Time and Social Problems Concerned with Shift Work in Industrialized Countries (Geneva, International Labour Office, 1977).

standards on maternity protection should be revised. 21/ A research project will be launched before the end of 1979 to analyse new trends in the field of maternity protection 22/ with a view, inter alia, to a possible revision of convention No. 103, and monographs will be prepared on both industrialized and developing countries.

Strengthening social infrastructure

The 1975 Declaration proclaimed that in order to ensure practical equality of opportunity and treatment between men and women workers, all appropriate measures should be taken to strengthen the social infrastructure and to provide the necessary supporting services, in particular, child-care and education services. The need to adapt working life to the needs of the workers is indicated in the ILO Plan of Action.

Thus, a research project covering the services and facilities required to bring this about was begun in 1977. It deals with the problems faced by workers, chiefly women, who combine employment with family responsibilities, featuring mainly child-care facilities but also covering working hours, arrangement of working time, and attitudes towards the roles of men and women in respect to work both inside and outside the home. A series of monographs examining the situation prevailing in five East European countries - Czechoslovakia, the German Democratic Republic, Hungary, Poland and the USSR - have been completed and published in condensed form, with an introduction and conclusion. 23/

Part-time employment

Two articles on part-time employment appeared in 1979 in International Labour Review. 24/ In addition, this question has been proposed by the Office to the ILO Governing Body as an agenda item, for a first discussion, at the sixty-seventh session (1981) of the International Labour Conference.

21/ "Final report of the Working Party on International Labour Standards", Official Bulletin, special issue, vol. LXII, (1979), Series A.

22/ Mention should also be made of a comparative analysis of legislation on maternity protection carried out in 1978 by the branch of the ILO responsible for social security.

23/ Egalité de chance et de traitement en matière d'emploi: le rôle de l'infrastructure sociale dans les pays de l'Europe de l'est (Geneva, International Labour Office, 1979). The English version will be published shortly.

24/ Olive Robinson, "Part-time employment in the European Community" and Barney Olmsted, "Job-sharing: an emerging work-style", International Labour Review, vol. 118, No. 3 (May-June 1979).

Training women for employment

The ILO Training Programme for Women was developed within the framework of convention No. 142 and recommendation No. 150 covering human resources development and of the Declaration and resolution adopted by the sixtieth session of the International Labour Conference in 1975. The latter recommends that equality of opportunity and treatment for girls and women in respect of vocational guidance and training should be promoted to conform to the principles set forth in the relevant section of the Human Resources Development Recommendation, 1975, which advocates that measures be taken to promote equality of opportunity of women and men in employment and in society as a whole, and that such measures should form an integral part of all economic, social and cultural measures taken for improving the employment situation of women.

Objectives

Essentially, the ILO programme for the training of women seeks to increase women's participation in existing training systems and promote the learning of skills which will facilitate their entry into gainful employment. 25/ During recent years, priority has been given to research, publications and seminars, and to developing a balanced technical co-operation programme. The majority of the latter are in rural areas of the developing regions, where an attempt is made to relate training in skills to the needs of daily life. The duration of training programmes varies, depending upon the subject-matter and the characteristic of the person trained, but generally long courses are avoided. A common factor in most of the current programmes is that they provide facilities outside the formal system of education, are job-oriented, practical and linked with the production process. (See the section below on activities in the field of technical co-operation.)

In industrialized countries activities take the form of studies and meetings devoted to special problems faced by women, such as widening their opportunities in skilled employment in industry and provision of adequate educational and vocational guidance. It is expected that more attention will be paid in future activities to the question of educational and vocational guidance and the development of positive attitudes.

Studies and seminars

In Latin America, the Inter-American Center for Research and Documentation on Vocational Training (CINTERFOR) implemented a series of studies and seminars on women in Latin America and the Caribbean. 26/ Two regional seminars, attended by

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25/ The ILO provisions for meeting these objectives are outlined in a 1976 policy paper "Training women for employment: the ILO Vocational Training Programme for Women", Policy Paper ILO/VT/WB/Geneva, 1976, and will be described in more detail in a brochure entitled "Training and women", to be published in late 1979.

26/ See, CINTERFOR, Informe Sobre Formación Profesional de la Mujer en América latina (Montevideo, 1977).

representatives of vocational training institutions, ministries of labour and trade unions, analysed the problems encountered in the various countries and recommended a number of special measures designed to provide improved vocational training and employment opportunities for women..

The recent Conference of American States Members of the ILO (Medellín) recommended that ILO constituents should promote equality of access for women to all types and levels of education and training for all classes of employment, including those which have been traditionally accessible only to men, paying special attention to vocational training for rural groups, the marginal urban sector and indigenous groups. The Conference also recommended that the ILO strengthen the work of CINTERFOR, particularly for women workers, and promote programmes and projects for training and skill devlopment of women in all sectors of society.

Under the project "Income generating skills for women in Asia" similar research, which examined the situation in six countries (Bangladesh, Japan, Malyasia, Philippines, Sri Lanka and Thailand), found that, despite the massive increase in the labour force in the region, the participation of women in job-oriented training programmes had been extremely small and limited to traditional areas. A study on "Home industry development for women in Japan" was also prepared with a view to analysing its implications for other countries.

Research has been undertaken in a number of African countries (Algeria, Burundi, Egypt and Senegal) to ascertain women's training needs prior to the planning and implementation of programmes.

During an ILO regional consultation at Nairobi in January 1979 several country papers analysed varied experiences in skill development as part of a total educational package. The consultation underlined the need to take into account the vital contribution of women in development and urged that women be given equal opportunity with men in all forms of education and training.

Training centres

The creation of regional research and training centres to serve women's needs is a useful form of regional action. An example of this type of activity can be found in the African Research and Training Centre for Women, which is being developed in close collaboration with the Economic Commission for Africa and SIDA.

Women and industrial relations

The 1975 Declaration on Equality of Opportunity and Treatment proclaimed that "Members shall strengthen their national administrative machinery in order to give, together with employers' and workers' organizations, full effect to all measures aiming at preventing all forms of discrimination against women workers and at promoting and ensuring equality of opportunity and treatment for them".

Administrative machinery

The 1975 Plan of Action for women workers recommended the establishment, wherever necessary, of:

> a central unit or appropriate administrative machinery which might serve as the secretariat of the national commission, its role being to develop and co-ordinate research, statistics, planning, programming and action on equality of opportunity and treatment for women workers, to disseminate knowledge and information pertaining to women's preparation for working life and their integration into the workforce, and to provide a mechanism for systematic consultation with employers' and workers' organizations.

A number of Governments have set up bodies complying in whole or in part with these recommendations. In order to bring together persons holding responsible positions in such bodies, the ILO, in collaboration with the Commission for Women's Employment of the Belgian Government, invited heads of agencies dealing with women workers' problems to attend a symposium at Brussels in November 1977. The symposium examined ways and means of improving the efficiency of the bureaux and commissions and of evaluating progress made in implementing the principle of equality of opportunity and treatment. Its conclusions stressed the advantages of setting up a specific agency whose mandate would be defined by law or regulations and which would be in line with the social, economic and political realities of each country, and made recommendations on the composition, budget, competence and means of action of such a body. 27/

Women and trade unions

The ILO medium-term plan for 1976-1981 includes as a priority area measures to improve the participation of women in trade unions.

For historical, economic and social reasons, women have not been covered by trade unions to the same extent as men. Although growing, the proportion of female trade union membership is not yet commensurate with female labour force participation in the modern sector, and women are still almost absent from decision-making positions.

Available estimates of the world's working population indicate that the over-all labour force participation of women will reach a figure close to 40 per cent by 1985. Thus, the considerable influx of women workers into the organized sector since the Second World War has made the question of their union participation a vital one, since that is the main institution through which they can validate their claims for equality of opportunity and treatment.

27/ Symposium of Heads of Agencies dealing with Women Workers' Problems, Organized Jointly by the Belgian Government and the ILO, Brussels, 21-24 November 1977 (Geneva, International Labour Office, 1977) (SHAW/1977/D.4).

Although trade unions have maintained that they represent all workers, they do not ignore the special needs and aspirations of women. International and regional trade union confederations affiliated with the ILO have, in recent years, become increasingly conscious of the problem, and their educators and organizers have taken a number of steps to promote equality for women workers.

To foster the increased participation by women in trade unions, the ILO Workers' Education Branch is currently giving special support to women's activities. In 1976 a special issue of Labour Education (No. 31) surveyed studies of women in trade unions. Fellowships are being granted to women to attend courses and study programmes in various parts of the world. Women trade unionists participate in the residential courses organized jointly by the Workers' Education Branch and the International Centre for Advanced Technical and Vocational Training at Turin.

In recent years there has been an increase in female participation in regional seminars for which the workers' group of the Governing Body selects participants; in national level courses about half the participants are women, and women receive about half the study grants awarded by the ILO. The ILO provides financial assistance to enable participants from developing countries to attend seminars organized by women and trade union organizations.

The following are seminars on trade union education for women held since 1976.

National seminars

(a) Seminar for Women Trade Unionists, Kenya, 28 November-2 December 1976. The first seminar for women trade unionists in Kenya was jointly organized by the ILO, the Kenya Union of Commercial, Food and Allied Workers and the Federation of Commercial, Clerical and Technical Employees (FIET). Topics discussed included women's problems in banks, insurance and industry in Kenya, and the points emphasized by the 34 participants related to the integration of women in trade union activities.

(b) National Workers' Education Seminar for Women Trade Unionists, Monrovia, Liberia, July 1977. Subjects discussed included international labour standards; trade union structure and the participation of women; and workers' education programmes.

(c) A series of seminars on workers' education, held in Zambia between April and July 1978. Subjects discussed included the role of women in trade unions and labour legislation relating to women.

(d) A series of seminars - five national and one subregional - for women workers took place or were planned before the end of 1979 under the women's component of the ILO/DANIDA workers' education project for the Caribbean region.

In Latin America the ILO also helped to organize education courses for women trade unionists in Bolivia, Colombia and Costa Rica.

Regional seminars

(a) ILO Regional Seminar on Women's Participation in Trade Union Activities, Kuala Lumpur, Malaysia, September 1979. The Seminar was hosted by the Malaysian Trades Union Congress and attended by 19 women trade unionists from 11 Asian countries. The ILO Office for Women Workers' Questions played a major role in this Seminar, including the contribution of a paper entitled "Women and trade unions in Asia".

The Seminar's main objective was to identify special problems of women workers in organizing themselves in trade unions and participating effectively in the latter's activities. Topics discussed included various aspects of trade unionism and its role in improving the conditions of work and life and status of women in society; labour legislation; and discrimination. It was recommended, inter alia, that steps should be taken to encourage women to participate in all levels of trade union decision-making structures and that special workers' education programmes should be devised to create awareness of women workers' problems.

The ILO contributed a paper to the Fourth World Trade Union Conference on the problems of women workers (Nicosia, 15-19 October 1979), entitled "ILO activities on women workers and trade unions".

International symposium on Women and Industrial Relations

To follow up a symposium organized by the ILO's International Institute for Labour Studies in November 1975 on the theme of "Women and decision-making: a social policy priority", the Institute, in collaboration with the Austrian Government, organized an international symposium on women, and industrial relations (Vienna, 2-15 September 1978), which explored the problems women workers face in industrial relations systems and labour markets of industrialized countries, employment and the quality of women's working life, as well as new approaches for dealing with them. More than 50 participants, high-level specialists from government, union, employers' and academic circles, from Europe, North America and Japan attended. The ILO submitted a report on the most recent legislation concerning the employment of women in the industrialized countries and its importance for industrial relations.

Technical co-operation activities

Undoubtedly technical co-operation activities involving women have increased in recent years and as a matter of policy, consistent efforts have been made to include women's components where appropriate in projects of potential interest and benefit to both sexes. Priority is given to such underprivileged groups as rural women, those living in slums in urban areas, and women with family responsibilities.

Guidelines have been prepared to assist ILO experts to place more emphasis on technical co-operation activities for women and to advise governments on ways and means of enhancing women's status. 28/ Government awareness of the importance of this objective is indeed essential since decisions concerning the nature and composition of technical co-operation programmes and projects executed by the ILO are the responsibility of the countries themselves. On the basis of these guidelines, a questionnaire (which is in preparation) will help collect more explicit information on the degree of women's involvement in ILO projects.

Technical co-operation is given in the fields of vocational training, promotion of employment opportunities, co-operatives and rural development.

Various ongoing projects seek not only to teach technical skills but also to draw conclusions from experiences for use by other countries. The aim is to advise and assist the member States to assess training needs and employment opportunities for women, to plan, organize, implement and evaluate training programmes for them.

The majority of technical co-operation projects are in rural areas. This is where two thirds of the working women in the less-developed regions of the world are living and contributing to the economy as producers of food and labour-intensive goods. Few among them have had any access to education or training for the work they are performing. To provide proper education or training for rural women is particularly important because of the dual effect of improving their productivity and earning capacity and of transmitting their skills to their children. The ILO projects for rural women seek to introduce new skills to enable them to earn an income or to improve the quality and productivity of indigenous skills in order to increase the income; to improve working and living conditions through health education and safety measures as well as the introduction of simple technology to reduce their daily toil, and generally through community development.

Three categories of projects contribute to the integration of women in the economic life of their countries: those implemented in the economic sectors which are easily accessible to women; those in which a special women's component has been introduced; and those which specifically concern women. Vocational training predominates in all these fields; the development of technology is part of all vocational training activities. However, the policy is not to introduce advanced technology in rural areas but to improve that already existing (e.g., improved looms in carpet weaving) and, where appropriate, to introduce simple new techniques. For example, the ILO is currently developing simple construction materials for rural areas. A research component is included in projects, where appropriate, for determining possible uses of locally available raw materials, particularly vegetable fibres, and training women in using them for making handicrafts.

28/ "Increasing ILO technical co-operation activities on behalf of women workers in developing countries: briefing memorandum" (ILO/W.5/1979).

Projects in economic sectors easily accessible to women

Training activities in the hotel, catering and tourism fields offer a good example of this type of project. For instance, a three-year project to help the Seychelles Government set up a training centre began in 1975. Of the 135 trainees of both sexes enrolled in the basic level course, 94 women completed it. Women are included in a training project in Cuba for high-level specialists in the tourism sector. Other projects of the same general type in which women are involved can be found in Brazil, Chile and the Netherlands Antilles.

Projects in which a special women's component has been introduced

This is the case with projects strengthening SENAR in Brazil, dealing with labour migration in Colombia, rural development and employment planning and promotion in Costa Rica, population participation and co-operatives in Peru, and workers' education in the English-speaking Caribbean countries. Within the framework of this last project, a regional adviser on women workers' education is assisting trade unions in the region to develop educational programmes for women and encouraging active female participation in trade union activities. A UNFPA-financed subproject for the "promotion of women and the family" in the Pool and Koukouya Plateau region of the Congo was initiated in 1976 as a component of a major ILO/UNDP rural development project, the second phase (1978-1981) of which will extend activities to a new area. An ILO expert on women's health problems was attached to the ILO/WHO/DANIDA project at the Sri Lanka Institute of Occupational Safety and Health and Environmental Pollution (SLIOSHEP).

Several ongoing handicraft training projects feature a women's component. This is one of the main objectives of an important project for the creation of a rural and urban technology experimental centre selected by the Government of Upper Volta for ILO/UNDP assistance during the 1978-1981 period. A survey of women's crafts began in 1976 with the Upper Volta Scientific Research Centre covering basket work, pottery and weaving and provided data to resolve the problem of promoting employment for women. In Lesotho, women comprise over 80 per cent of the labour force and technical supervisory personnel of an ILO/SIDA handicrafts centre providing skills improvement and job opportunities in textiles and pottery in a rural area.

In Mali, a number of mixed centres have been established where married women, in addition to taking courses in handicrafts, home economics and small-stock raising, learn modern farming methods and management and achieve functional literacy, alongside their husbands.

Youth training centres in Sudan include a programme for women.

In 1978 the ILO handed over to the Government of Qatar a vocational training centre for adult workers which it had helped to develop. The regional orientation permits the enrolment of trainees from the Gulf States.

The Iraqi Planning Ministry is being helped to develop an appropriate methodology to enable it to predict manpower requirements, with special emphasis on, inter alia, the increase of female participation in the labour force.

Activities devised specifically for women

This type of project is found in three major fields: vocational training; the promotion of employment opportunities; and co-operative and rural development.

At the regional level, the ECA/ILO handicrafts and small-scale industries unit was established recently with SIDA assistance within the African Training and Research Centre for Women. Its long-term objective is to help African Governments to promote the integration of women into the modern economy. In the short run, the project will, inter alia, train and up-grade the skills of women in small-scale industry management and in handicrafts production and marketing, encourage and assist women to work in co-operatives, analyse the work of such self-employed women and the extent of their participation in co-operatives, and execute feasibility surveys.

At the national level, an ILO/SIDA project featuring the establishment of a vocational training programme for women within the national vocational training programme and standards is being developed in collaboration with SIDA in India. It envisages the setting-up of a network of training centres throughout the country and a women's training and employment unit within the Directorate of Employment and Training to promote, co-ordinate and control the over-all programme and make regular assessments of women's training needs. The project involves both urban and rural women and covers multidisciplinary activities at various levels, from basic to advanced skills, including training for self employment. During the first phase (1976-1979), three training centres were opened, at New Delhi, Bombay and Bangalore, and four additional centres are scheduled to open during a second phase.

A number of pilot schemes have been launched in which the training of women is integrated into a broader programme for introducing locally employable skills into a village or community. Such an approach characterizes a project for women in Ghana, which resulted from a survey seeking the integration of Ghanian women into the economic activities of the community. Beginning with a situation where women lacked skills which could provide them with alternative occupations to farming, the project has identified other occupational outlets directly related to village requirements as defined by the villagers themselves. A second phase of the project started in March 1979 and includes the training and up-grading of all categories of local staff involved in the development of village handicrafts and small-scale industries, as well as the launching of production and marketing activities. It is expected that through this pilot project, the Government will build up a system of common service centres for the development of income-generating activities for women and young people at the national level.

Women's handicrafts training projects are under way in Bahrain, Fiji, Madagascar, Pakistan and the Syrian Arab Republic. In the United Arab Emirates

assistance is being given in the organization of a women's handicrafts promotion centre to enable women to develop their skills within a co-operative organizational framework. 29/

A promotion project for home workshops (ateliers sociaux feminins) will begin shortly in the United Republic of Cameroon, and another is scheduled for Burundi early in 1980.

Training for women in textiles, where opportunities have not been opened as widely to women as to men, is being developed in the United Republic of Tanzania. A case study on the role of women in, or in relation to, special public works programmes has also been completed in that country, and the results will be circulated to other member States currently undertaking large-scale rural public works programmes. They will also be used by the ILO technical service to devise special guidelines.

In Peru, assistance is being given to a rural women's association in the training of rural leaders; in Colombia, for the organization of a co-operative for widows of mine-workers; and UNFPA-financed projects for the improvement of family welfare have recently begun or are scheduled in the United Republic of Cameroon, Gabon and Zaire.

Finally, mention should be made of a proposed programme for the reorientation of the vocational training programme for women in Turkey, the most novel element of which involves the training of women in family guest-house management in areas with intensive tourism. Other changes featured are the reorientation of handicrafts to tourist handicrafts and garment-making to industrial garment-making and leather products.

29/ The chief technical adviser of this project undertook a four-day mission to exchange experience and expertise with officials in neighbouring Oman, in accordance with the Buenos Aires Plan of Action, which calls for organizations of the United Nations development system to promote the exchange of development experience among developing countries.

IV. IMPACT OF ILO ACTIVITIES ON WOMEN

Efforts made in accordance with the 1975 Declaration and resolution concerning equality of opportunity and treatment for women workers have begun to show results, and a certain amount of progress has been achieved in most fields involving activities for women. There is a trend towards a greater awareness of women's problems, and more attention is being paid to ways and means of resolving them. A greater number of projects, both in research and technical co-operation, are either specifically for women or have a women's component incorporated.

Project objectives achieved

Certain of ILO's activities do not, properly speaking, fall under the heading of "projects", which usually have a time-limit within which to achieve specific objectives. Standard-setting, perhaps ILO's most important concern, is an ongoing operation in which international instruments are adopted and/or modified in accordance with changing world trends and perceived needs.

Undoubtedly there is a general trend towards greater equality of opportunity and treatment for women and towards improvement of conditions of work and life of women through the measures defined by ILO instruments, although there is still a long way to go before their objectives can be said to have been attained. Once a convention has been adopted, it then has to be ratified by member States. Thus its degree of success can, to some extent, be assessed by the number of ratifying Governments, so that it is encouraging to note that between 1975 and 1979, convention No. 100, entitled "Equal remuneration", was ratified by 14 member States; convention No. 111, "Discrimination: employment and occupation", by 13; and convention No. 122, "Employment policy", by 15.

It is also difficult to measure achievements of research projects, the effects of which are not always immediately apparent. Some research does not lend itself to practical recommendations for action but rather points to further fact-finding or clarifying analysis. However, thanks to the action-oriented research of recent years, the rural women's programme has been able to show that women are very widely employed in agriculture, even in countries where their seclusion keeps them from actually working in the fields. Labour force statistics have underestimated this female participation, and consequently the ILO is currently developing household survey techniques for data collection which are expected to correct this. Thus project objectives have been attained in that they have led to positive remedial action (see also the section below on rural women).

Constraints and obstacles

Despite this discernibly positive trend, there are nevertheless obstacles and constraints of both an economic and cultural nature which will not easily be overcome, especially in the short run.

In most countries, both developed and developing, the labour force participation rate of women is increasing and will continue to do so in the foreseeable future. These increased percentages are likely to occur largely in the tertiary sector. 30/

For various reasons (structural, economic or technical), women form a major category of the total number of unemployed, unskilled and low-wage groups of workers, whose disadvantaged position has been exacerbated by the economic recession of recent years. At such times the services sector is usually among the hardest hit; moreover, technological change in some occupations in this sector is, itself, a contributory cause of unemployment.

The fact that, due to unequitable occupation distribution, more and more women are joining trade unions cannot, in the short run, be expected to have a major impact on their unfavourable labour market situation, especially in developing countries where comparatively few of them are to be found in the organized sector.

A recent appraisal of the role of industrialization in the progress of developing countries towards the social objectives of the ILO 31/ points out that efforts to increase the share of developing countries in world industrial production will inevitably have a considerable impact on the opportunities for employment and conditions of work and life of women. It notes that there is "widespread unease" that such an increase may be less beneficial to women than to men in the light of the historical experience in the industrially advanced countries.

Undoubtedly, the continuation of the ILO's fact-finding studies on various aspects of women in the labour market and the impact of technological change on women's employment will provide valuable data, currently lacking, which may help to suggest ways of avoiding this situation or at least of remedying or mitigating it where it already exists.

That women in industrialized countries continue to be disadvantaged, vis-à-vis men, indicating that greater employment opportunities for women must be a major policy objective, was highlighted by the above-mentioned WEP study of four Western European countries during the recent recession. Concentrated in a few occupations, women workers were more vulnerable from the outset and experienced greater difficulties.

30/ In Africa and Asia, women work mainly in agriculture, whereas in Latin America most of them are to be found in the service sector. Globally, women represent almost half the labour force employed in the tertiary sector.

31/ See Industrialisation and Social Progress: an Interim Report (Geneva, International Labour Office). This is the ILO contribution to UNIDO's progress report on the implementation of the Lima Declaration and Plan of Action.

There are also several disturbing trends in the process of rural modernization, not least of which is the tendency for the benefits of cash-crop production to accrue mainly to men, since it is they who are "heads of households" and the contact point for the provision of credit, seeds and information and advice on higher productivity, 32/ and who constitute the bulk of the membership of producers and marketing co-operatives. Thus the degree of economic independence traditionally enjoyed by African women through petty trading of produce is being eroded by the requirement to work on "modern" cash-crop production in addition to their household duties and traditional provision tasks, without direct monetary benefits.

Clearly then, efforts must be made to identify and eliminate the barriers that stand in the way of full participation of women in co-operatives 33/ from which, despite the fact that they are often principal producers and distributors in subsistence agriculture, they have been largely excluded.

The 1975 Declaration on equality of opportunity and treatment indicated awareness that "the position of women cannot be changed without changing also the role of men in society and the family". Unfortunately, cultural values and attitudes, which change very slowly, attribute markedly different social functions to men and women. For example, the aforementioned report to the recent Medellín Conference had this to say:

> Looking at the facts in the countries of the Americas it is obvious that the cultural standards and values prevailing in these countries attribute different social functions to each of the sexes, laying varying degrees of emphasis on activities involving concern for welfare, affection and protection as being the preserve of women, and those connected with institutional leadership, objective authority, the earning of money and external social prestige as being typical of men.

Consequently, it is necessary to recognize that the need to respect cultural values, on the one hand, and to promote equality of treatment, on the other, can be contradictory in some instances and therefore present a built-in constraint to the ILO in carrying out its obligations under the 1975 resolution. The latter

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32/ A good example of this is Senegal. When technological improvements were introduced in rice production, it was the men who received the training, although the women had traditionally been the agricultural workers. (Cited in Haydee Birgin, "Women and the balance of power", Socialist International Women: Bulletin (July-August 1979), p. 42.)

33/ Despite the emphasis being placed on the role of co-operatives as an important means of increasing employment opportunities for women (General Assembly resolution 33/47 of January 1979), there is little response from donors for project proposals designed to promote activities from which women can obtain extra income or protect that already existing. The thinking seems to be that "separate" projects tend to isolate women from, rather than integrate them into, the development process.

requires the ILO to "promote the effective participation of women in development" and to ensure that its activities "do not lead to the perpetuation, maintenance or furthering of discrimination".

It is therefore encouraging to note that one of the recommendations contained in the resolution presented by the Women's Committee to the recent Medellín Conference concerned the changing of attitudes, "with a view to enhancing the value of women as individuals entitled to personal development, on the basis of independence ...".

Women's own attitudes sometimes add to the economic and cultural constraints already outlined. In developing countries especially, their reproductive role tends to govern not only their aspirations but also their judgement of their capacities and thus their interest in developing them. Marriage and children are often considered the only life-long activity, both by young women themselves and by all those who influence their lives, 34/ employment being merely a temporary occupation until marriage. Thus, women are often conditioned to a fear of self-assertion and independence, which ill-equips them to become income earners or to struggle to better their working conditions.

Although ILO international conventions and recommendations have set up guidelines for social policy relating to the employment of women, obviously they can come to grips only to a limited extent with the basic problems of women workers in the developing countries. Those problems form part of the economic and social development problems of the population as a whole. The conventions and recommendations nevertheless have a significant role to play in improving women's situations in countries where they have been ratified.

However, ratification is not the same as implementation. Although over two thirds of the ILO member States have ratified convention No. 100 ("Equal remuneration"), the Committee on the Application of Conventions and Recommendations has, in recent years, been in communication with more than 40 Governments on measures they envisage to implement that convention and convention No. 111. 35/

34/ A case study done in Bangladesh revealed a 50 per cent drop-out rate in a programme of non-formal education for women, 44 per cent discontinuing owing to "inconvenience to home and family life". The study concluded that "the traditional role of women in the present socio-economic structure of the society has been a deterrent ... to their retention in the programme". Shamima Islam, "Women drop-outs in non-formal education", Women for Women, Bangladesh, 1975 (Bangladesh, Women for Women Research and Study Group, University Press Limited).

35/ In a world survey, the results of which were reported to the 1975 ILO Conference, among the reasons given for non-implementation of convention No. 100 were: difficulties in how to interpret the phrase "work of equal value", since women very often work in segregated occupations; fear of the cost of introducing equal pay; concern that, where unemployment is serious, equal pay might actually discourage the employment of women. Some replies expressed the opinion that only the quantity and quality of work produced should be taken into account and referred to the existing practices in their countries.

In recent years there have been disappointingly few ratifications of convention No. 3 ("Maternity protection"), convention No. 103 ("Maternity protection; revised") or convention No. 89 ("Night work: women; revised").

With regard to technical co-operation, it must be recognized that ILO's operational activities often do not reach women. The reasons are well known. Governments, when planning, rarely give as high a priority to the training and employment of women as they do to that of men. In the field of vocational training, where the great bulk of ILO's activities are found, their requests for aid often concern training for industries in the modern sector, where proportionately few women are employed. Even where, in theory, women are given access to such training, in practice there are often obstacles. Thus the ILO report prepared for the above-mentioned Medellín Conference, which contained a chapter on the vocational training of women in Latin America, indicates that while many vocational training institutions are officially for both sexes, they in fact offer all available places to men, and women can enter only when courses are organized for typically female occupations. The planning of training programmes in rural as well as urban settings does not always take into account the needs of women.

In view of current funding difficulties with certain types of projects, the ILO will continue its practice of trying to ensure that, whenever appropriate, the participation of women becomes an integral objective of projects aimed at low-income populations.

Effectiveness of impact

Some ILO activities can be considered to have had a particularly effective impact on women, if this can be measured by the concrete response received.

Certainly, some positive impact has been derived from the observations which have been made at regular intervals to ILO member States by the ILO Committee on the Application of Conventions and Recommendations. Examples of this progress can be found in the reports of the Committee for the years 1976-1979, and a few may be mentioned here as illustrations: in Kuwait, in 1976, a compulsory rest period at night of at least 11 hours was established for women workers in the private sector (RCE, 1978, observation on convention No. 89); in Egypt, the number of types of work prohibited to women was reduced in 1978 in the light of scientific progress and increasing participation of women in the labour market (RCE, 1979, observation on convention No. 111); in Panama, the social security scheme was extended to the whole country in 1976 so that all working women covered by it are now insured for maternity benefit (RCE, 1977, observation on convention No. 3); in Peru, legislation which permitted the fixing of a lower minimum wage rate for women than for men where their output was considered to be "manifestly lower" has been repealed (RCE, 1977, observation on convention No. 100).

The new international instruments adopted in 1977 for nursing personnel should, in due course, have a favourable impact on conditions of work and remuneration in that field, and if a revised recommendation on workers with family responsibilities, covering both sexes, is adopted it should help to change traditional attitudes on sex roles, as well as assisting workers of both sexes who are coping with family responsibilities in addition to a job.

It is, however, in the field of technical co-operation that the impact is most conspicuous. For example, the educational activities of the comparatively new Population and Labour Programme, begun in the early 1970s, with seminars conducted on a tripartite basis in the regions, are now considered indispensable by various ILO constituents, especially the labour organizations. Some of them have already requested a prolongation of ongoing projects, e.g. that of the International Confederation of Arab Trade Unions (ICATU), the second phase of which included a women's component. Another regional trade union confederation, the Inter-American Regional Workers Organisation (ORIT/ICFTU) has requested a reactivation of a workers' population education project, terminated for lack of funds several years ago, and a women's component has been included in the new project proposal currently under consideration by the UNFPA.

At present there are 43 population education projects operational in three regions, a number of which are of interest to women as well as men. Of the various requests currently in the pipeline, one is specifically a women's project and another a request for the addition of a women's component to an ongoing project. Similarly, several vocational training projects specifically for women began as small components of others and through their success in arousing government interest, resulted in requests for separate projects. The Ghanian project described above is a case in point.

The PIACT multidisciplinary team, which visited Senegal in 1977, paid particular attention to the conditions of work of rural women, and the Government subsequently requested the ILO to examine the situation of women in the informal sector and draw up proposals for improvement.

All of the above implies that a greater allocation of resources is needed to assess the facts about women, and that on the basis of this assessment, ongoing research and broad policies should be modified to include an explicit concern about women's participation and needs. This in turn would require more resources for developing special programmes; and finally it means that more women must be employed in all regions and at all levels, including policy levels.

Interagency collaboration

The Office for Women Workers' Questions ensures liaison with the United Nations and other international organizations on all questions concerning women. It has been closely associated with the preparation of the Joint Inter-Organizational Programme for the integration of women in development, to implement the World Plan of Action and the resolutions adopted by the World Conference on the International Women's Year held in Mexico City in 1975. Collaboration is also maintained with various non-governmental women's organizations such as the International Alliance of Women, the International Democratic Federation of Women etc. In January 1979, the ILO sponsored a symposium organized by the European Women's Centre for Studies in a Changing Society on the theme "Work and employment: Towards what kind of society?".

In addition, the various technical units collaborate with other United Nations and specialized agency programmes for women, 36/ with regional bodies such as ECLA and ECA, with the Organization of American States, the World Bank (on a skills mission to Pakistan for an appraisal of women) etc.

Provision of evaluation mechanisms

Each year, the Governing Body chooses one or more conventions and recommendations on which all member States are requested to report under article 19 of the ILO Constitution, and the Committee of Experts on the Application of Conventions and Recommendations makes a general survey of the effect given to the instruments selected. Moreover, in so far as the conventions have been ratified by member States, it is a regular ongoing task to examine government reports on these conventions and to identify fields in which they are not applied.

Under PIACT, where appropriate, evaluation missions are being undertaken in respect of completed multidisciplinary missions and tripartite national seminars.

Most major technical co-operation projects have built-in evaluation mechanisms in the form of periodic progress reports. The ILO/donor evaluation missions are also frequently included in project provisions.

Interdepartmental meetings and regional consultations are held from time to time to examine policy, progress, results, and possibilities for future action.

36/ An interagency mission, involving representatives of ILO, FAO, UNESCO and ECWA and initiated by the UNDP, went to the Syrian Arab Republic recently to assess the efforts made in recent years to increase rural women's participation in development, review proposed and ongoing UNDP-financed projects with a view to increasing benefits accruing to rural women and to suggest new programme approaches and project ideas in the interests of rural women.

V. POLICIES FOR THE SECOND PART OF THE DECADE

(1980-1985)

For the period 1980-1981 the ILO programme will continue to follow the broad framework established in 1975 and it is expected that when the mid-term plan for 1982-1987 is finalized, the same general policy will be pursued with the following objectives:

(a) To increase women's opportunities in vocational training and in employment and to assist in improving their conditions of work and life;

(b) To promote the elimination of all discrimination, both legal and practical;

(c) To aim at an equal distribution of the benefits of scientific and technological development and its application to women and men in society;

(d) To promote the involvement of all women in developing countries in achieving the aim of the new International Economic Order, and to this effect to facilitate the integration of women in the planning, formulation, design and implementation of development projects and programmes.

Most of the ILO's activities in contributing to the attainment of these objectives will be found in the technical co-operation programme and in the programmes of the regional offices.

The Office for Women Workers' Questions will seek to improve both the planning and co-ordination work of the regional offices and technical departments and to strengthen its liaison with the United Nations, specialized agencies and others, thus contributing to a more efficient use of resources for activities on women workers in the United Nations system. The Office will also promote action by the ILO's constituents and non-governmental organizations and a better use of the tripartite structure of the ILO for the development of activities for women workers.

The recommendations of the regional conferences and of the 1980 World Conference of the United Nations Decade for Women: Equality, Development and Peace, with the subtheme "Employment, education and health", will, of course, be followed up. Proposals of the largest non-governmental organizations, in addition to those of trade union congresses, would also receive practical support and co-operation. Continual review will be given to the impact of ILO projects and programmes on women workers in various regions. Publication of the newsletter Women at Work will continue.

Several research items included in the 1980-1981 programme are of interest, among which may be mentioned:

(a) A series of articles in International Labour Review dealing with protective legislation and its compatibility with greater equality. The most recent trends in legislation will be analysed, as will development in the working environment and new environmental dangers;

(b) Homeworking: 10 monographs (5 for industrialized and 5 for developing countries) will be prepared on the basis of which a comparative synthesis will propose possible remedial measures. Women and children are numerous in this category of workers, who are among the most disadvantaged as regards working conditions;

(c) Women non-manual workers: a study will cover organization, vocational training and equality of opportunity of treatment for the eighth session of the Advisory Committee on Salaried Employees and Professional Workers, which will have the subject on its agenda;

(d) Women in the public service: a study will analyse the practical obstacles to real equality of opportunity and will describe policy experiments in some countries to promote this equality;

(e) Wholesale and retail distribution: this subject, of a general character but of special importance to women, will be examined in an attempt to establish the relationship between opening hours and conditions of work in shops;

(f) Maternity protection: this interregional study, begun in 1979, will continue;

(g) Women in trade unions: a study on this subject will analyse the problems of women who join unions;

(h) Rural women: in the biennium 1980-1981 the programme for rural women will, through action-oriented research and case studies, analyse the effects of change on women in specific situations. Subsequently, seminars and workshops to disseminate research findings will be held, bringing together policy-makers, trade unionists, experts and representatives of rural organizations as well as rural women themselves. Research will include case studies designed to provide information on the incorporation of rural women into the wage labour force, which will examine various aspects of the employment conditions of rural women, including the effects on women's conditions both inside and outside the home; and two case studies covering the impact on rural women of the changes brought about by the Peruvian agrarian reform.

The ILO also intends to evaluate, in close collaboration with Governments concerned, selected rural development projects covering women, or women's projects, in order to ascertain to what extent and in what way poor rural women have been able to benefit from them, and to devise guidelines for future projects.

Studies begun in 1978-1979 for inclusion in the anthology on rural women (mentioned above) will be completed and a new one started (The Participation of Women in Commercial Agricultural Production: A Case Study of the Oujda Region in Morocco).

(i) Comparative studies on market economy and socialist countries will also analyse the consequences of national employment policies on the employment of women in terms of job, career possibilities and levels and types of skill. They will lend support to the trend towards greater diversification of jobs for women.

Two projects designed to promote improved training possibilities for women are scheduled: continuation of the study seeking to improve the income-generating skills of women in selected African countries, begun in 1979, and extending it to the Middle East (studies having been completed in Asia and Latin America in 1978-1979); and a project examining ways and means of improving the access of rural women to training.

In view of the importance of migration within the Western Asian region for the development of both capital-poor and capital-rich countries, particular consideration will be given to the possibility of strengthening ILO efforts to help those countries develop a regional approach to migration, manpower planning and human resources development policies. Women will also benefit from this activity.

Annex I

INTERNATIONAL LABOUR CONVENTIONS RELATING TO WOMEN WORKERS: a/
RATIFICATIONS BY STATES OF THE ECA REGION

Country	Convention No.											
	3	4	41	45	89	100	102	103	111	118	122	149
Algeria	X				X	X			X		X	
Angola		X		X	X	X			X			
Benin		X	X			X			X			
Botswana												
Burundi		X			X							
Central African Empire b/	X	X	X			X			X	X		
Chad		X	X			X			X			
Comoros					X	X					X	
Congo					X							
Djibouti				X	X	X					X	
Egypt				X	X	X			X			
Ethiopia									X			
Gabon	X	X	X	X		X			X			
Ghana				X	X	X			X			
Guinea	X			X	X	X			X	X	X	
Guinea-Bissau		X		X	X	X			X			
Ivory Coast	X	X	X	X		X			X			
Kenya				X	X					X		
Lesotho				X								
Liberia									X			
Libyan Arab Jamahiriya	X				X	X	X	X	X	X	X	
Madagascar		X	X			X			X	X	X	
Malawi				X	X	X			X			
Mali		X	X			X			X			
Mauritania	X				X		X		X	X	X	
Mauritius												
Morocco		X	X	X					X			
Mozambique						X			X			
Namibia												
Niger		X	X			X	X		X			
Nigeria				X		X						
Rwanda		X			X							
Senegal		X			X	X	X		X		X	
Seychelles												
Sierra Leone				X		X			X			
Somalia				X					X			
Sudan						X			X		X	
Swaziland												

/..

Annex I (continued)

Country	Convention No. 3	4	41	45	89	100	102	103	111	118	122	149
United Republic of Cameroon	X			X	X	X			X		X	
United Republic of Tanzania				X								
Togo		X	X									
Tunisia				X	X				X	X	X	
Uganda				X							X	
Upper Volta	X	X	X			X			X			
Zaire		X			X	X				X		
Zambia				X	X	X						

a/ No. 3: Maternity Protection; No. 4: Night Work (Women); No. 41: Night Work (Women)(Revised); No. 45: Underground Work (Women); No. 89: Night Work (Women)(Revised); No. 100: Equal Remuneration; No. 102: Social Security (Minimum Standards); No. 103: Maternity Protection (Revised); No. 111: Discrimination (Employment and Occupation); No. 118: Equality of Treatment (Social Security); No. 122: Employment Policy; No. 149: Nursing Personnel.

b/ Now known as Central African Republic.

Annex II

INTERNATIONAL LABOUR CONVENTIONS RELATING TO WOMEN WORKERS: a/
RATIFICATIONS BY STATES OF THE ECE REGION

Country	Convention No.											
	3	4	41	45	89	100	102	103	111	118	122	149
Albania						X						
Austria		X		X	X	X	X	X	X		X	
Belgium				X	X	X	X		X		X	
Bulgaria	X			X		X			X			
Byelorussian SSR				X		X		X	X		X	
Cyprus				X	X				X		X	
Czechoslovakia				X	X	X			X		X	
Denmark						X	X		X	X	X	
Finland				X		X			X	X	X	
France	X			X	X	X	X			X	X	
German Democratic Republic				X		X			X		X	
Germany, Federal Republic of	X			X		X	X		X	X	X	
Greece	X			X	X	X	X					
Hungary	X			X		X		X	X		X	
Iceland						X	X		X			
Ireland				X	X	X	X			X	X	
Italy	X	X		X	X	X	X	X	X	X	X	
Luxembourg	X	X		X	X	X	X	X				
Malta					X				X			
Netherlands				X		X		X	X		X	
Norway						X	X		X	X	X	
Poland				X		X		X	X			
Portugal		X		X	X	X			X			
Romania	X				X	X			X		X	
Spain	X	X		X	X	X		X	X		X	
Sweden						X	X		X	X	X	
Switzerland				X	X	X	X		X			
Turkey				X		X	X		X	X	X	
Ukrainian Soviet Socialist Republic				X		X		X	X		X	
Union of Soviet Socialist Republics				X		X		X	X		X	
United Kingdom				X		X	X				X	
Yugoslavia	X			X	X	X	X	X	X		X	

a/ See foot-note a to annex I.

Annex III

INTERNATIONAL LABOUR CONVENTIONS RELATING TO WOMEN WORKERS: a/
RATIFICATIONS BY STATES OF THE ECLA REGION

Country	Convention No.											
	3	4	41	45	89	100	102	103	111	118	122	149
Argentia	X	X	X	X		X			X			
Bolivia				X	X	X	X	X	X	X	X	
Brazil				X	X	X		X	X	X	X	
Chile	X			X		X			X		X	
Colombia	X	X				X			X			
Costa Rica				X	X	X	X		X		X	
Cuba	X	X		X	X	X		X	X		X	
Dominican Republic				X	X	X			X			
Ecuador				X		X	X	X	X	X	X	X
El Salvador												
Guatemala				X	X	X			X	X		
Guyana				X		X			X			
Haiti				X		X			X			
Honduras				X		X			X			
Jamaica						X			X		X	
Mexico				X		X	X		X	X		
Nicaragua	X	X		X		X			X			
Panama	X			X	X	X			X		X	
Paraguay					X	X			X		X	
Peru		X	X	X		X	X		X		X	
Suriname			X							X	X	
Uruguay					X			X			X	
Venezuela	X		X	X					X			

a/ See foot-note a to annex I.

Annex IV

INTERNATIONAL LABOUR CONVENTIONS RELATING TO WOMEN WORKERS: a/
RATIFICATIONS BY STATES OF THE ECWA REGION

Country	Convention No.											
	3	4	41	45	89	100	102	103	111	118	122	149
Bahrain												
Democratic Yemen												
Egypt				X	X	X			X			
Iraq					X	X			X	X	X	
Jordan						X			X	X	X	
Kuwait					X				X			
Lebanon				X	X	X			X		X	
Qatar									X			
Saudi Arabia				X	X	X			X		X	
Syrian Arab Republic				X	X	X			X	X		
United Arab Emirates												
Yemen						X			X			

a/ See foot-note a to annex I.

Annex V

INTERNATIONAL LABOUR CONVENTIONS RELATING TO WOMEN WORKERS: a/
RATIFICATIONS BY STATES OF THE ESCAP REGION

Country	Convention No.											
	3	4	41	45	89	100	102	103	111	118	122	149
Afghanistan		X	X	X		X			X			
Australia				X		X			X		X	
Bangladesh		X		X	X				X	X		
Burma												
Fiji				X								
India		X		X	X	X			X	X		
Indonesia				X		X						
Iran						X			X			
Japan				X		X	X					
Democratic Kampuchea		X									X	
Lao People's Democratic Republic		X										
Malaysia				X								
Mongolia						X		X	X		X	
Nepal						X			X			
New Zealand				X	X						X	
Pakistan		X		X	X				X	X		
Papua New Guinea				X							X	
Philippines					X	X			X		X	
Singapore				X								
Sri Lanka				X	X							
Thailand											X	

a/ See foot-note a to annex I.

UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

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COMMISSION ON THE STATUS OF WOMEN
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Vienna, 25 February-4 March 1980
Item 5 of the provisional agenda. Measures taken to implement the Programme of the United Nations Decade for Women: Equality, Development and Peace, 1980: (a) Activities of specialized agencies

REPORT OF THE UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION ON ITS ACTIVITIES OF SPECIAL INTEREST TO WOMEN

SUMMARY

This report was prepared by the United Nations Educational, Scientific and Cultural Organization in accordance with Economic and Social Council resolution 154 F (VII), adopted by the Council on 23 August 1948, and with relevant decisions of the Commission on the Status of Women, the most recent being resolutions 6 (XXIII) and 12 (XXIV).

The report is essentially an up-dating of the Organization's last report submitted to the twenty-seventh session of the Commission (E/CN.6/615). It deals in particular with the objectives of the Organization's programme on women in the framework of the medium-term plan (1977-1982).

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INTRODUCTION

1. This report covers the activities of UNESCO related to the advancement of women since its last report submitted to the Commission at its twenty-seventh session (E/CN.6/615). In view of the fact that the last report covered the period from August 1976 through 1978 and also contained a brief review of activities proposed for the biennium 1979-1980 as well as in UNESCO's medium-term plan (1977-1982) the present report is essentially an updating of document E/CN.6/615.

2. Preparations for the 1980 World Conference of the United Nations Decade for Women have been actively carried out with special emphasis on implementing the principles and guidelines contained in the World Plan of Action approved by the General Assembly in December 1975 and of assessing the results obtained and the progress achieved since its adoption.

3. As a contribution to the regional conferences held in preparation of the World Conference of the United Nations Decade for Women, UNESCO submitted a comprehensive report covering both a review and appraisal for the period 1975-1980 with special reference to activities carried out in each region, and a preview of policies, trends and directives for the second part of the United Nations Decade for Women (1980-1985).

4. The present report which completes and updates document E/CN.6/615 deals in particular with:

(a) The objectives of UNESCO's programme on women in the framework of the medium-term plan (1977-1982);

(b) Women in culture and communication;

(c) Women in science and technology;

(d) Promotion of equality between women and men in the exercise of their rights and responsibilities within the community;

(e) Development of teaching and research relating to women within universities and outside universities;

(f) Studies on family structures and population related activities;

(g) Use of quantitative indicators in the study of women's participation in socio-economic development;

(h) Normative action;

(i) Equality of opportunities in education and training and promotion of participation of women in economic, social and cultural development;

(j) Interagency co-operation;

(k) Co-operation with non-governmental organizations;

(l) Conclusions: impact of UNESCO's activities on women.

I. THE OBJECTIVES OF UNESCO'S PROGRAMME ON WOMEN IN THE FRAMEWORK OF THE MEDIUM-TERM PLAN (1977-1982) AND ADJUSTMENT 1978

5. In its medium-term plan 1977-1982, as approved by the General Conference at its nineteenth session, one of the most prominent objectives of the organization's action is the improvement of the status of women. As stated in the relevant document (19 C/4, chap. I, para. 113) this objective "relates to a part of humanity that has far too long been subject to discrimination and exploitation: women. It combines the vital need to ensure that women can exercise human rights to the full, with the requirement that there should be a far-reaching improvement of their status".

6. UNESCO's contribution to the task of improving the status of women follows two different lines of approaches: the first concerns the values and myths, economic data and cultural attitudes, structures and social practices, which are the basis for the present status of women in society; the second relates to the particular measures to be taken to enable women to participate fully in economic, social and cultural development.

7. Accordingly, two main principles of action have been laid down: the first is that any genuine change in the status of women involves bringing to light all discrimination practices to which they are subjected in the field of education, science, culture and communication. Systematic efforts will therefore be made to foster awareness of the various obstacles encountered by women in these fields; the second principle is that women themselves must work to improve their situation. This implies not only that women should participate in working out reforms designed to grant them a fair deal but also that they should be the principal agents of their implementation.

8. The medium-term plan defined this course of action as "targets for 1982": (1) the study of the causes which lead in the different societies to the inferior status of women, and of ways to eliminating these causes, and (2) the contribution to the drawing up and application of measures designed to improve the status of women.

9. While maintaining the full validity of these two targets, the 1978 adjustment to the medium-term plan formulated a more accurate emphasis of the objectives concerning the status of women, and, in addition, raised its average biennial growth rate.

10. In conformity with the over-all adaption of the organization's medium-term plan to the requirements of a continuously evolving world situation, and in the light of experience gained in implementing the programme, UNESCO's contribution to improving the status of women and their participation in development was given new emphasis in 1978. In fact, it was pointed out

in the Director-General's introduction to the adjustment to the medium-term plan (p. X, para. 20):

> "A more dynamic approach has been adopted in regard to the objective concerning the status of women and the participation of women in development. There is greater regard for the changes brought about as much by socio-economic developments as by the militant activities of women themselves. The new analysis carried out also highlights certain dangers which may be attached to development activities if sufficient attention is not paid to the position of women: it must be ensured that development strategies are not based on preconceived models, in which women have no place, for in that event the consequences would be particularly serious since in many societies women traditionally play an important part in production, especially agricultural production. Broadly speaking, the issue raised is the general problem of difference and of what might be described as its dialectical relationship with that of equality, it being understood that there could be no question of interpreting difference in terms of superiority or inferiority."

11. As far as action is concerned, it was also decided to emphasize gradually a regional orientation for certain activities of the organization in order to obtain closer understanding of practical conditions, maintaining, however, global approaches whenever required, and to strengthen the intersectoral nature of the programme; fresh emphasis is being placed on activities related to culture and especially to science and technology.

12. It ought also to be stated here, that the broadly defined objective "Improvement of the status of women and promotion of participation by women in economic, social and cultural development" is based on a thorough analysis and assessment of the underlying problems ("Adjustment to the medium-term plan 1977-1982", chap. VI B, objective 6.B.).

13. Thus, the following three themes conceived to achieve a set of specific results constitute UNESCO's directions for activities.

A. Promotion of equality between women and men in the exercise of their rights and responsibilities within the community

14. The following results are expected:

Better knowledge of disparities in access to education and participation therein, particularly in technical, vocational and science courses; formulation of suggestions for the elimination of those disparities.

Revision, where necessary, of textbooks with a view to egalitarian treatment of the sexes, and improvement of teacher education so as to encourage conceptions and attitudes consonant with the equality of the sexes.

Progress in the knowledge of the factors calculated to promote participation by women in science and technology.

Development of university courses and research in connexion with women.

Formulation of suggestions as to measures which might be adopted to increase participation by women in politics and decision-making.

Better preparation of women for responsible posts in the sphere of communication.

B. Socio-economic change and integration of women in the over-all development effort

15. The following results are expected:

Strengthening of training activities with multiplier effects for the benefit of women.

Increase in the opportunities afforded to women for taking up or resuming an occupation, particularly in certain technical and scientific fields in which they still play a relatively small part.

Better understanding of the responsibilities of vocational guidance services in the integration of women in the over-all national development effort.

Improved knowledge of the effects of social change, including urbanization, on the status of women.

Highlighting of the contribution made by women to cultural life.

Formulation of suggestions to increase participation by women in socio-economic and cultural life.

Better use of communication media for the promotion of women.

C. The role of women in the strengthening of world peace

16. The following results are expected:

Provision of assistance to women members of national liberation movements in their present struggle and in preparing for their participation in national reconstruction.

Improved knowledge of the role of women in the promotion of peace, and encouragement of their efforts in this field.

17. In addition, certain areas of activity have shown trends which will be further pursued in the coming years. Examples of such trends are provided in the field of social sciences and their applications where emphasis will be on leadership training courses for women, participation in decision-making, developing women's awareness of political issues; also, the development of programmes of women's studies as recommended by the UNESCO International Congress on the Teaching of Human Rights (1978) and its Draft Seven-Year Plan for the Development of the Teaching of Human Rights (1981-1987). As concerns population communication activities, the trend is to undertake research, training and operations to increase the active involvement of community leaders in population programmes.

18. As these projects show results, public awareness of the interrelationships between raising the status of women and achieving population objectives are bound to grow - the pragmatic evidence demonstrating the very real linkages and the community of problems. At the same time, as more women gain training and experience, they will rise to more influential positions in the health/population planning/social welfare fields, hence influence policy and play an increasingly responsible role.

19. In the field of communication, active participation of women in the media and access to decision-making positions in media organizations corresponds to an expected trend for the next decade.

20. In conclusion, it could be stated that this charted course of action leading the organization's work half way through the second part of the United Nations Decade for Women will continuously draw on the experience gained in each individual sector of UNESCO's competence; this will also allow for active participation in achieving new targets that may emerge as an outcome of the forthcoming World Conference.

D. Organization's contribution to the interagency programme

21. As stated in the report by the Director-General to the General Conference at its twentieth session (20 C/17, 1978) on UNESCO's contribution towards improving the status of women, the organization's efforts as a whole are guided by the desire to contribute fully to the attainment of the objectives of the Decade. Reflecting the major concerns of the international community and, as implied by the title of the Decade itself (Equality-Development-Peace) action is carried out under three principal headings: the promotion of equality between women and men, the integration of women in development, and, the role of women in the strengthening of peace.

II. WOMEN IN CULTURE AND COMMUNICATION

22. During 1979 and 1980 assistance has been provided to the organization of international, regional and national seminars and training courses intended to enhance the role of the media in promoting women's participation

in social and economic development and in cultural and political life. In particular, during 1979, preparatory work was carried out for the holding of a United Nations UNESCO seminar on women and the media. In addition, with assistance from the voluntary fund, a course for women radio producers in Africa will be organized at the African Training and Research Centre for Women, ECA. A possibility of study visits for professional media women associated with the Centre is being envisaged.

23. In connexion with the World Conference of the United Nations Decade for Women, UNESCO contributed towards the preparation of a report on women and the mass communication media to be established by the special rapporteur designated by the Economic and Social Council.

24. As concerns research, a study on women and the media contracted to Ms. Margaret Gallagher (Open University UK) will be published in 1980.

25. As to the field of culture, five studies on "the impact of cultural industries in the audio-visual field on the socio-cultural behaviour of women" are being undertaken. This research concerns women in Japan, Canada, Senegal, Jamaica and Yugoslavia. The two studies relating to Canada and Japan will be issued in 1980. A synthesis report will also be established.

26. A meeting will be convened from 11 to 14 December 1980 at Espoo, Finland, jointly by the Finnish National Commission and UNESCO on the subject of "the impact of cultural industries in the audio-visual field on the behaviour of youth and women".

27. Preparatory studies are being undertaken for the Intergovernmental Conference on cultural policies of areas countries, which will be held from 17 to 26 March 1980 at Tunis. One of the preparatory studies concerns "the role of women in cultural life and women's contribution to the process of cultural development".

III. WOMEN IN SCIENCE AND TECHNOLOGY

28. A study is currently being prepared on the role and status of women in science and technology, and in particular women researchers and technicians in research groups. This study is based upon data from the first and second rounds of the UNESCO International Comparative Study on the Organization and Performance of Research Units. The analyses of empirical data will be supplemented by a review of the broad discussion of the role and status of women in science and technology. Cross-cultural scientific literature existing on the subject will be also taken into account. A paper on this study is being prepared under the provisional title "the role and status of women in science and technology, in particular women researchers and technicians in research groups". The paper is expected to be terminated in the beginning of 1980.

29. It is also envisaged to include a chapter devoted to women's careers in scientific research within the book that is planned for the general public about the status of scientific research.

30. UNESCO undertook an intersectoral programme for combating educational inequality between the sexes. In this programme a series of studies are envisaged on the access of women to science education and training and associated careers, with a view to contributing to the advancement of women in this field. These studies will be undertaken in six developing countries in co-operation with the national commissions.

31. In addition, an increasing number of women have been able to benefit from the tuition provided in the various UNESCO-sponsored training courses in the field of Oceanography, Hydrology and Earth Sciences and to obtain UNESCO travel grants to attend these courses.

IV. PROMOTION OF EQUALITY BETWEEN WOMEN AND MEN IN THE EXERCISE OF THEIR RIGHTS AND RESPONSIBILITIES WITHIN THE COMMUNITY

32. Since fall 1979, a number of studies are being undertaken in co-operation with women from various regions on the obstacles encountered by women in participating in the exercise of political power. These studies could serve as work documents for an international meeting of women in charge of political responsibility.

33. Studies will be undertaken in order to reflect the changes that have affected the status of women within different societies and with a view to determine under what conditions and to what extent women are in charge of responsibilities outside the family within a given community. In this context, a study will be undertaken of the effects of international migration of male workers on the situation and the status of women remaining in the country of origin. This study was started in October 1979 and consultations are under way with research institutes and individual researchers in Algeria, the Upper Volta, Italy and Portugal.

34. In addition, results of research undertaken in co-operation with the Latin American Faculty of Social Sciences (FLASCO) of the effects of rural to urban migration on the role and status of women in Latin America have been published in English and French in the series Social Science Reports and Documents, No. 41, UNESCO.

35. In co-operation with the National Commission of the Republic of Korea, a meeting of researchers was organized in Seoul, from 19 to 22 June 1979 gathering participants from India, the Philippines, Thailand, Bangladesh and the Republic of Korea. The meeting established a comparative research programme on the status of women in rural environments and on the effects of male migrations on the role of women in society. This study should highlight the relationship existing between the economic power of women, its increase due to the absence of men and the decision-making power within the community.

36. In the same perspective, a study is being undertaken on the role of women in the national liberation movements in Africa, i.e. in Zimbabwe. This study will bring to light the changes of the status of women and the incidence of certain situations (i.e. the liberation struggle) which make women participate actively in the exercise of political power.

37. This study could lead to a meeting of women leaders of national liberation movements currently engaged in the liberation struggle or having recently won independence in order to allow studying the factors that lead women to exercise their rights and responsabilities within a society under such exceptional circumstances as wars, migrations etc.; what are conducive elements and what are obstacles hampering later developments. The results of this meeting should allow to elaborate strategies for guaranteeing acquired rights during the changes of the status of women occurring under circumstances described above.

38. In the framework of the United Nations Namibia Nationhood Programme, a project has been worked out in co-operation with the South West Africa People's Organization (SWAPO), financed by UNDP aiming at enhancing Namibia's women's knowledge in the fields of politics and development.

39. Research undertaken on the role of Zimbabwe women in pre-colonial, colonial and present days has been published under the title Women and Racial Discrimination in Rhodesia and was distributed as of September 1979.

40. A study on the role of women in peace movements will be undertaken in fall 1979. This study will attempt to focus on the specific role of women in promoting peace, i.e. in eliminating factors that perpetuate the major problems that might be at the origin of wars as for instance, inequalities, injustices, international relations based on power relations. Another study will analyse the role of women in peace research and their participation in technical and political activities that could lead to either war or peace.

V. DEVELOPMENT OF TEACHING AND RESEARCH RELATING TO WOMEN WITHIN UNIVERSITIES AND OUTSIDE UNIVERSITIES

41. A special role is incumbent upon UNESCO in this field, as was emphasized in UNESCO's medium-term plan (1977-1982) and as was stressed in the recommendations adopted at the Vienna International Congress on the teaching of human rights (Vienna, 12-16 September 1978). These recommendations state, inter alia, that "the rights and the role of women in society should contribute a specific element in the teaching of human rights at the university level; measures should be undertaken to assure that the present teaching programmes and notably the manuals, are being revised if so required, in order to include sections and references concerning the rights of women. Furthermore, it would be appropriate to examine the possibility of organizing regional meetings to study approaches and methods for the development of women's studies as a contribution to the World Conference on the United Nations Decade for Women.

42. The experts' meeting held after the Vienna Congress at UNESCO from 25 to 28 June 1979 suggested the inclusion of development of women's studies as an item in the seven-year plan (1981-1987) on human rights teaching.

43. For the countries of South-East Asia, an analysis of trends in women's research was established by Dr. Leela Dude, Director, Social Science Council of India as well as a list of research institutes. A similar study on a number of African countries was undertaken by the Secretary-General of the Association of African Women for Research and Development, Ms. Zenebeworke Tadesse; a third study on the Arab world was carried out by Dr. Soha Abdel Kader.

44. An international study on women's studies in faculties of laws and political sciences is under way and will be completed at the end of 1980. This study will be used in the establishment of a teaching manual in this field.

45. A questionnaire concerning women's studies in various disciplines of social sciences is currently in preparation. It will be submitted to UNESCO national commissions, universities, researchers, non-governmental organizations, women's associations etc. This survey will be used for a report to the World Conference on the United Nations Decade for Women.

46. Studies on research methodology on women in the areas world are under way and will serve as background documents for a meeting of areas women researchers which will probably be held in 1980. Results of this meeting and background studies will be published in 1981.

VI. STUDIES ON FAMILY STRUCTURES AND POPULATION RELATED ACTIVITIES

47. These programmes have included research studies, development of population communication techniques, workshops, teacher training courses and curriculum development.

48. In September 1978, UNESCO convened an international symposium on internal migration and policy questions with some attention being given to the problems of women, organized in collaboration with the Latin American Council of Social Sciences (CLACSO) at Cuernavaca, Mexico, with 28 social scientists representing 14 countries.

49. UNESCO's population studies concern activities that are "indirectly" oriented towards the mobilization and integration of women in the development process and are being conducted in developing countries in collaboration with national research institutes related to specific, nationally identified issues. These encompass:

(a) Socio-Demographic Analysis of Women's Education and Fertility. This project concentrates on female education and its effect on marriage patterns and fertility behaviour, in order to determine the universality and variety of its effects as it operates in different cultures and at varying stages of development, with basic information provided through the World Fertility Survey programme. There are two parts to the project: an internationally comparable cross-cultural analysis of some 15 countries selected to represent different levels of development, geographic regions and cultures with varying demographic patterns and educational systems; and six in-depth country studies on the relationship between women's education and fertility, of specific national policy concern, undertaken by national research institutes working in collaboration with UNESCO;

(b) Family Structure, Socio-Economic Change and Demographic Trends. These country studies involve comparative cross-cultural research to determine the prevalence of different family types and kinship structures, and to investigate their impact on the status of women within the family - as varying between different family types and socio-cultural settings - which is recognized to be one of the major factors determining their status in society at large;

(c) Status of Women in Relation to Development and Demographic Change. These interdisciplinary studies on the status of women as affecting fertility within different societies focus on (i) the role of social, economic and cultural factors conditioning the access of women to education and employment, and (ii) the interrelationships between women's educational and employment status and population trends. In the field of population communication, numerous projects have been undertaken. For example, an exploratory project is being carried out in Egypt with the help of women's groups on the interrelationships between demographic trends and development objectives and between population activities and human rights, particularly women's rights, with a view to testing and developing appropriate communication materials and techniques in this field.

50. Another project being undertaken with the financial assistance of the United Nations Fund for Population Activities (UNFPA), has as its objective the organization of feature syndicates and audio-visual banks for collaboration with regional and national media professional organizations in order to increase media coverage of issues concerning the status of women including development and population issues. UNESCO has, inter alia, furnished assistance to the ECA's Africa Training and Research Centre for Women and to the National Union of Women in the Syrian Arab Republic in the field of population communication. The Organization collaborated with the International Federation of Home Economics (IFHE), FAO, WHO and the ILO in the organization of joint workshops on population and rural development, which included special reference to women's status, at Fraser's Hill, Malaysia in 1977 and at Freetown, Sierra Leone, in 1978.

51. UNESCO's activities in population education include an ongoing project in Afghanistan since 1975, carried out under the responsibility of the Afghanistan Department of Population and Women's Education with the principal

objective of implementing programmes on family, health and population education for girls and women. Research and staff training activities are in process and preliminary curriculum and audio-visual aids are being developed.

52. A second Family Life Education project, started in 1977, being carried out by the Ivory Coast's Programme Division of the Ministry of the Status of Women includes studies on the cultural, social and economic status of women, to be followed by action programmes for the improvement of the status of women.

VII. USE OF QUANTITATIVE INDICATORS IN THE STUDY OF WOMEN'S PARTICIPATION IN SOCIO-ECONOMIC DEVELOPMENT

53. Among the most recent activities undertaken by UNESCO in relation to the situation of women in certain urban and rural areas in different developing regions, mention has to be made of research aiming at an increased use of analytical quantitative instruments. This should allow to ascertain with more precision the role of women in socio-economic development and to train systematically planners in the use of these instruments. In this context, a first meeting of experts will be held early in 1980 on the problems raised by the identification and use of indicators on women's participation in socio-economic development within different socio-cultural contexts.

54. The main objective of these programmes is to identify social problems relating to women (with indicators allowing to measure their participation in development), and their relationship with methods of development planning and of evaluation of social policies.

VIII. NORMATIVE ACTION

55. During the period under review UNESCO has devoted particular attention to promote the effective implementation of existing instruments. 1/

56. As concerns the revised recommendation on scientific, technical and vocational education, adopted by UNESCO's General Conference, at its eighteenth session in 1974, UNESCO prepared in 1979 a guide for member States assessing the present situation and future plans concerning implementation of this instrument.

1/ A more detailed analysis of conventions and recommendations adopted is provided in UNESCO's report to the twenty-seventh session of the Commission on the status of women (E/CN.6/615), paras. 11-21.

IX. EQUALITY OF OPPORTUNITIES IN EDUCATION AND TRAINING AND PROMOTION OF PARTICIPATION OF WOMEN IN ECONOMIC, SOCIAL AND CULTURAL DEVELOPMENT

57. Education in the broadest sense is an indispensable basic component of any major action which endeavours to provoke the necessary in-depth changes leading to the over-all improvement of the status of women. It is in this spirit that UNESCO conceives and elaborates its action to promote and ensure equality of opportunities for girls and women in all fields and levels of education and training.

58. The organization's efforts in this direction are oriented towards achieving two main objectives:

(a) The identification of the obstacles to equal education and training opportunities for girls and women in all fields and levels and the elimination of those obstacles;

(b) The use of education and training as a means to promote equality between women and men in the exercise of their rights and responsibilities within the community, and, women's integration in, and contribution to the over-all development effort as well as the development of friendly relations among nations.

59. During the period covered by the present report, a number of activities are being completed, continued, or initiated in pursuance of the above-mentioned objectives. Most of these activities provide opportunity for close co-operation with the national commissions for UNESCO, with a number of national and regional institutions and with non-governmental and international organizations.

60. Some of the information provided in UNESCO's report to the twenty-seventh session of the Commission on the Status of Women (E/CN.6/615) remains relevant and will therefore not be repeated in the present report, except in terms of updating.

61. Information is provided below on: (a) new projects; (b) projects under implementation; and (c) projects completed between the end of 1977 and the fall of 1979.

A. New projects

(a) Regional training courses for those responsible for the education of women in French-speaking African countries, in the Arab States and in Latin America

62. Three regional training courses are scheduled to take place in 1980, to consider the situation regarding educational programmes and facilities available for girls and women in rural areas, to improve these programmes and facilities, and to discuss and elaborate strategies and policies regarding the use of education as a means to promote women's participation in the over-all effort in rural development.

(b) International Congress on the Situation of Women in Technical and Vocational Education

63. This Congress, financed from a voluntary contribution of the Government of the Federal Republic of Germany, is prepared in close co-operation with the ILO and will be held in June 1980 at Bonn. It will consider the present situation of girls and women in technical and vocational education and elaborate recommendations regarding actions and programmes to improve this situation so as to break through the stereotypes and open new horizons.

(c) International Seminar on Opening-up to Girls and Women of Vocational Training and Jobs Traditionally Reserved to Men

64. Also financed from a voluntary contribution of the Government of the Federal Republic of Germany, and also organized in close co-operation with the ILO, this seminar will be held at Frankfurt, in November 1980, to consider the relevant pilot project implemented in the Federal Republic of Germany as well as the experience that certain other countries have gained in this field.

(d) International Seminar on Education, Vocational Training and Employment of Women, with emphasis on retraining

65. This seminar, organized in close co-operation with the ILO, will be held in December 1980. It will consider the situation regarding education, vocational training and employment in developed countries. Particular attention will be paid to the problem of the retraining of women to resume interrupted professional activities or to prepare for new careers in the perspective of lifelong education.

(e) Series of country studies on the access of women to science education and training and associated careers

66. This series has been intended to further knowledge on obstacles to women's access to science education and training and associated careers and to elaborate strategies and facilities of overcoming such obstacles with a view to the advancement of women in scientific and technological careers. Six member States (France, Iraq, Malaysia, Senegal, Czechoslovakia and Venezuela) are undertaking these country studies, the reports of which will be reproduced and widely distributed.

(f) Preparation of an experimental project to train women for participation in the development of rural areas of an African country

67. The authorities of Ghana are being consulted with regard to the definition of objectives and modalities of co-operation within the framework of this experimental project foreseeably to be launched in 1980. The experience drawn from this project will be shared with the countries of the region.

B. Projects under implementation

(a) Comparative report on country studies on differences between school curricula for girls and for boys 2/

68. The comparative report prepared on the basis of the country reports from Afghanistan, Jamaica, Jordan, Madagascar, Mongolia, Portugal and Turkey is being published in Arabic, English, French, Spanish and Russian. This publication will be available by the end of 1980.

(b) Experimental projects in the Upper Volta, Nepal and Democratic Yemen

69. Detailed information regarding these projects which deal respectively with the education of girls and women, the training of women teachers and the access of girls to general and technical secondary education are provided in E/CN.6/615, paragraph 32.

(c) Country studies on the problem of drop-outs among school-aged girls

70. Five countries (Australia, Benin, Burma, Mexico and the Syrian Arab Republic) took part in this series. The studies undertaken in Australia, Benin and the Syrian Arab Republic have been completed. The reports on the studies in Australia and Benin have been published in English and French respectively. The Syrian report is being reproduced in French (full details concerning the objectives of this series are given in E/CN.6/615, paras. 33-35).

(d) International study on the problem of drop-outs among school-age girls

71. This study, prepared on the basis of the replies received from some 60 member States to a UNESCO questionnaire, is being published. The publication will be available in Arabic, English, French, Spanish and Russian by the end of 1979 or early 1980.

(e) Participation in programmes relating to the education of women

72. Assistance has been given to the Indian Adult Education Association towards preparation of a seminar which will be held at the end of 1979 to consider the new trends in adult education, particularly literacy campaigns for women. Assistance has also been given to literacy campaigns for Togolese women in rural areas (details are provided in E/CN.6/615, paras. 64-65).

(f) Exchange and distribution of documents and publications

73. Several mailing lists have been created for the purpose of exchange and distribution of documents and publications concerning the formal and non-formal education and vocational education of women and the problems and experience in this field.

2/ Reference to this project is contained in E/CN.6/615, para. 36.

C. Projects completed between the end of 1977 and the fall of 1979

(a) Consultative panel for Asia and Oceania for equality of educational opportunities for girls and women

74. This panel met from 1 to 8 October 1979 at Bangkok, Thailand, at the UNESCO Regional Office for Education in Asia, to identify obstacles to equal educational opportunity for girls and women in the region, to exchange experience on this problem and to elaborate strategies and policies with a view to improve the situation. Members of the panel unanimously felt that appropriate follow-up action should be taken to deal further with the main problems identified.

(b) Country and comparative studies on the role of working mothers in early childhood education 3/

75. The reports on the country studies undertaken by Egypt, Hungary, India, Nigeria and Trinidad and Tobago, were published and distributed. The comparative report prepared on the basis of the five country reports was made available in English, French and Spanish.

(c) Exchange of information and experience on elimination of drop-outs among school-age girls 4/

76. The programme made possible the following study visits:

Host country and dates of visit	Home country of visitors
Belgium, February 1979	Bolivia, Peru and Spain
Bulgaria, March 1979	Central African Empire
Finland, February 1979	Guatemala, Nepal and Sudan
France, February 1979	Morocco and Portugal
German Democratic Republic, October-November 1978	Indonesia and Zambia

(d) Grants for complementary and further training of women

77. Equal access of women to education includes equal participation of women in the preparation of development plans and in setting up administration of education. In pursuance of this objective, a number of study grants have been awarded in 1977-1978 to women in charge of educational planning, the promotion of women and school administration.

3/ Details concerning the objectives and modalities of these studies are given in E/CN.6/615, paras. 31 and 32.

4/ For details concerning the objectives and modalities of this programme, see E/CN.6/615, para. 35 (c).

(e) Asian Regional Seminar on Access of Girls to Primary Education

78. This seminar was held at Kathmandu, Nepal, from 2 to 6 October 1978 in order to review the results obtained in the experimental project carried out in Nepal. Participants from 10 countries attended the seminar, as well as representatives from UNESCO, UNDP and UNICEF.

79. The report of this seminar has been distributed and its conclusions and recommendations were considered by the panel for Asia and Oceania for equality of educational opportunities for girls and women which met at Bangkok in October 1979.

(f) Courses organized by the UNESCO Regional Centre for functional literacy in rural environment in Arab Countries (ASFEC)

80. Two courses were organized in April and October 1978.

(g) Participation in literacy programme for women organized by BBC

81. Assistance was given to BBC for the organization of literacy programmes through television. These programmes took place in 1978 and were designed for Asian immigrant women.

(h) Bibliography on the access to education of mothers and working women

82. UNESCO and the European Centre for Leisure and Education co-operated to compile a bibliography on the access to education of mothers and working women, which was published in 1978.

X. INTERAGENCY CO-OPERATION

83. During the period under review, co-operation within the United Nations system has been continued and extended; UNESCO participated in the elaboration and implementation of the Joint Inter-organizational Programme for the United Nations Decade for Women aiming at the following objectives: the role of women in political life and policy-making at all levels; equal access and opportunity in education and training of all types and at all levels; identification of priority issues and research areas for understanding and improving the position of women and their full integration in their societies; promotion of women's role in, and contribution to, cultural life; analysis and use of the mass media to help achieve equality between the sexes. UNESCO and the ILO are jointly responsible for the chapter of this programme concerning policy and programmes for education and training within the strategy of integrating women's participation in development.

84. UNESCO also took part in various United Nations regional conferences convened as a follow-up to the World Conference on the International Year, held at Havana (Cuba) in June 1977, at Kathmandu (Nepal) in February 1977, at Groningen (Netherlands) in March and April 1977, at Nouakchott (Mauritania) in September and October 1977 and at Addis Ababa (Ethiopia) in March 1978.

85. UNESCO sent a representative to a conference organized by the Director-General of WHO, on women and development, held at Geneva in March 1978.

86. UNESCO was represented at the meeting of the Sub-Committee on Education and Training of the United Nations Administrative Co-ordinating Committee held in March 1978, which had included in its agenda an item entitled "Improvement of the status and role of women in education", in pursuance of resolution 31/134 of the United Nations General Assembly. A paper on this topic was submitted by UNESCO to the meeting. UNESCO was also represented at the seminar organized by UNITAR at Vienna in July 1977 on "Women and decision-making in the United Nations" and likewise submitted a paper to this meeting.

87. Consultations were held at UNESCO headquarters in May 1978 with a representative of the United Nations Centre for Social Development and Humanitarian Affairs, concerning the structure and future programme of the planned International Research and Training Institute for the Advancement of Women. UNESCO hopes to furnish a substantial input to the development of the Institute's programme and collaborate closely with the Institute once it is established.

XI. CO-OPERATION WITH NON-GOVERNMENTAL ORGANIZATIONS

88. UNESCO provided technical and financial support for, inter alia, the following activities undertaken by non-governmental organizations:

Associated Country Women of the World: training course for women leaders on their full integration in activities for rural development (Nairobi, Kenya, 1-21 October 1977), with 35 participants from 24 African countries.

Co-ordinating Committee for International Voluntary Service: women's education courses (Canar, Ecuador, 1978).

International Alliance of Women: regional seminar on "the promotion of equal opportunities for women in rural areas" (Alexandria, Egypt, 26 November-5 December 1977), with 30 participants from seven Arab countries.

International Co-operative Alliance: seminar on the role of women in co-operatives in South America (Lima, Peru, 9-12 November 1977), with 40 participants.

International Confederation of Catholic Organizations for Charitable and Social Action (Caritas internationalis): courses and training sessions for girls and women in rural areas (Bangui, Central African Empire, 1978), 90 participants.

International Council of Women: seminar on the role of women in co-operatives in South America (Lima, Peru, 9-12 November 1977), with 40 participants.

International Council on Social Welfare: development of the education of women and girls, at the Nangabo Centre (Uganda, 1977-1978). Training of 150 women.

International Federation for Parent Education: pilot project "Talleres communales para la superación de la mujer de medio rural" (Community seminars for improving the status of women in rural areas) (Mexico, March 1978-1979). 464 people concerned.

International Federation of Free Teachers' Unions: regional seminar on "Equal Opportunities for Women in Education and Employment" (Kuala Lumpur, Malaysia, 27 November-3 December 1977).

International Federation of University Women: international conference on the theme "East meets West" (Honolulu, Hawaii, 27 February-5 March 1977), with 150 participants.

International Union of Family Organizations: seminar on "Solidarity between Families in the World" (Tunis, Tunisia, 1-2 November 1977), with 88 participants.

Panafrican Women's Organization: five local seminars for information and training of women on traditions in Togo and their evolution (Togo, 15-30 March 1978).

United Towns Organization: international seminar on "Women, professional training and local authorities" (Florence, Italy, October 1978). 150 participants from Europe, Africa and Arab States.

Women's International Democratic Federation: regional seminar on the contribution of women to the development of Latin America (Panama, 27-29 January 1977) with 100 participants from most of the Latin American countries; establishment of a Home for the Children of Tal al Zaatar (Lebanon, 1977-1978).

World Association of Girl Guides and Girl Scouts: seminar for women's rural leadership (Bella Vista, Argentina, 15-17 July 1977), with 45 participants from North and Latin America.

World Confederation of Organizations of the Teaching Profession: regional seminar on home economics in Africa (Segou, Mali, 9 March-4 April 1977), with 50 participants.

World Movement of Mothers: regional seminar on the fundamental needs of children; training of pre-school personnel (Libreville, Gabon, 4-9 September 1978), with 100 participants from eight African countries.

World Young Women's Christian Association: international consultation on women in the media and their role in development (Beirut, Lebanon, 19-24 February 1978).

XII. CONCLUSIONS: IMPACT OF UNESCO'S ACTIVITIES ON WOMEN

89. The General Conference, at its nineteenth session, expressed the belief that "efforts to promote the contribution of women to the process of development can only succeed if women's concerns are integrated with other programmes", and its conviction "that the contribution of women to the development process in all countries, like the planning and implementation of the development process itself, requires a unified interdisciplinary approach".

90. Following UNESCO's programme in its sectoral subdivisions, some tentative conclusions could be drawn as to its actual or potential impact on women in selected fields of activities.

91. UNESCO considers the equality of educational opportunity for girls and women as a fundamental pre-condition for the improvement of the status of women in all domains. It was in this spirit that a long-term programme was initiated as early as 1967 and 1968 to promote equal access of girls and women to all fields and levels of education and training. Relevant research, study and experimental projects, as well as training courses, seminars and expert meetings have been and are being organized to further knowledge of the problems and difficulties with which girls and women are confronted in their education and training, and to seek to find solutions to those problems.

92. In principle, all educational and training projects sponsored or supported by UNESCO are equally open to both sexes. However, in view of the actual situation, in which girls and women are still handicapped in the field of education and training, it is considered that, until full equality of educational and training opportunities is assured, there is a need for specific programmes for girls and women so as to enable them to reduce gradually and eventually eliminate the gap. UNESCO is also concerned with development of education and training programmes aiming at preparing women to participate in the over-all efforts for economic, political and social development at the local, national, regional and international levels.

93. In the field of social sciences and their application, continuous efforts are being undertaken, generally to associate women specialists in all activities and to encourage active participation of women in the execution of all programmes. More specifically women will be encouraged to participate in human rights training activities; in the elaboration of the six-year plan for the development of the teaching of human rights, account will be taken on the recommendations adopted at the International Congress for the Teaching of Human Rights, Vienna, September 1978, to promote the teaching of women's rights as a component of human rights curricula.

94. As regards the status of women and participation of women in development, the basis of the programme itself is the involvement of women specialists and activities in analysing the situation and suggesting innovative approaches for actively involving women in development. A roster of research institutes and specialists for the advancement of women is being established. Also in the field of peace research, the aim is to involve women scholars and to study the particular role of women in promoting peace.

95. The status of women has been one of the major concerns of action designed to address UNESCO's objectives in the field of population. It is one of the most important factors influencing population phenomena, particularly as they relate to development. The programme of research and technical co-operation in population communication - concerned with the relationships between demographic and socio-economic variables, including changes in the status of women on the one hand and the improvement of conditions of family life and welfare on the other, has an obvious and immeasurable impact on women as beneficiaries.

96. With a view to the greater involvement of women as participants, this biennium will see an intensification of activities in which women are active

change agents. As such they will plan and take decisions as officers of integrated population programmes or as leaders or members of voluntary professional and community groups collaborating in population and development programmes.

97. Notable among these activities are the experimental studies on the introduction of human rights (particularly women's rights) issues in population communication. The goal of this project is to introduce human rights appeals in population communication and education strategies and materials, thereby increasing men's and women's awareness of women's rights and encouraging women to exercise these rights, while at the same time encouraging behaviour consonant with nationally accepted population goals.

98. Another activity involving women at all levels of planning and execution is the UNESCO/UNFPA project "Features services and audio-visual banks on women and population". Under this project, a world network designed to increase the flow of news by, about and for women is currently being organized, based on existing telecommunication networks and broadcasting organizations. The objectives of the project are: to induce changes in attitudes and values inhibiting equality of opportunity between women and men in the exercise of rights and responsibilties; to deepen understanding of socio-economic development as it affects women; to expand opportunities for women to voice their concerns; to promote international solidarity among women's activities; and to foster the active involvement of women in social, economic, cultural and political affairs.

99. In addition, the concern for the improvement of the status of women plays an important role in UNESCO's activities in the field of culture and communication. During 1979 and 1980, for example, it is estimated that between 20 and 25 per cent of UNESCO's fellowships will be granted to women in relation with the programme on the preservation and presentation of cultural heritage.

100. In conclusion, it could be stated that although it is certainly early to assess the impact of the organization's programmes on women at an international level, it is however felt that the studies, seminars and training courses, feature services and publications have helped to contribute to the increased awareness of the important role played by women in society and to further knowledge about the nature of the obstacles encountered by women to improve the present situation.

UN Commission on the status of women file

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VIENNA INTERNATIONAL CENTRE

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file

REFERENCE:

SD 3032/6

28th October, 1981.

Bank replies clipped OK — no additional information

Report of the Secretary-General to the Commission on the Status of Women, 29th session, Feb-March 1982 and to the Economic and Social Council at its first regular session in 1982 on "Progress made during 1980-1981 by the United Nations System in carrying out new strategies for women and for the implementation of the Programme of Action for the second half of the United Nations Decade for Women".

Dear Mrs. Scott,

I attach a copy of a draft of the above-mentioned report. This has been prepared as a consolidated response to a number of recent mandates requesting reports to inter-governmental bodies on the activities of the United Nations system (see Introduction to the report). It was decided to avoid duplication by preparing a single report, capable of meeting each of the needs of the concerned inter-governmental bodies.

A summary of this material is set out in the Secretary-General's report. I invite you to examine the draft and to make whatever revisions you consider appropriate. I would urge you, however, to keep the length of any revisions to the minimum, and not to exceed the length of the current entry unless you consider it essential to do so. If possible, the deletion of less important sentences would be most helpful as the provisional draft will have to be edited to a length of 44 pages in its final revision, mainly by reduction of Chapters I and X. As you know, there are very strict limits to length of documentation, to which we must adhere in preparing the final version of the report. One way of transmitting information which you wish to bring to the attention of delegates is to refer to already published papers to which delegates may refer.

Mrs. Gloria Scott,
Adviser on Women in Development,
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REFERENCE:

SD 3032/6

I would appreciate having your revisions by 16 November if possible and at the latest by 20 November 1981, when the manuscript must be transmitted for clearance in New York. I suggest that the safest manner would be to send to me a copy of the revised page(s) including the entry for your organization. I regret that I could not allow a longer time period for revision.

The report was prepared primarily on the basis of information supplied to this Branch by a large number of specialised agencies and other United Nations organizations during the second quarter of this year for the purpose of preparing a series of reports to the General Assembly. This material, supplemented in some instances by information already at hand, has been edited and organised by sectors and topics and reproduced virtually in extenso in a series of working papers which are attached. These are intended for circulation within the United Nations system. It is asked that you verify the entries in each for your organisation and add or revise as you wish and return then by end November 1981. The revised set of working papers will be re-circulated in January 1981. It is hoped, if they prove useful, to repeat this procedure annually, with a mid-year up-dating supplement. This procedure has been developed for the purpose of (a) limiting the burden of work on agencies and organizations and (b) ensuring the fullest and most up-to-date information within the report to the Commission. I would appreciate any comments or suggestions you might have concerning improvement of the procedure.

The Secretary-General's report will be transmitted to the Commission on the Status of Women at its 29th session in February - 24 February-5 March 1982. For the first regular session of the Economic and Social Council in 1982 a note will be transmitted which will draw the attention of the Council to this report, include comments made by the Commission in discussing it, and set out any supplementary information which has been made available during the period November 1981-January 1982. I would ask you, therefore, to send to me by end January 1982 and supplementary information you wish to be transmitted to the Economic and Social Council in this manner.

Yours sincerely,

Mariko Kubota

M. Kubota
Assistant Director
Branch for the Advancement of Women
Centre for Social Development and Humanitarian Affairs

PROVISIONAL DRAFT: FOR INTER-AGENCY REVIEW ONLY: NOT FOR QUOTATION

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COMMISSION ON THE STATUS OF WOMEN
Twenty-ninth session
24 February - 5 March 1982, Vienna
Items 5 of the provisional agenda
Measures taken to implement the Programme of Action of the United Nations Decade for Women: Equality, Development and Peace.

PROGRESS MADE DURING 1980-1981 BY THE UNITED NATIONS SYSTEM IN CARRYING OUT NEW STRATEGIES FOR WOMEN AND FOR THE IMPLEMENTATION OF THE PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS DECADE FOR WOMEN

Report of the Secretary-General

SUMMARY

This report on progress has been prepared pursuant to the various requests contained in the General Assembly's resolution 32/138; the Economic and Social Council's resolution 1980/38 and 1981/12 and the Council's decision 1980/144. The information provided constitutes a comprehensive statement of those activities undertaken or planned from November 1979 to October 1981 by all concerned specialized agencies and other United Nations organizations.

Institutional arrangements and procedures adopted by specialized agencies and other United Nations organizations for the purpose of making more effective their activities in response to the Programme of Action are summarized. Subsequent sections of the report set out the most important activities of all concerned agencies and organizations: firstly in relation to general aspects of women in society; secondly in relation to the basic conditions experienced by women - human rights and legal status, protection from violence of various origins, health, reproductive activities, basic education and participation in policy formulation and decision making; and thirdly in relation to mutual relationships between women's status and developmental issues within major sectors of the national economy.

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INDEX OF REFERENCES TO AGENCIES AND ORGANIZATIONS AND LIST OF ABBREVIATIONS

I. INTRODUCTION

1. This report is prepared pursuant to operative paragraph 3 of the Economic and Social Council's resolution 1980/38. Pursuant to the requests of the General Assembly contained in its resolutions 33/56, 34/50 and 35/10, and to those of the Economic and Social Council expressed in its resolutions 1979/1, 1979/41 and 1979/69, which call for a reduction in the volume of documents submitted to inter-governmental bodies, and the avoidance of duplication in their contents, this report is intended also to satisfy requests for essentially the same information expressed in other recent resolutions. These comprise firstly resolution 1981/12 of the Economic and Social Council, which in its operative paragraph 6 invited relevant specialized agencies, regional commissions and other United Nations organizations to provide information to the first regular session of the Economic and Social Council in 1982 on the follow-up action taken by them with a view to integrating their activities into the global effort to implement the Programme of Action for the Second Half of the United Nations Decade for Women, and in its operative paragraph 7 requested the Secretary-General to make available to the twenty-ninth session of the Commission on the Status of Women this information; secondly General Assembly resolution 32/138 which requested the Secretary-General to report biennially on the carrying out of the Joint Inter-Organizational Programme for the United Nations Decade for Women; and thirdly Economic and Social Council decision 1980/144 which indicated that the Secretary-General would report, as he had done to the twenty-eighth session of the Commission on the Status of Women 1/ on United Nations activities of special interest to women during the period 1980-1981.

2. Because of the wide range of their activities of special interest to women, it was thought inappropriate to consolidate within this report the separate submissions made biennially by the UNESCO and the ILO, pursuant to Economic and Social Council resolutions 154 F (VII) and 821 IV B (XXXII) respectively, and by the FAO and WHO, pursuant to the Council's resolution 1978/34. These are included within the reports of these specialized agencies submitted to this session of the Commission (E/CN.6/...; E/CN.6/...; E/CN.6/...; and E/CN.6/...) respectively. However, in order to preserve a balanced and comprehensive coverage within this present progress report the salient aspects of the programmes of these specialized agencies are noted.

1/ E/CN.6/633

3. It is intended, in order to satisfy the Economic and Social Council's request contained in operative paragraph 6 of its resolution 1981/12, to submit to the Council at its first regular session in 1982 a note which will firstly draw the attention of the Council to this present report, secondly summarise the comments of the Commission thereupon and thirdly transmit information provided by specialized agencies and other United Nations organizations subsequent to the completion of this present report, i.e. during the period November 1981- February 1982, if any.

4. The report has been prepared from information supplied routinely by specialized agencies and other United Nations organizations to the Centre for Social Development and Humanitarian Affairs in its capacity as focal point for the United Nations Decade for Women and as substantive secretariat to the Commission on the Status of Women, and in particular, during May 1981, for the purpose of preparing a series of Secretary-General's reports and note to the General Assembly at its thirty-sixth session (A/36/...; A/36/...; and A/36/...) 1/ This material was analysed and reproduced in substantial detail in a series of working papers, which were circulated in mid-October 1981, together with the draft of this present report, to all relevant specialized agencies and other United Nations organizations with a request that the contents be verified and, where necessary, supplemented. The report was finalized on the basis of the comments received from agencies and organizations and represents therefore a comprehensive statement of the situation as of end October 1981.

5. This progress report, which treats the varied and substantial activities of a large number of agencies and organizations, in order to keep its length within manageable dimensions, severely condenses information, particularly when details can be examined in readily available documents to which full references are included. Moreover, full details are set out in the series of revised working papers available from the Secretariat upon request.

1/ EDITOR: these are the reports of the secretary general on women, science and technology; women in rural development; and measures taken to implement resolution 35/136; and the note of the secretary-general transmissions information on financial and technical support activities.

6. The structure of this report is identical with that of the Secretary-General on review and appraisal presented to the Commission under item 3 of the provisional agenda, in order to allow for comparison, for each topic, of the activities of the United Nations system with those of governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council.

7. This report has been prepared by the Centre for Social Development and Humanitarian Affairs in the Department of International Economic and Social Affairs.

II. INSTITUTIONAL ARRANGEMENTS AND PROCEDURES ADOPTED BY AGENCIES AND ORGANIZATIONS

A. Integration within the International Development Strategy

8. A most important achievement since the World Conference was the incorporation of specific references to women's condition and potential contribution within International Development Strategy for the Third United Nations Development Decade [1/]. Of particular significance was identification of the need for profound social and economic change and elimination of structural imbalances which compounded and perpetuated women's disadvantages (a point of view which re-emphasised that of the Declaration of Mexico) [2/] and the fact that the significance of the relationships between women's achievement of equal and effective participation in development and the resolution of major developmental problems was recognised in relation to industrialization, integrated rural development and scientific and technological progress and not only in relation to social development. The importance of this comprehensive reflexion of the importance of women's advancement was confirmed by the General Assembly at its 35th session. [3/] The growing realisation that, important as were human rights, legal status and social welfare aspects of women's advancement, it was essential that consideration of women's role in development shift toward a much more comprehensive approach, with emphasis upon central macro-economic and political aspects, was given inter-governmental approval in the Economic and Social Council's resolution 1981/26 adopted at the Council's first regular session in 1981, which invited all organizations of the United Nations system to "refrain from perpetuating the widely accepted idea that women constitute a marginal category relating only to social welfare". A guide to elements of the IDS having significance for women's advancement was prepared in English, French and Spanish by AWB/CSDHA-DIESA, and DESI/DPI issued a special newsletter (No.7) devoted to women and the IDS.

9. This emphasis has been translated into a number of catalytic activities. Following up the findings of the Secretary-General's report on the effective mobilization and integration of women in development to the thirty-fifth session of the General Assembly (A/35/82), namely that adjustment of international

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1/ A/RES/35/56 and A/35/464, Annex, paras. 8,51,77,95,122 and 168

2/ E/CONF.66/34, chap. I

3/ A/RES/35/136, operative para. 12

economic and political relationships and national economic structures was a prerequisite to broad advancement by women toward both equality and effective contribution to development 4/ and to the high-level discussions held at the Round Table on women and a development strategy for the eighties held at New York in June 1980, AWB/CSDHA-DIESA organized an Expert Group Meeting on Women and the IDS at Vienna, Austria in December 1981 at which the implications of the IDS, the Programme of Action and other sectoral strategies were examined in the context of current and anticipated global economic conditions.

10. As called for by the Programme of Action, procedures are being worked out to ensure the effectiveness of the integration of review and appraisal of its implementation within that of the IDS. 5/

B. New and renewed emphasis within sectoral and special programmes

11. Following the comprehensive reviews of their activities undertaken in preparation for the World Conference 6/ the concerned specialized agencies and other United Nations organisations each took into consideration the resolutions of the Conference and the Programme of Action, in the context of the IDS, in the adjustment of their current activities, and in the planning for succeeding cycles of programmes.

12. As substantive secretariat to the Commission on the Status of Women, and substantive unit within the designated focal point (CSDHA/DIESA) for the UNDW the AWB-CSDHA/DIESA prepared a sequence of reports on actions taken by the United Nations system to implement the World Conference. Reports were prepared for the General Assembly at its thirty-fifth and thirty-sixth sessions, 7/ and to the Economic and Social Council at its first regular session in 1981 8/.

4/ (E/1981/C.2/L.4) E/1981/ ...

5/ A/CONF.94/35, chap. I, sect. A, para. 275.

6/ A/CONF.94/20 and Corr. 1 and 2; A/CONF. 94/31 and Corr. 1; and A/CONF.94/BP.11.

7/ A/35/556; A/36/ ... (Report of the SG on implementation of resolution 35/136).

8/ E/1981/32.

13. An important secretariat function is to monitor and review progress made by Governments in implementing the programmes and strategies adopted by them within inter-governmental bodies and to report back to those bodies on progress, trends and remaining or new obstacles. The Integrated Reporting System on the Status of Women operated by AWB-CSDHA/DIESA, after its use in the collection of information for the review and evaluation procedures undertaken for the WCUNDW [9/] was re-examined in the light of the recommendations of the Commission on the Status of Women at its 28th session [10/]. It was decided that substantial decentralization and regionalization was appropriate to ensure that all concerned specialized agencies and other organizations could participate fully in both the preparation of vehicles for seeking information (such as questionnaires) as well as early and comprehensive access to information received. An attempt to introduce full decentralization while seeking comprehensive information for the 1980-81 biennial round was considered, after discussion by several organizations, to be premature, and consequently a simple request was made for information from governments on immediate steps taken in the light of WCUNDW. Information secured was used in the preparation of the Secretary-General's report to the Commission at its present session on review and appraisal.[11/] Full inter-organizational consultations will be held during 1982 to agree upon a consolidated United Nations request for information during the 1982-1983 round, in order to secure information which will be used to prepare for the World Conference to be held in 1985 to review and appraise progress made during the UNDW.

14. Each of the major specialized agencies and other United Nations organizations responded to WCUNDW by establishing new mandates, adjusting their activities, increasing and expanding the emphasis given to the matter within their current programmes, and taking the recommendations of the Conference into account in preparing plans for the future. Because of limitations upon resources affecting almost all organizations, however, it may be noted that in few cases were additional staff allocated or new institutions established. Inter-governmental bodies adopted parallel

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9/ A/CONF.94/8 - 13 and additions and corrections; A/CONF.94/30.

10/ ECOSOC resolution 1980/38.

11/ E/CN.6/...

resolutions of concern to women: for example, General Assembly resolution 35/206 which in its part N considered women and children under apartheid.

15. The work of ensuring that world conferences on sectoral or other specialist matters take appropriate account of women continued in co-operation with non-governmental organizations who have played a most important part in monitoring topics and contributing to such conferences. The Third General Conference of UNIDO held at New Delhi, India, in 1980 adopted a resolution on women and industrialization (ID/CONF.4/RES.1). Inputs were prepared to UNCNRSE and to UNCLDC.

16. The secretariats of most agencies and other organizations concerned with women's programmes make regular reports to their respective governing bodies: e.g. UNIDO [12/], UNESCO [13/]. UNICEF's Board at its 1980 session considered a report on UNICEF policies concerning women and girls. [14/]

17. Of considerable significance have been the steps taken to expand research activities, needed not only to fill gaps in knowledge of matters of traditional concern, such as health, education and employment, but to meet the still greater gaps in understanding of the mutual relationships between the nature of women's participation in development and broad international and national macro-economic processes and policies and the solution of major developmental problems.

18. Of outstanding importance was the progress made toward the establishment of INSTRAW [15/]. While still at a preparatory phase of its

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12/ ID/B/236; ID/B/256; General Assembly, Official Records. Supplement No. 16 (A/35/16), paras. 123-144.

13/ C 21/16.

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15/ A/35/ ... .

operations the Institute had prepared guides to research activities in progress. 16/

19. AWB-CSDHA/DIESA prepared a comprehensive outline to the General Assembly at its 36th session for a World Survey on the Role of Women in Over-all Development (A/36/..),and will undertake preparation of the survey during 1982-1983 in close co-operation with all concerned agencies and organizations. The survey will constitute a major published review.

20. The Expert Group Meeting on Women and the IDS to be held in December 1981 will advise on further research on these vital relationships.

21. Continuing its previous substantial activities in this area (A/CONF.94/BP.8) UNITAR gave consideration to a major new development, the establishment of an independent international Commission on Alternative Development with Women.

22. UNU's Interprogramme Advisory Panel on aspects of Gender and Age (IPAPAGA) held its second meeting at Oslo, Norway in May 1980 and reviewed all the University's programmes, recommending adjustments to ensure maximum consideration of the need to include research on these vital relationships between women and development in the programme areas of human and social development, world hunger and natural resources. The existing research activities of DRPA/DIESA, Population Division/DIESA, Statistical Office/DIESA, the regional commissions, UNIDO, UNCHS (Habitat), UNHCR, UNFPA, UNRISD, ILO, FAO, UNESCO and WHO, were all revised and expanded and new programmes adopted by CPCJB-CSDHA/DIESA, UNCTC, UNHCR and UNCTAD. Important activities have included establishment of rosters of qualified women (e.g. by AWB-CSDHA/DIESA, FAO), publication of directories of consultants 17/ and research bibliographies 18/.

23. United Nations organizations concerned primarily with technical assistance and funding activities reacted to the recommendations of the

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16/ Research on women: an inventory of United Nations sponsored activities and Training for Women: an inventory of United Nations sponsored activities (New York, United Nations 1980).

17/ Directory of fellows and consultants, 1977-1980 (Bangkok, APCWD, June 1980).

18/ Bibliographies of APCWD meetings (Bangkok, APCWD, 1980).

World Conference primarily by undertaking comprehensive reviews of their programmes (DTCD, UNHCR); continuing the existing trend toward the provision of detailed guidelines to headquarters and field staff to ensure full attention both to their impact on and benefit for women; [19/] full participation of women in the preparation of project requests and implementation of programmes; and careful monitoring and evaluation of the impact of existing and new projects. [20/] UNDP revised its procedures (UNDP/PROG/79 and Add.1) on the basis particularly of the action-oriented assessment of rural women's participation in development completed earlier in 1980. [21/] UNFPA also took such action. [22/]

24. Special attention was given to the future of VF/UNDW within CSDHA/DIESA both in respect to its role as a catalytic fund concerned primarily to fill gaps in existing major funding operations, and also in respect to its institutional relationships with other organizations, notably UNDP, the regional commissions and the major specialized agencies. [23/] In addition to regular annual reports, a special report on the Fund's future was prepared by AWB-CSDHA/DIESA to the GA at its 36th session. [24/]

19/ A/CONF.94/BP.3.

20/ Recognizing the "invisible" women in development: the World Bank's experience. (Washington, D.C., World Bank, 1980) (and A/CONF.94/BP.15).

21/ Rural women's participation in development (New York, UNDP, 1980) (Evaluation Study No. 3).

22/ Guidelines for UNFPA Policies and Programmes in the field of women, population and development (New York, UNFPA, 1980); Manual for Needs Assessment and Programme Development (New York, UNFPA, 198), chap. ... .

23/ A/CONF.94/BP.18; A/35/ .. and A/36/ .. (management of the Fund).

24/ A/36/ ... (future activities of the fund: agenda item 88).

25. A number of funding organizations established new organizational units responsible specifically for women's matters, e.g.: UNFPA (Women and Youth Section).

26. At the regional level, following the substantial reviews and evaluations of activities undertaken prior to WCUNDW,[25/] regional commissions and the specialized agencies and other United Nations organizations, having relevant regional components, re-examined, adjusted and in many cases expanded their activities in the light of the recommendations of the Programme of Action.[26/] A number of organizations prepared papers reviewing the implications of the Programme of Action in their field of competence: e.g. ATRCW/ECA (E/CN.14/787, E/CN.14/TPCW/11/3).

27. In the Pacific, after review of sub-regional arrangements[27/] a sub-regional follow-up meeting on WCUNDW was held at Suva, Fiji, in October-November 1980.

28. Organizations which had not yet established fully separate units took action to do this. ECWA considered priority establishment of a special unit for women's programmes. The former Asian and Pacific Centre for Women and Development at Bangkok concluded its separate existence in mid-1980 and was then integrated within the Asian and Pacific Development Centre at Kuala Lumpur, Malaysia. UNDP provided for the stationing of women's programme officers in four of the five multinational programming and operational centres in Africa (MULPOCs) located in Lusaka, Niamey, Gisenyi and Yaoundé.

25/ A/CONF.94/14 - 18.

26/ E.g.: E/ESCAP/208, paras. 19-31.

27/ Case studies on women in the Pacific: the Pacific Women's Resource Centre: an assessment (Bangkok, APCWD, April 1980), pp. 1-33.

C. Arrangements for improved inter-organizational co-ordination

29. AWB-CSDHA/DIESA prepared a report (Conference Room Paper No. 12) to the Consultative Committee on Substantive Questions (Programme Matters) of the ACC at its first regular session in 1981 on inter-agency aspects of the follow-up to WCUNDW. This was based upon comprehensive inter-organizational consultations, undertaken by AWB-CSDHA/DIESA during January-February 1981, leading to the preparation of a detailed working paper summarizing the views of the United Nations organizations on interagency aspects of the follow up to WCUNAW. The Committee advised that harmonization and co-ordination should utilize existing procedures and emphasized informal working level contacts wherever possible. 28/ AWB-CSDHA/DIESA contributed to more effective inter-organizational contacts by preparing a guide to institutional arrangements within the United Nations system for carrying out activities concerning advancement of women, a comprehensive index to the Programme of Action and a series of working papers on activities of the United Nations system during 1980-1981. PPCO/DIESA continued its functions of providing secretariat services to the ACC and its subsidiary organs. Existing inter-secretariat co-ordination bodies for certain topics and sectors continued to give appropriate attention to the situation of women: these included the ACC Task Force on Rural Development, whose chairperson also served as chairperson of the FAO's Inter-Divisional Working Group on Women in Development; the ACC Sub-Committee on Statistics; and the Joint UN Information Committee's sub-group on women and development which, in consultation with interested non-governmental organizations, undertook valuable activities, particularly in the area of women, health and development. UNDP initiated inter-agency discussions on staff training on women's role in development, subsequently examined by the ACC, which recommended that each organization seek to foster greater awareness of this question.

30. Regional co-ordination arrangements developed substantially. ECWA identified the formation of an inter-agency coordination committee, comprising UN agencies and organizations and the League of Arab States as among five priorities for implementation of the Programme of Action. In

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28/ (Report of the CCSQ (Prog.) at its first regular session for 1981) ACC/81/ ... .

ECA each of the subregional committees on the integration of women in development held their second meetings since WCUNDW, except for the Tangiers MULPOC which had held its inaugural meeting only in May 1980.

31. Each elected bureaux which together comprise the Africa Regional Co-ordinating Committee, the advisory arm to the ATRCW/ECA, which held its second meeting in Addis Ababa in March 1981. The Secretariats consisted of the Co-ordinators of Women's Programmes at the MULPOCs. In Latin America inter-organizational consultations were held together with inter-governmental ones in the form of the regular meetings of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean. In September 1981 an Interdivisional Task Force on Women's Activities was established to serve internal co-ordination within the ESCAP secretariat.

32. A number of other informal but regular arrangements have come into being to assure effective co-operation. For example, an Informal Interagency Sub-Group on Women and Population and Development held meetings during 1981 with participation by WHO, UNESCO, UNICEF, FAO, UNFPA, ILO and expectations of an expanded membership.

33. Of major importance has been the designation by many specialized agencies and other United Nations organizations which had not previously done so of focal points in the form of individuals, units or bodies as responsible for both internal co-ordination and inter-organizational co-operation in all matters concerning the advancement of women. Prior to 1980 there were such focal points in 15 agencies and organizations;[29/] during 1980 a further four agencies and organizations made such institutional arrangements [30/], and during the first three-quarters of 1981 an additional seven were designated.[31/] Accordingly, virtually all United Nations agencies and organizations, excluding those having a special technical function and hence no direct responsibility for women's advancement [32/], have adopted this form of institutional arrangement.

29/ Office of the UN Commissioner for Namibia, DIESA, DTCD, WFC, UNIDO, UNCHS, UNDP, WFP, ECE, ESCAP, ECA, ILO, FAO, WHO, World Bank.

30/ UNCTC, UNCTAD, UNFPA, ECLA.

31/ UNICEF, UNITAR, ECWA, UNESCO, UNU, IILS, WIPO.

32/ UPU, ITU, IMF, GATT, IAEA, UNEP, UNDRO, UNSDRI.

34. Such informal co-ordination and co-operation has largely taken the place of more formal co-ordination procedures envisaged during the first years of the Decade for Women. The greatly expanded activities of almost all but a few specialist and technical agencies and organizations, often involving substantial co-operation between several organizations in planning and implementation, now largely comprises the Joint Inter-Agency Programme for the Decade. Regular informal consultation, particularly between substantive units and focal points, has largely replaced more formal meetings at the global level. In contrast, at the regional and sub-regional level, regular consultations appear to have become more frequent and more formal. This appears to reflect the need at the regional level for close co-operation on specific programmes whereas at the global levels so substantial a consensus has been reached that regular formal contacts are no longer necessary during this implementation phase.

D. Improvement in the collection, analysis and dissemination of statistical information

35. Information Collection and Research. The United Nations Statistical Office, working through the ACC Sub-committee on Statistical Activities, and the Statistical Commission is the focal point for co-ordination and review of international statistical activities, including data collection and dissemination, development of statistical concepts and methods and technical co-operation in statistics. The Statistical Office continued to provide greater coverage of statistics on women in the United Nations Demographic Yearbook as national statistics become available. A special effort to obtain more comprehensive statistics and indicators will be made in the course of preparation of the next Compendium of Social Statistics (to be completed in 1983). The 1981 issue of the United Nations Statistical Pocketbook will contain several series with data shown separately for men and women for the first time.

36. In 1978 the Statistical Office indicated a long range programme for the improvement of concepts and methods suitable for collecting statistics on the role and status of women. An overview of potential sources of sex biases in

statistics was issued by the United Nations as a technical report in 1980.[33/] This report is now being used as a basis for a more comprehensive review of national practices and a revised and extended version will be prepared in 1982. In 1982 the Office will also prepare a technical report for countries on the use of household surveys to collect data on women. The treatment in the United Nations System of National Accounts of productive activities often undertaken in large part by women in the household sector is also under review. A progress report on the use of time was considered by the Statistical Commission at its nineteenth session [34/] and a revised and expanded report, which is in preparation, will explore this use of these statistics in more detail. It is planned to convene an expert group on improving statistics on the role and status of women in 1983.

37. The ACC Sub-Committee on Statistical Activities has agreed to add the topic of co-ordination of international work on social indicators to its agenda of its next session, to be held in Vienna in the second quarter of 1982. In co-operation with the concerned agencies (notably FAO, ILO, UNESCO and WHO) and other offices, the Statistical Office will prepare a report on this subject for the meeting. The Office is working with the FAO to ensure the development of appropriate indicators on women within the FAO's overall programme for the development of socio-economic indicators of agrarian reform and rural development.

38. The Statistical Office also co-operates with regional commissions in the development of programmes to disseminate data on women. An example is the ECLA project "Research for promoting the integration of women into Latin American development: improvement and utilization of census data and exchange of information".

33/ "Sex-based stereotypes, sex biases and national data systems, "United Nations Secretariat, 11 June 1980 (ST/ESA/STAT/99). See also reviews of relevant concepts in Principles and Recommendations for Population and Housing Censuses, United Nations publication, Series M, No. 67, Sales No. E.80.XVII.8, paras. 265-2.72, and Recommendations for the 1980 Censuses of Population and Housing in the ECE Region, United Nations publication, Statistical Standards and Studies, No. 31. Sales No. E.78.II.E.6, paras. 99-100.

34/ "Progress report on the development of statistics of time-use, report of the Secretary-General", 18 April 1978 (E/CN.3/519).

39. Pursuant to resolution 1981/11 of the Economic and Social Council AWB-CSDHA/DIESA and the Statistical Office/DIESA, in collaboration with INSTRAW will collaborate in preparation of a preliminary review of the state of knowledge regarding indicators of women's condition. A progress report will be submitted to the Commission on the status of Women.

40. ECE gave particular attention to assembly of separate statistical information on women in the process of data collection and to treat women separately in the course of economic analysis. APCWD/ESCAP issued a manual on this subject.[35/]

41. UNFPA supported methodological and conceptual development to assist governments in collection of reliable data on the situation of rural women. In 1980 UNRISD published a comprehensive report on the collection of information upon women's condition and role in development [36/].

42. UNESCO endeavoured to improve the quantity and quality of data broken down according to sex in the fields of education, science and technology. It organized a meeting of experts at Paris in April 1980 on indicators of women's participation in socio-economic development [37/]. WHO's Health Statistics Programme conducted studies to monitor the health status of women.

43. Implementation. Working in co-operation with DTCD, the Statistical Office was responsible for substantive backstopping for all projects in statistics and statistical data processing. Within this responsibility, the Statistical Office sought to promote the development of statistics suitable for monitoring the role and status of women and for assessing and planning the participation of women in development. The Statistical Office prepared a Statistical Abstract for WCUNDW (A/CONF.94/25). AWB-CSDHA/DIESA prepared as an Addendum to the Secretary-General's report to the General Assembly at

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35/ Notes on Data Collection with special reference to women (Bangkok, APCWD, June 1980).

36/ I. Palmer and U. von Buchwald, Monitoring changes in the conditions of women - a critical review of possible approaches (Geneva, UNRISD, 1980).

37/ Women and development: indicators of their changing role (Paris, UNESCO, 1981) (Socio-economic studies 3).

its thirty-fourth session on the status and role of women in education and in the economic and social fields, a selection of statistical information considered to be indicative of principal aspects of women's condition in each country. (A/34/577, Add. 1/Rev.1) Information was limited to that available in the main series published by organizations of the United Nations system.

III. WOMEN IN SOCIETY AND CULTURAL LIFE

A. General Aspects

44. Information Collection and Research. ATRCW/ECA published studies of Women and the Law in Ethiopia (ATRCW/SDD/..../..) and Women, the Law and Agrarian Reform in Mozambique (ATRCW/SDD/Resol/80), the latter in both English and Portuguese. In 1980 APCWD/ESCAP published the report of an international workshop on feminist ideology and structures held at Bangkok in June 1979. UNITAR included in each of its research activities an integral component on the situation and role of women. A seminar on creative women in changing societies held in Norway in 1980 identified the psychological and structural determinants of women's creativity, explored the similarities and differences among creative women of different cultures and professions, and discussed how contemporary political and other structures could be effectively utilized for the advancement of women.

45. UNITAR considered establishing an independent International Commission on Alternative Development with Women utilizing a modus operandi similar to that of the Brandt Commission. The proposed Commission would analyse unequal power relationships between the sexes and propose solutions; bring women to the forefront of international debate such as the North-South Dialogue; explore and promote measures, especially those that focus on the needs of the poorest women; and integrate these new perspectives into development strategies for the 1980's and beyond. UNITAR and INSTRAW planned a joint project to establish an international committee which would focus on the interrelationships between economic and social development and on the most recent international intitiatives, drawing on the economic, social and political experience of women.

46. In 1979 UNU established an interprogramme study group on gender and age with the following objectives: (a) to examine all projects and comment on now their relevance to gender and age might be enhanced; (b) to assess the potential for participation of women scholars in the work of the University, and of women in societies under study; (c) to study existing research approaches and help to reconceptualize the roles of gender and age in all societies; and (d) to increase understanding of the structures, attitudes and other constraints to which the participation of women in all aspects in society is subjected. The University explored a proposal that it undertake studies of the historical experience of human and social development of women as well as of men, children, the elderly, and families in all regions of the world, and evaluate current or contemporary

models of economic and social development and accompanying gender and age roles as these have emerged from tradition.

47. The International Institute for Labour Studies included consideration of women's roles in African development within its programmes and continued a more general long-term programme on women, work and society in the context of which two research projects and symposia had already been held.

48. UNESCO prepared to carry out during 1982-1983 studies on the socio-cultural obstacles to the application of innovatory legislation adopted to protect the rights of women. It completed studies analysing trends of social sciences research concerning women in South-East Asian, African and Arab countries. 1/ An international study on women's education in faculties of law and political science was carried out. A questionnaire on multidisciplinary curricula within and outside universities was distributed. The results of these different activities were to be used to prepare a teaching handbook for women's studies. A meeting of experts on the development of multidisciplinary teaching and research programmes on women was organized in 1980. A programme of action was drawn up and a report transmitted to WCUNDW.

49. Studies on the methodologies of research on women in the Arab world were carried out in 1980 for consideration at a meeting in 1981. A similar seminar will be organized in an African country, in co-operation with the Association of African Women for Research and Development. UNESCO strengthened its collaboration with research groups on women in international and regional social science research organizations. For example, it assisted a research project on the psychological factors influencing the role of women in a developing world conducted by the International Union of Psychological Science. UNESCO planned studies and a consultation to synthesize research on the historical and cultural assessment of relations between the sexes. Comparative studies were to analyse cultural variants impeding complete fulfilment and creativity of women. Statistical analyses were to be made of women's participation in artistic and cultural activities.

50. Policy Formulation. ESCAP emphasized creation of an awareness of the significance of women's issues among governments in order that legislation designed to support their improved status in society might be enacted.

1/ Leela Dube, Studies on women in south-east Asia: a status report (Bangkok, UNESCO: Office of the Regional Adviser for Social Sciences in Asia and Oceania, 1980).

51. Implementation. UNESCO supported women's organizations and groups working to promote increased participation by women in cultural life. Consultative services were to be provided for women's organizations, and scholarships granted to women artists wishing to develop their abilities.

B. Portrayal and participation of women in the media

52. Information Collection and Research. AWB-CSDHA/DIESA held an Expert Group Meeting on this topic in 1981.

53. UNESCO supported comparative research by women communication specialists in the following countries: Canada, Hungary, Jamaica, Japan and Senegal on "the effects of cultural industries in the audio-visual field on the socio-cultural behaviour of women". A consolidated report was presented at a meeting held in Finland, in December 1979, which proposed a series of recommendations. At a meeting on "The place and role of cultural industries in the cultural development of societies" (Montreal June 1980), an important topic on the agenda was cultural practices affecting women, particularly in the audio-visual field.

54. A seminar on women and the media organized jointly with the Secretariat of the WCUNDW was held in New York in May 1980 (A/CONF.94/BP/10) and UNESCO transmitted also a study on information and communication as development resources for women's advancement (A/CONF.94/27). UNESCO assisted the Special Rapporteur appointed by the President of the United Nations Economic and Social Council, in drafting her report, entitled "influence of the mass communication media on attitudes towards the roles of men and women in present-day society", published in 1980 (E/CN.6/627).

55. During 1981-1983 studies on the image and role of women in the media will be followed up, and support given to national and regional initiatives, including a contribution to the organization of a television workshop for women media professionals on the cultural content of television programmes for women.

C. Women as heads of households

56. Information Collection and Research. ECLA undertook studies of the social condition of women who had assumed the headship of households.

57. UNESCO undertook studies to ascertain to what extent and under what conditions women were called upon to exercise power within the family, the family group and the community.

58. Implementation. DTCD has focussed in income-generating activities for families in Swaziland headed mainly by women. UNICEF gave special support to women heads of households.

IV. HUMAN RIGHTS, LEGAL STATUS, PROTECTION FROM CRIME AND THE STRENGTHENING OF PEACE

A. Human Rights

59. Information Collection and Research. The Division of Human Rights and AWB-CSDHA/DIES routinely received information on all aspects of human rights questions affecting women. UNESCO, in association with national institutions, prepared to continue studies of women's rights in relation to population issues, the subject of a previous pilot project in Egypt, in each of the other regions.

60. Implementation. The Division of Human Rights serviced several bodies in their consideration of these issues: Commission of Human Rights, Convention on the rights of the child (migrant women and the families of migrant workers); Commission on Prevention of Discrimination and Protection of Minorities, Working Group on Slavery (exploitation of the prostitution of women and examination of traditional practices affecting women and the sale of children and exploitation of child labour); Working Group on Disappeared Persons (situation of the wives, mothers and children of persons who have involuntarily disappeared). In 1979 a UNESCO Committee of Experts incorporated in the plan for the teaching of human rights which it prepared recommendations made by the International Congress on the Teaching of Human Rights (Vienna, 1978) to the effect that "women's rights and roles in society"should be a specific component of university curricula on human rights. During 1981-1983, additional funds will be mustered in order to expand information and training aimed at the effective exercise by girls and women of political, economic and social rights.

61. Monitoring, review and appraisal. AWB-CSDHA/DIESA, in co-operation with the Division of Human Rights, prepared for the Commission on the Status of Women at its biennial sessions, confidential and non-confidential lists of communications received from, or on behalf of, individual women or groups of women who had suffered from threats to, or denial of, their human rights.

B. Legal Status

62. Information Collection and Research. AWB-CSDHA/DIESA began studies of women's legal status, to be published in the form of national monographs and a compendium of family law. In co-operation with ILO the Branch began preparation of a compendium of legislation relating to rural women workers, with particular emphasis upon labour matters and the protection of maternity. In 1979, FAO completed a study of the legal status of rural women. 1/

63. Policy Formulation. AWB-CSDHA/DIESA provided substantive secretariat services to the General Assembly during its drafting of the Convention on the Elimination of All Forms of Discrimination Against Women which came into force upon ratification by the twentieth member state in September 1981.

64. Implementation. In 1981 AWB-CSDHA/DIESA supported a Joint Seminar of the International Federation of Women in Legal Careers and the International Federation of Women Lawyers held at Vienna, Austria on the legal and practical consequences of the coming into force of the Convention.

65. Monitoring, Review and Appraisal. AWB-CSDHA/DIESA reported annually to the General Assembly on the status of the Convention (A/35/ ... and A/36/ ...). It prepared to act as substantive secretariat of the Committee shortly to be established to monitor implementation of the Convention. The Secretariat of WCUNDW reviewed progress made during the period 1975-1979 (A/CONF.94 ...).

C. Women in Building of Mutual Understanding and International Peace

66. Information Collection and Research. AWB-CSDHA/DIESA undertook studies as a major component of its work programme. In 1980 UNESCO published a general

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1/ The legal status of rural women (Rome, FAO, 1979), (FAO Economic and Social Development Paper No. 9).

study 2/. A statement on behalf of the Centre for Disarmament was made to the WCUNAW.

67. Policy Formulation. AWB-CSDHA/DIESA prepared a Secretary-General's report transmitting the views of member states upon a draft declaration (A/36/...).

68. Implementation. UNITAR opened to women as both discussion leaders and participants its training programmes on drafting of plurilingual instruments, treaties and resolutions and the study of prospects for disarmament. During 1981-1983 UNESCO prepared to participate in projects designed to promote women's educational opportunity to allow them to play a more prominent role in the education of young people for peace, mutual understanding and respect for human rights.

69. Monitoring, Review and Appraisal. The Secretariat of WCUNDW reviewed progress made during the period 1975-79 (A/CONF.94/13).

D. Protection of Women in Emergency and Armed Conflict

70. Information Collection and Research. AWB-CSDHA/DIESA began collection of information in preparation for a research study during 1982-1983.

E. Women in Liberation Movements in Southern Africa and in the Struggle against Apartheid

71. Information Collection and Research. The Special Committee against Apartheid paid particular attention to the plight of women and children. In 1980, it co-sponsored two seminars on women and was represented at a seminar in the Netherlands organized by the Dutch Anti-Apartheid Movement.

2/ Scilla McLean and others. The role of women in peace movements, in the development of peace research and in the promotion of friendly relations between nations (Paris, UNESCO, 1980)

72. AWB-CSDHA/DIESA began preparation of a research report on the situation of women in southern Africa. The Secretariat of WCUNDW undertook comprehensive research reviews for that Conference (A/CONF. 94/5 and 6). The ILO and UNESCO also submitted reviews to the Conference (A/CONF.94/7/Rev.1; BP/16 and BP/17).

73. In October 1980, the ILO supported a seminar at Arusha, United Republic of Tanzania, on equality of treatment for women workers in southern Africa (ILO/UNDP/NIM/79/001) and prepared its regular reports on the situation of workers in South Africa.

74. Policy Formulation. The Centre against Apartheid reported that at the 35th session of the General Assembly the Special Committee had made concrete recommendations concerning the relief of the oppression of women and children, which were reflected in resolution 35/206 N.

75. Implementation. The Special Committee against Apartheid and its Task Force on Women and Children began work to implement these recommendations. In order to mobilize world public opinion the Centre against Apartheid disseminated quantities of publicity material 3/. Booklets, leaflets, exhibits, T.V. spots and radio programmes were produced and distributed widely.

76. The Office of the United Nations Commissioner for Namibia supported the United Nations Institute for Namibia and the Nationhood Programme for Namibians. In each of these a variety of formal and non-formal educational experiences for both women and men were made available in many fields. The Nationhood Programme, executed by UNESCO and supported by UNDP, included a project devoted to the Participation of Women in Development (SWF/78/004).

3/ "The role of women in the South African trade union movement", Notes and documents, No. 7/80 (April 1980); "African women and apartheid in labour matters", Notes and documents, No. 20/80 (July 1980); Special issue: The impact of apartheid on family life (November 1980).

The project comprised training to provide participants with basic skills in development and politics and strengthening the institutional capabilities of the SWAPO Women's Council. The African Women's Volunteer Task Force, part of ARTCW/ECA, supported a study tour of Kenyan programmes in better family living for members of liberation movements from southern Africa.

77. UNESCO undertook a series of studies concerning the economic, social and cultural effects of racialism and apartheid upon the status of women.[4/] On the basis of these, a report was presented to WCUNDW.[5/] In addition to execution of the Nationhood Programme for Namibia, UNESCO collaborated with women in other liberation movements.

78. Monitoring, Review and Appraisal. The Division of Human Rights reported that the treatment of women in South Africa and Namibia received regular attention from the Commission on Human Rights' Ad Hoc Working Group of Experts on human rights in southern Africa.

F. Women in Occupied Arab Territories

79. Information Collection and Research. AWB-CSDHA/DIESA began preparation of a study of the situation of women in occupied Arab territories, to be completed during 1982-1983.

80. In 1979 ECWA prepared two studies of the situation of Palestinian women, transmitted also to the WCUNDW (E/ECWA/SDHS/CONF.4/6/Rev. 1 and A/CONF.92 94/21; E/ECWA/SDHS/CONF/4/5 and A/CONF.94/4).

81. Policy Formulation. The Special Unit on Palestinian Rights prepares material for the Committee on the Exercise of the Inalienable Rights of the Palestinian People, but does not include therein matters specifically concerning women as activities concerning women do not fall within the purview of its mandate.

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5/

82. Implementation. UNRWA is charged with providing services to the Palestine refugees in the Near East without regard to sex. However, among its education, health and relief programmes some activities were particularly relevant to women and girls. In vocational training a particular effort is being made, as a matter of policy, to increase the enrolment of women students.

83. The health programme focussed on preventive medicine, particularly maternal and child care. A health and family life course, first introduced into girls' preparatory schools in 1965, was extended to boys' schools, to develop a more informed understanding among tomorrow's husbands and fathers of their own roles and the biological and psychological needs of their wives and children. The relief programme provides a basic minimum of support to refugees in particular hardship. The largest single group of beneficiaries are widows with young children. Women who have left school without formal qualifications are offered training in literacy, dressmaking and other skills at special activities centres.

84. In 1980 the Agency issued a special edition of its quarterly Newsletter, Palestine Refugees Today, devoted to the problems and education of Palestine refugee women. A special exhibition of photographs of Palestinian women was circulated. In July 1980, a photo feature on Palestine refugee women was sent to newspapers, magazines and news agencies throughout the world.

85. Monitoring, Review and Appraisal. ECWA monitors the situation of Palestinian women inside and outside occupied Arab territories.

G. Women Refugees

86. Information Collection and Research. UNHCR began to prepare research projects to study the conditions which specifically hinder women refugees from achieving durable solutions to their problems, and the role of refugee women in development, prepared a report to the WCUNDW (A/CONF.94/24) and published information material (UNHCR News, No. 2 June/July 1980).

87. Policy Formulation. UNHCR advised governments in the formulation of policies with regard to refugees, the majority of whom were women and children.

88. Implementation. UNICEF gave higher priority in its programmes for women in developing countries to activities that had positive effects on the well-being of children, and that considered especially the needs of women and girls in disadvantaged groups, including women refugees.

89. UNHCR increasingly devoted attention to women refugees in view of their numbers, their social and physical vulnerabilities and their frequent difficulties in adapting to different surroundings.

90. Monitoring, Review and Appraisal. UNHCR will in 1982 conduct a review of existing programmes and studies on behalf of women and the results of their participation in various activities.

H. Women and Crime

91. Information Collection and Research. AWB-CSDHA/DIESA began research on battered women and violence in the family and on economic and social factors relevant to the prostitution of women. During 1981, reports on progress made were prepared. CPCJB-CSDHA/DIESA prepared a new programme element in 1982-1983 on the problems of women as offenders and as victims of crime. Reports will be prepared on the fair treatment of women by the criminal justice system and on the relationship between socio-economic factors and the exploitation of and traffic in persons. The Sixth UN Congress on the Prevention of Crime and the Treatment of Offenders stressed the need for the Committee on Crime Prevention and Control "to give specific and continuing attention to the relations between development and traffic in persons". In addition, the Congress unanimously adopted resolution 9 entitled "Specific needs of women prisoners" (A/CONF.87/14). The Latin America Regional Institute on the Prevention of Crime and the Treatment of Offenders organized a regional Seminar on "Women as perpetrators and victims of crime", in San José, Costa Rica. UNSDRI did not include specific studies of women in its research.

V. HEALTH

A. Information Collection and Research

92. DRPA/DIESA continued to study women's health in the context of the objectives and policy measures recommended in the IDS and in conjunction with other issues of international concern. The UN Division of Human Rights reported that among recent activities of concern to women were those of the Sub-Commission on Prevention of Discrimination and Protection of Minorities, and its Working Group on Slavery, which included examination of traditional practices affecting women's health. ATRCW/ECA published a study "Mozambique: Women, the Law and the Agrarian Reform" which included analysis of the impact of agrarian reform measures on the situation of rural women, including their health. ESCAP assisted governments to initiate project proposals for VF/UNDW, many of which were concerned with health issues.

93. UNITAR sponsored a seminar on "Creative Women in Changing Societies", held at Oslo Norway in July 1980, which addressed, inter alia, the role of women in medical change. The WHO's Special Programme in Tropical Disease Research, recognizing that women's economic and domestic responsibilities put them in contact with water-borne disease vectors, developed research capabilities and management strategies for controlling these diseases as well as evaluating their social and economic causes and consequences. WHO's Statistics Programme conducted studies to monitor the health status of women.

B. Implementation

94. The VF/UNDW undertook a project in Bolivia in which rural women and their families participated in a health training project aimed at improving the health conditions of rural families in six most densely populated areas in the country by disseminating appropriate knowledge on health and environmental hygiene. A project in Oman provided the women's component in community development and primary health services in the rural areas. The Fund financed in Lebanon a project on radio for women's non-formal education in health, undertaken with the Beirut University College's

Institute for Women's Studies in the Arab World. UNICEF's Board agreed in 1980 to continue support of women as active initiators, leaders and managers in the provision of basic health services. It also noted the need to collaborate with governments in eradication of the practice of female circumcision. UNFPA supported training programmes for women in different aspects of maternal and child health and family planning services.

95. FAO directed increased resources to ensure that nutritional considerations were taken into account in agricultural and rural development projects.

96. WHO does not explicitly identify women in its primary health care (PHC) programmes. However, since PHC is based on the recognition that the social injustices of people's lives create conditions of ill health, the need to change women's status is considered closely related to improving women's health. Women's working and living patterns, their income and educational levels, the social traditions and customs which define their status are considered to be some of the important factors influencing the transmission and control of the major communicable diseases, the extent of non-communicable diseases, and other health problems of worldwide concern. The special elements of the PHC approach gave priority to health issues specific to women, e.g. nutrition, fertility and reproductive health and infections. The active participation of women and women's organizations based on traditional women-to-women health care networks was felt to be the key to mobilizing community health actions and to developing support for women's role as the main agent of health care in the family. All PHC efforts interrelated with women's significant role in other development sectors.

97. WHO gave specific attention to the issues of Women, Health and Development in three main areas. In regard to health needs specific to women, the WHO Family Health Programme supported maternal and child health, family planning, nutrition, and health education in approximately 80 countries. Concerning health systems management and training, in each region emphasis varied. The South-East Asian Region gave increased attention to educational methods and technologies for treating infections and for early cancer detection. The Eastern Mediterranean Region supported activities on traditional practices affecting women's health, including female circumcision. The African Region identified fatigue and over-work as factors contributing to women's ill health.

98. With regard to promoting women's role as health care provider, WHO began an international study on the policy issues.

At the regional level WHO supported women's organizations in PHC: for example, the African Region views women as entry points and women's organizations as bases to develop village activities for improving primary health care within the context of rural development. Programmes in the Western Pacific Region strengthened the role of women's committees. The Americas included the role of women in water supply and sanitation. In the South-East Asian Region, the training of traditional birth attendants was emphasized. The Health Statistics Programme conducted studies to monitor the health status of women.

WHO supports activities to develop social measures in WHD with special attention to maternity legislation, breastfeeding and day care facilities. Within the Family Health and Health Legislation programmes social measures were developed to support women, especially those who are migrant, refugee, head of household, or encountering occupational hazards in an urban or depressed rural area in large agricultural establishments. The Americas Region was studying alternatives to alleviate women's health problems resulting from migratory and urbanization patterns. The Western Pacific Region gave attention to safeguards for the occupation health of women workers and the control of exploitative labour situations.

VI. REPRODUCTION AND CHILD CARE

A. Information Collection and Research

99. The Population Division, DIESA studied relationships between women's work history and fertility, using data from the World Fertility Survey ; the demographic impact of policies to advance women's status; and sex differentials in mortality. ECE was completing a study on monitoring of nuptiality and fertility trends in the 1970s, and the ECE/WFS Comparative Fertility Study was being prepared, both intended for publication in 1982/1983. UNFPA increased support for national research on the status and roles of rural women within the family and the community and the interrelationships between those activities and demographic factors such as fertility, mortality and migration; /for research to identify most effective and acceptable methods of delivery of mother and child health care and family planning services , to identify or improve contraceptive techniques usable by women in developing countries, and to improve utilization of the services of auxiliaries, extension workers and lay persons in delivery of information and services related to family planning, child care and basic health of the family. Interregional research activities have focussed, for example, on women's labour participation and demographic changes, and women as providers of health care. UNFPA allocated resources to strengthen national capacities for collection and analysis of basic data on various aspects of women's life.

100. WHO's Special Programme on Research, Development and Research Training in Human Reproduction examined the safety and effectiveness of current methods of birth control, the development of new techniques, and the psychosocial and service aspects of family planning and infertility, emphasizing contraceptive methods used by women. UNESCO, within its research programme on status of women in relation to development and demographic behaviour, undertook a number of country studies on family structure, status of women and demographic correlates of education and labour force participation. In 1979, two were completed: in Bolivia and Tunisia. In collaboration with the European Centre for Co-ordination of Research and Documentation in the Social Sciences, Vienna, the programme will be extended to include research on the status of women in rural families in European countries.

Five other studies were completed in 1979 on the changing roles and function of women in Argentina, Bangladesh, Costa Rica, Morocco and Thailand, and six further studies, in Barbados, Greece, Republic of Korea, Saudi Arabia, Senegal and Uruguay were to be completed by the end of 1980. These studies were carried out by national researchers and in collaboration with national research institutes. In November 1980 an international meeting was held to review their results and implications with emphasis on the widespread cultural diversity in the status of women. Another project analysed female education and its effect on marriage patterns, age at marriage and child-bearing. Basic information was provided through the World Fertility Survey programme. The project consisted of an internationally comparable cross-cultural analysis of 14 countries and in-depth analysis of the education-fertility relationship in six countries.

101. It was planned to continue multidisciplinary research concerning the status of women, women's participation in the labour market and migration processes, and demographic consequences of the processes of technological and economic change, with special references to family structure, household composition and women's roles. Studies of women's rights and population issues, together with preparation of materials to develop consciousness of those rights, which had been the subject of a pilot project in Egypt in 1978-1979, were undertaken in other regions: in Asia by the Mass Communication Institute of the University of the Philippines; in Africa by the Mauritius Family Planning Association and the University of Mauritius; and in Latin America by a research institute. In the framework of the International Year of the Child, the Regional Office for Education in Africa (BREDA) organized, in collaboration with UNICEF, a seminar in Dakar from 5 to 9 November 1979 on "The needs of the African child and the adaptation of pre-primary education to his cultural, economic and social environment".

B. Policy Formulation

102. UNFPA assisted governments in formulating effective policies and programmes to deal with various population-related issues, their relationships with socio-economic factors and their effects on women's responsibilities, roles and reproductive behaviour.

C. Implementation

103. DPI completed a vignette on family planning in Indonesia. In May 1981 ATRCW/ECA conducted a three-weeks' training course in Improving the Quality of Rural Life for Women Trainers and Planners from Lusophonic countries which stressed among other topics training in nutrition and child development. For this workshop special translations into Portuguese of the Centre's Manual on Child Development, Family Life and Nutrition were produced.

UNICEF gave priority in its programmes for low-income women in developing countries to those activities that had the strongest positive effects on the well-being of children; strengthened social support services for women engaged in income-generating activities, including provision of suitable child-care arrangements; and continued to support provision of basic services including responsible parenthood and family planning.

104. UNFPA supported family planning-related activities as an integral part of mother and child health programmes in rural areas of many developing countries, including training for traditional birth attendants and for women in supervisory and management positions within health and family planning programmes. About 45% of all UNFPA financial assistance was allocated to mother and child health care and family planning-related activities in all regions.

105. UNESCO participated as executing agency on behalf of UNFPA and the Governments concerned in operational activities in the field of population communication and family welfare. It continued to organize at subregional and national levels training courses in which most personnel and trainees were women. A Workshop to promote integrated communication for population programmes was organized in collaboration with the International Federation of Home Economics in Mexico City in February 1980. During 1981-1983 it will continue to participate in the activities of member states aimed at promoting the new social roles of men and women, particularly in the upbringing of children and the performance of household tasks. WHO gave

priority to several special elements within its Primary Health Care approach, including health issues specific to women, which include fertility and reproductive health and infections. It gave specific attention to the interactions of unregulated fertility with malnutrition and infections which result in high rates of maternal and infant mortality and morbidity. The Family Health Programme supported activities in maternal and child health, family planning, nutrition, and health education in nearly 80 countries. Each region and country in the Organization identified the specific health needs of its own women. WHO supported activities to develop social measures, with special attention to maternity legislation, breastfeeding and day care facilities.

VII. EDUCATION

A. Information Collection and Research

106. DRPA/DIESA continued to study the issue of women's education in the context of the IDS within its regular surveys of world economic, social and demographic trends and policies. AWB-CSDHA/DIESA prepared the Secretary-General's report on the status and role of women in education and in the economic and social fields (A/34/577 and Add.1/Rev. 1) and a report on the mobilization and integration of women in development (A/35/82) which included a chapter on women's education. It will include examination of this matter in the World Survey on the Status of Women in Over-all Development to be prepared during 1982-1983 in close collaboration with agencies and other organizations. ECE will make available during the period 1981-83 research findings on a wide range of economic topics relevant to the issues of women's education and training.

107. UNESCO continued to be responsible for the major part of the UN system's activities in this area, viewing education for girls and women as a means of defending women's rights as well as of integrating women into the development process. Through specific research work and studies, meetings, seminars and training courses, experimental projects and the systematic distribution of appropriate documents and publications, UNESCO strove to turn education and training into effective instruments for the overall promotion of women. These activities are set out in detail in the report of UNESCO on its current activities of special interest to women, submitted to this session of the Commission (E/CN.6/ ...) and in the report submitted to its own Governing Council on UNESCO's contribution towards improving the status of women (21 C/16). See also Half of the World: UNESCO activities for the advancement of women (Paris, UNESCO, 1980) and "The invisible woman" (UNESCO Courier (July 1980).

B. Policy formulation

108. UNESCO continued to advise governments on this matter, organizing regional conferences of ministers of education and holding advisory committee

and group meetings to develop policy guidelines and to assist governments (see E/CN.6/ ... and C 21/16).

C. Implementation

109. Particularly since 1979, DTCD gave additional emphasis to training components within projects it executed. ATRCW/ECA organized a workshop on vocational training for women and girls in Abidjan, Ivory Coast in October 1981. ESCAP assisted governments to initiate project proposals, including many which relate to education. UNRWA increased opportunities for females among the Palestine Arab refugee community to obtain appropriate training to enable them to follow technical careers. FAO continued its support for training, largely for rural women. ILO's technical co-operation activities included programmes designed to increase women's education. All UNESCO's programmes in the field of education are both in principle and in practice open to girls and women's participation as agents or beneficiaries. In addition, specific programmes are especially addressed to girls and women. A number of reports and publications were communicated by UNESCO to the World Conference of the UNDW. 3/ (See also E/CN.6/ ... and C 21/16).

2/ A. G. Mitchell, Training and women (Geneva, ILO, Training Department, 1980).

3/ School education for girls (A/CONF.94/BP.14); Tendances et projections des effectifs scolaires par degré d'enseignement et par âge; Etude comparative de la scolarisation des filles et des garçons - Une analyse statistique; B. Dupont, Fille ou garçon: la même éducation? étude sur les programmes scolaires dans le secondaire (UNESCO, Paris, 1980); International Congress on the situation of women in technical and vocational education, Bonn, Federal Republic of Germany, 9-12 June 1980: Final document (ED-80/CONF.401/5); Comparative analysis of male and female enrolment and illiteracy (CSR-E-36); Meeting of experts on research and teaching related to women: evaluation and prospects. UNESCO, Paris, 5-8 May 1980 (SS-80/CONF.626/9); M. Rendel, Report on programmes of research and of teaching related to women (Paris, UNESCO, 1980).

D. Monitoring, Review and Appraisal

110. The Secretariat of WCUNDW prepared a review and evaluation of progress achieved in education during the period 1975-1979 (A/CONF.94/10). UNESCO monitored all aspects of the situation using reports from Member States concerning the application of the Convention and Recommendations.

VIII. POLICY FORMULATION AND DECISION-MAKING

A. International political relations

Implementation

111. UNITAR opened all its training programmes to women as both discussion leaders and participants on a basis of equality with men. Programmes included the drafting of plurilingual instruments, treaties and resolutions.

B. National political life

Information Collection and Research

112. AWB-CSDHA/DIESA began research as part of a broader programme on women in all forms of decision-making. UNITAR included within its project on progress made in the establishment of the NIEO studies prepared by women on the condition of women and their exercise of political power. UNESCO carried out studies on socio-cultural obstacles to the participation of women in political life and decision-making and on innovatory measures which had enabled such obstacles to be overcome. Research on the relationship between women's participation in public life and attitudes and behaviour in respect of kinship were to be undertaken during the period 1981-1983.

113. The Secretariat of WCUNDW reviewed progress between 1975 and 1979 (A/CONF.94/13 and Corr. 1).

C. National development planning and public administration

Information collection and research

114. AWB-CSDHA/DIESA began to prepare an Expert Group Meeting on Development Planning, to be held in mid-1982 at Vienna, Austria, which would be concerned with planning at all levels in a manner which would simultaneously satisfy the need to secure the advancement of women in all fields. The Secretariat of the WCUNAW prepared several reviews (A/CONF.94/11 and Corr. 1;

A/CONF.94/11Add. 1 and Add. 1/Corr.1 and 2; A/CONF.94/12). In 1980 INSTRAW prepared case studies of national machineries for the advancement of women.

Implementation

115. VF/UNDW supported preparation of regional publications including two manuals on participation and decision-making skills and a manual for project identification, formulation and development in Asia. In Africa, the Fund supported production of a 16mm film on national machineries for the integration of women in development in the region. DTCD introduced consideration of women into programmes in public administration and local government and into those aimed at the extensive involvement of women in the planning, management and implementation of national development plans and projects. APCDW/ESCAP published a number of reports and studies during 1980. 1/ Training courses on project identification, formulation and development were held in 1979 in Papua New Guinea and in Thailand in 1980. Training courses on research methodologies and research administration were held in Indonesia in 1979 and in India in April - May 1980. ATRCW/ECA sponsored a three-month training course that will take place semi-annually on women, management and development planning for women and men in middle- and upper-level training posts. The first course took place in June-August 1981 at the East and Southern Africa Management Institute in Arusha, United Republic of Tanzania. The Centre also involved women in its programme for machineries for the integration of women in development: it supported short information seminars to promote the establishment of such national machineries; after their formation it assisted in strengthening their technical competence by offering consultancies to experienced women. UNCHS considered it necessary to adjust human settlements programmes to assure the active participation of women in relevant decision-making.

D. Local Development Planning and Public Administration

Implementation

116. VF/UNDW assisted community workers and trainers from selected Pacific

1/ Participation of women in decision-making ... some guidelines (Bangkok, APCWD, 1980); The special needs of women: a plan for an integrated approach and some programm proposals (Bangkok, APCWD, June 1980); Notes on enhancing women's participation in development planning (Bangkok, APCWD, June 1980).

countries to participate in a skill building workshop aimed at developing the capabilities of South Pacific women to undertake social and community responsibilities. ATRCW/ECA conducted in May, 1981 at Addis Ababa, Ethiopa, a three-weeks training course in improving the quality of rural life for women trainers and planners from African Lusophonic countries. ESCAP prepared case studies of agencies that could be set up to increase the participation of women in rural development. ECLA supported the training of local community planners. UNICEF continued to support individual and organized participation of women as active initiators, leaders and managers in community affairs. UNFPA provided assistance to women's non-governmental organizations that were involved at the grass roots level with training and other activities aimed at providing better opportunities for community participation.

E. Decision-making in non-public sectors

Information collection and research

117. AWB-CSDHA/DIESA began a research programme on women in management as part of a broader programme on women in all forms of decision-making, the results of which will be published in a series of studies during 1982-1983.

Implementation

118. UNIDO prepared for financing by donor countries a number of project proposals for upgrading women's managerial and entrepreneurial roles.

IX. MACRO-ECONOMIC ISSUES

A. General aspects of relationships between women, development and the restructuring of international economic relations

119. Information Collection and Research. AWB-CSDHA/DIESA prepared a guide to significant elements of the IDS and an index to the Programme of Action. It organized an Expert Group Meeting on Women and the IDS to be held at Vienna, Austria in December 1981, for which it prepared resource papers on women and rural development, industrialization, tourism, services, energy, international trade and monetary, financial and fiscal issues, and a study of women and development strategies appropriate for specific types of developing country. It also prepared a statement for the UNCLDC on women and the Substantial New Programme for the 1980s for the Least Developed Countries. In June 1980, a high-level Round-Table Meeting on Women and a development strategy for the 1980s was held at United Nations Headquarters. ECLA prepared methodological notes for internal discussion which examined the structural limitations to incorporation of women within policies undertaken in the context of the IDS and proposed alternatives. UNITAR included in its project on progress made toward establishment of the NIEO several studies prepared by women on subjects such as the condition of women and their exercise of political power in the context of the NIEO. Steps were taken to establish an independent International Commission on Alternative Development with Women intended to use working methods similar to those of the Brandt Commission. The proposed Commission would analyze problems and propose solutions to unequal power relationships between the sexes; bring women to the forefront of international debates such as the North-South Dialogue; explore and promote measures that focus on the needs of the poorest women; and further the integration of these new perspectives into development strategies for the 1980s and beyond.

120. Policy Formulation. AWB-CSDHA/DIESA prepared draft policy guidance papers on each of the issues discussed at the above-mentioned Expert Group Meeting on Women and the IDS, to be revised by the meeting and circulated throughout the UN system for comment.

121. Implementation. DPI took steps to ensure that future updates of its "NIEO Press Kit" would include information on issues relevant to women and that relevant articles would appear regularly in its publication "Development Forum".

B. International trade

122. In most developing countries a significant part of the economic environment within which women participate in society is influenced by the nature of the relationship between the national economy and the system of international trade. Conversely, the nature of the country's association with that system is affected in part by women's economic behavour as producers and consumers. The significance of the condition of women in these complex relationships appears to vary considerably among countries. No comprehensive review of the relationships between international trade and the status of women is known to have been completed so far, and only a preliminary attempt at analysis of the relationships involved has been attempted.[1/]

123. The Programme of Action expressed concern that certain developments might be harmful and recommended that development planning guard against possible adverse effects and that appropriate relevant studies be undertaken.[2/] The IDS is fundamentally concerned with international trade [3/] but noted no specific relationship between it and the condition of women. However, many recommendations concerned matters which are of direct concern: redeployment of industries, export oriented industrialization, food production and export of tropical products and other primary commodities and the situation of least developed, most seriously affected and island developing countries.[4/]

124. Information Collection and Research. AWB-CSDHA/DIESA prepared a resource paper for an Expert Group Meeting on Women and the IDS to be held at Vienna, Austria, in December 1981, which reviewed available knowledge and evaluated the implications of current proposals for the restructuring of international trade as part of the establishment of a NIEO. UNCTAD's Technology Division prepared to study during 1982-1983 aspects of the role of women in society's technological transformation and to identify the measures needed to ensure the equal integration of women and men in development of the agro-food industry. UNRISD undertook research on the impact of the Ivory Coast's plantation export economy on the role and status of women.

1/ A/35/82 paras. 59-65 and Annex.

2/ A/CONF.94/35, paras. 35, 38, 39, 220 and 224.

3/ A/35/464, Annex, paras. 19, 22, 24, 28, 29, 59, 62, 63, 65-67.

4/ Ibid., paras. 52-53, 57, 59, 60, 61, 64, 73, 94, 143, 147, 149.

125. Policy Formulation. AWB-CSDHA/DIESA prepared a draft policy guideline paper for examination and revision at the Expert Group Meeting on Women and the IDS.

C. Monetary, financial and fiscal issues

126. Unsatisfactory monetary processes and inadequate monetary and fiscal policies at the international and national levels continued to add to the difficulties of economic and financial management during the biennium, adding to the problems of non-oil-exporting developing countries in particular. 5/ The Programme of Action identified the current global economic crises as having contributed to the worsening of the situation of women, but no references were made to the impact of monetary instability, or of monetary and fiscal policies imposed in order to control such instability at national and international levels. 6/ However, the Programme called for the solution of international economic problems within the context of the IDS as a prerequisite to the solution of women's problems, 7/ and the IDS called for an intensification of efforts to increase the responsiveness of the international monetary system to the needs and interests of the developing countries, in part by the IMF paying due regard to the domestic social and political objectives of member countries, as well as to their economic priorities and circumstances, including the causes of their balance of payments problems. 8/ Insufficient is as yet known of the extent and manner in which women suffered more than men from the direct and indirect impact of these processes: it appears likely that this varied according to socio-economic class and societal context.

127. Information Collection and Research. AWB-CSDHA/DIESA reviewed existing knowledge of the possible relationships involved and incorporated its findings in a resource paper for an Expert Group Meeting on Women and the IDS held at Vienna, Austria in December 1981. In September 1981 SDD-CSDHA/DIESA

5/ World Development Report, 1981 (Washington, World Bank, 1981), pp. ; Annual Report of the International Monetary Fund, 1981 (Washington, IMF, 1981), pp. .

6/ A/CONF.94/35, Chapter I.A, paras 21, 24, 27, 29, 35, 41 and 42.

7/ Ibid., para 45.

8/ A/35/464, para. 26.

organized an Expert Group Meeting on policies for social integration, at which a participant presented a paper which examined aspects of this question. 9/

128. The IMF considered that examination of the effects of its activities upon specific groups within national populations, including women, lay outside the scope of its mandate, and that it was impossible to disaggregate for population sub-groups the impact of such macro-level processes and policies. Nevertheless, studies sponsored by the Fund indicated that these affected sub-populations differently 10/ and reviews undertaken by some specialists suggested that women in certain circumstances had been among the most adversely affected. 11/

129. Policy Formulation. AWB-CSDHA/DIESA prepared a preliminary policy statement for examination and revision at the Expert Group Meeting on Women and the IDS.

D. Science and technology

130. There is substantial evidence to suggest that women, particularly poor women in developing countries, have suffered from the application of new scientific and technological knowledge to all aspects of development at least differently and most probably much worse than have men, so that the benefits brought them by improvements in such fields as health and everyday work in the household and agriculture have been more than outweighed by the costs they have incurred as a result of substantial economic re-structuring brought about by the widespread adoption of new technologies in agriculture (viz: the "green revolution", expansion of "agri-business") and industry (viz: emphasis upon capital intensive plants) as well as in patterns of

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9/ Suzana Prates, Women's labour and family survival strategies under the "stabilization models" in Latin America (Brighton, Institute of Development Studies, 1981).

10/ For example: Omotunde Johnson and Joanne Salop, "Stabilization programs and income distribution", Finance and Development, vol. 17, No. 4 (December, 1980), pp. 28-31.

11/ A/35/82, paras. 56 and 61.

consumption. UNCSTD, [12] the Programme of Action [13] and the IDS [14] each expressed concern over this trend.

131. The United Nations system supported substantially application by and for women of "appropriate" or "intermediate" technology, notably in rural development, but also in industrialization. (See Chapters XI and XII.) Activities concerned with broader relationships between women's situation in society and scientific and technological development were fewer, although given increasing attention.

132. Information Collection and Research. AWB-CSDHA/DIESA reviewed relevant government activities during 1979-1981, setting out its findings in a working paper, and began to collect information in preparation for a comprehensive review to be undertaken during 1982. Studies were prepared for WCUNDW (A/CONF.94/26; A/CONF.94/29). ESCAP published the report of a round-table discussion on the matter held at Bangalore, India in 1979 and ECLA gave special emphasis to research on the impact of new technology upon rural women. UNCTAD's Technology Division prepared to study the role of women in technological transformation, with particular reference to the food industry, during 1982-1983 . UNEP noted UNCSTD resolution 2 in planning its forthcoming programmes. UNITAR promoted women's full participation in its activities related to science and technology, and, in response to UNCSTD, prepared three studies in its science and technology series (Nos. 7, 8 and 10) subsequently incorporated in a major publication [15]. A seminar on creative women in changing societies held at Oslo, Norway, in 1980 considered this matter and recommended that national research councils established pursuant to UNCSTD should specifically serve women's needs and that international organizations should formulate

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12/ In its resolution 2 "Women, science and technology" (A/CONF.81/16, chap. VI, section A).

13/ A/CONF.94/35, chap. I, A, paras. 17-42.

14/ A/35/464, Annex, para. 122.

15/ Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds.), Science and Technology in a Changing International Order, vol. II. Scientific-technological change and the role of women in development (Boulder, Colorado, Westview Press, forthcoming, 1981).

inter-regional exchanges of women scientists. UNU organized research into technological developments which were thought to have detrimental effects upon women's health and nutrition. UNESCO examined the role and status of women, particularly research workers and technicians, in science and technology and published studies on women technicians in small countries [16]. It included a chapter on careers for women in scientific research within a general guide to careers. [17]

133. Policy Formulation. The ICSTD held three sessions at which some consideration was given to the matter. [18] AWB-CSDHA/DIESA began to prepare draft policy guidelines for consideration at an Expert Group Meeting on Development Planning and Women to be held during 1982. UNDP commissioned reviews of TCDC activities by and for women [19] in the Carribean and in Africa (TCDC/2/13; TCDC/6) which it summarized in an issue paper (No. ...).

134. Implementation. CSTD prepared a detailed operational plan for the carrying out of the Vienna Programme of Action which included a section concerned specifically with women.[20] DTCD, the World Bank and the IFSTD, administered by UNDP, each increased the attention given to women's concerns within their science and technology projects, adjusting a number in order to ensure their greatest possible benefit to women. DTCD and UNESCO actively encouraged governments to nominate women as participants in the meetings on science and technology which they sponsored. DPI published a review [21] and expanded radio and film coverage.

16/ Impact of science on society, vol. 30, No. 1 (January-March 1980).

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18/ A/36/ ... (SG report on women, science and technology), chap. IV; and reports of the Committee (A/35/37, Pt. I; Pt. II).

19/ Promoting and accelerating women's participation in development programmes in the Carribean through technical co-operation among developing countries (TCDC/2/13); The experience of the Association of African Women for Research and Development (AAWORD) concerning building new knowledge through technical cooperation among developing countries (TCDC/6).

20/ Programme Area IV: Human Resources (submitted to ICSTD at its 3rd. session).

21/ Women and science (New York, United Nations, 1980).

135. Monitoring, review and appraisal. AWB-CSDHA/DIESA prepared the Secretary-General's report to the General Assembly on implementation of UNCSTD resolution 2 (A/36/ ...). The World Bank's advisers on women in development and on science and technology co-operated closely to monitor the impact on women of all relevant projects.

E. Activities of Transnational Corporations (TNCs)

136. Information Collection and Research. AWB-CSDHA/DIESA, within research on mutual relationships between women and rural development, industrialization and tourism, attempted to identify the specific influences of TNCs. Findings will be set out in a resource paper, to be completed in 1982.
UNCTC was not mandated specifically to undertake such research, but, as part of a study on the social and cultural impact of TNCs to be published shortly, it reviewed evidence of their impact on women.

137. Policy Formulation. UNCTC assisted in formulation of a Code of Conduct for TNCs. While no provisions deal specifically with women, a number relate to matters of close interest to them.

X. RURAL DEVELOPMENT AND FOOD SYSTEMS

A. Rural development

Information Collection and Research

138. Research on relationships between broad technological and organizational changes in rural societies and the condition of rural women was undertaken by several organizations. DPRA/DIESA undertook research into economic, social and demographic issues having a direct bearing upon the situation of rural women. 1/ AWB-CSDHA/DIESA

began research for a section on women in comprehensive rural development which will form part of the World Survey of the Role of Women in Over-all Development to be undertaken during 1982-1983; undertook a study of rural women workers with special reference to labour legislation and maternity protection; and prepared inputs on this topic for the UNCLDC.

139. UNITAR completed a review of related problems 2/ and sponsored a conference on alternative development strategies and the future of Asia at New Delhi, India, in 1980 which examined the condition of rural women in the context of contemporary organizational and technological processes and formulated strategies for the equitable and effective participation of women in a more appropriate rural development. 3/

140. ILO continued its research work on rural women, planned a series of studies on the promotion of rural women's employment, and prepared an anthology on women, development and the sexual division of labour in rural societies. 4/ FAO revised guidelines for preparation of baseline studies

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1/ See Report on the World Social Situation.

2/ Z. Tadesse, Women and technological development in agriculture: an overview of the problems in developing countries, (New York, UNITAR, 1979).

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4/ Zubeida Ahmad, "The plight of rural women: alternatives for action", International Labour Review (Geneva), Vol. 119, No. 4 (July - August 1980).

on women in rural households and organized a workshop on the integration of women in agriculture and rural development at Hyderabad, India in 1980. 5/ During 1981-1983 UNESCO will participate in the activities of member states aimed at promoting research on the effects of the modernization process on rural women. 6/

141 Several agencies and organizations undertook country studies. Consultant's studies on women in development in Ghana and Sri Lanka, prepared for the Expert Group Meeting on Women and the IDS under the direction of the AWB-CSDHA/DIESA, devoted comprehensive treatment to the problems of rural women in countries suffering severely from their position in the international economic system. 7/ UNRISD's research project on the impact on women of socioeconomic changes in Africa south of the Sahara (UNRISD/79/C.25) included case studies on various aspects of the situation in Upper Volta and Swaziland (migration), Ivory Coast (plantation agriculture), Senegal (agricultural modernization), United Republic of Tanzania (ujamaaa policies) and Mozambique (post-independence policies). ATRCW/ECA, ECLA and ECWA each undertook country case studies, and used them in the preparation of sections concerning rural women in a number of comprehensive regional reviews of women's situation. 8/

5/ Country review and analysis of the role and participation of women in agriculture and rural development in selected Asian countries. (Rome, 1980).

6/ For further information on the substantial activities of ILO, FAO and UNESCO see the reports of these agencies to the Commission (E/CN.6...; E/CN.6/...; and E/CN.6/...).

7/ Mechtild Petritsch, Women and development in Ghana and Women and development in Sri Lanka (Vienna, CSDHA/DIESA.

8/ La situación de la mujer en América Latina y el Caribe en relacion con el cumplimiento del Plan de Acción Regional (E/CEPAL/CRM.2/1.2); Aportes para el diagnóstico y la promoción de la integración de la mujer en el desarrollo de América Latina y el Caribe (E/CEPAL/CRM.2/1.3); Recent changes and trends in the situation of women in the ECWA region.

142. Bibliographies [9/] and directories of relevant national research institutions [10/] were produced on the basis of this work. In collaboration with a number of agencies, regional commissions and other organizations, UNDP used intensive studies on Rwanda, Syrian Arab Republic, Indonesia and Haiti as the basis of its comprehensive assessment of rural women's participation in development. [11/] Subsequently UNDP contributed to an action-oriented study of the role of women in rural development undertaken by indigenous researchers in five countries.

143. The Statistical Office, DIESA, continued to give substantial attention to improvement in collection and analysis of statistics concerning rural women, in collaboration with FAO and in support of DTCD, and promoted the co-ordination, through the ACC sub-committee on statistical activities, of all work undertaken on this topic within the United Nations system. [12/]

144. Considerable attention was given to research which would identify technology most appropriate to the situation of rural women. ILO undertook a project on technological change, basic needs and the conditions of rural women in Africa. With case studies on Ghana and Sierra Leone, a multidisciplinary team was to determine how technological change could improve rural women's condition. ATRCW/ECA, with support from VF/UNDW, undertook socio-economic studies of projects designed to introduce new village technologies in Ethiopia, Ghana, Nigeria and Sierra Leone. It also surveyed traditional and existing technologies in Egypt, Ethiopia, Nigeria, Sierra Leone, Sudan and Zambia in order to understand and appreciate these better before recommending new technologies. ESCAP planned for 1982-1983 an experimental project on appropriate technology relevant to rural women.

9/ E/CEPAL/G.1100.

10/ Integración de la mujer en el desarrollo de América Latina: Directorio (E/CEPAL/G.1102).

11/ Rural women's participation in development (New York, UNDP, 1980) (Evaluation Study No. 3). Summary of action-oriented assessment of rural women's participation in development: Report of the Administrator (DP/453).

12/ See also: E/CN.3/546; E/CN.3/547; E/CN.3/556, and "Report of the ACC Sub-committee on Statistical Activities on its Fifteenth Session (Washington, 27 April - 1 May 1981)".

145. Research on most appropriate forms of vocational and technical training for rural women was undertaken by UNESCO: the International Institute for Educational Planning completed relevant studies. 13/ The Asian Programme of Educational Innovation for Development undertook studies on the interrelationship between formal and non-formal education as a means of enhancing women's involvement in rural development.

146. SDD-CSDHA/DIESA undertook research on women's participation in rural co-operatives. 14/ FAO organized a working party in August 1980 on women's participation in agricultural organizations in Europe (ECA: HE/80/1).

Policy Formulation

147. AWB-CSDHA/DIESA prepared a draft policy guideline for examination at an Expert Group Meeting on Women and the IDS to be held at Vienna in early December 1981. Preparations were begun for a successor Expert Group Meeting to be held in 1982 which would take up technical and operational aspects of policy formulation and planning in this field. ESCAP stressed the value of holding expert group meetings and workshops, considering that a breakthrough at the national policy-making level was still required before effective national programmes for rural women could be prepared.

Implementation

148. DTCD executed comprehensive projects for rural women in Swaziland, Liberia, Bahrain, Oman and Saudi Arabia designed to improve ability to earn income, adopt new technologies and assume community leadership. ECA, ECLA and ESCAP also supported comprehensive programmes, in co-operation particularly with FAO and supported by VF/UNDW, which devoted most of its resources to rural women. Examples of projects which are expected to serve as models for funding from other sources include an ESCAP Expert Group Meeting on Women and Forest Industries from which a number of national projects resulted; and projects offering village women access to credit through

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13/ R. de Souza. Le role de la formation scolaire et extrascolaire dans la contribution des femmes au développement rural: l'exemple de Bénin.

14/ National experience in promoting the co-operative movement: Report of the Secretary-General (A/36/115), paras. 37-41.

provision of revolving loan funds or collateral for income-raising activities. 15/ ATRCW/ECA made special efforts in support of rural women in the newly independent lusophonic countries.

149. UNDP continued the special activities on behalf of rural women which it had begun in 1974. To implement its comprehensive assessment of rural women's participation in development, it circulated detailed instructions to all staff in order to increase the effectiveness of programming and implementing projects of special interest to women, as well as increasing the participation by women in all relevant UNDP activities. UNHCR devoted greater attention to training and community participation programmes for women refugees. UNFPA organized and managed rural development programmes specifically concerned with women.

150. FAO's programme was designed to give particular attention to disadvantaged groups and to promote equity and people's participation in development. It directed increased resources towards development of agricultural production resources, marketing, credit and banking, and other rural support services for women. FAO/UNDP collaboration influenced country programming exercises to include rural women's concerns in rural development plans. Continued support from UNFPA was expected for the Population Education, Research and Communication Programme (PERC) and other population/rural development supported activities. Funds were sought for the special community action programme for disadvantaged rural women. FAO Divisions and Departments, together with the Regional and Country Offices, were encouraged to study the implications for rural women of WCARRD and the WCUNDW and to give attention to the involvement of rural women. FAO field projects were reviewed to ensure that adequate attention was focussed on the rural poor and vulnerable groups, and on such aspects as people's participation and women's involvement. The Fisheries Department promoted extension training for women in aquaculture and in a combination of small-scale coastal fishing and fish-farming-cum-crop and livestock production programmes. The Forestry Department gave special

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15/ Learning from rural women: village-level success cases of rural women's group income-raising activities and transfer of knowledge and skills among peer groups: a manual on methodology. (Bangkok, ESCAP/FAO Inter-country project for the Promotion and Training of Rural Women in Income-raising Group Activities, 1979).

training to women in forestry related occupations. 16/

151. The World Bank gave more explicit consideration to the role of women, treating women's concerns as an integral part of projects and considering the impact on women as an element of their costs and benefits. IFAD, increasingly aware of the need to ensure that programmes had a positive impact on the economic and social well-being of poor women. Gave specific attention to women in projects carried out in Burundi, Lesotho, Senegal and Sierra Leone.

152. Considerable emphasis was given to the application of scientific and technological knowledge, primarily in the form of "appropriate technology", to the tasks faced by rural women. VF/UNDW financed 46 such projects in all developing regions. ATRCW/ECA continued its village/appropriate technology programme, begun in 1975, and supported in part by UNICEF, which included pilot projects in Upper Volta, Sierra Leone, Gambia, Niger and Kenya, training workshops and study tours. The Centre expected to become more involved in organizing specialized technology training workshops for extension workers. Plans include joint programmes with the Science and Technology Unit of the ECA Natural Resources Division. ESCAP prepared an interregional project in three countries, including India and Indonesia. DTCD supported such projects within integrated rural development programmes. IFSTD, administered by UNDP, gave special attention to women's interests in a number of approved projects concerning appropriate rural technologies. UNICEF supported an appropriate technology project in Guyana intended as a model for the Caribbean region, and undertook similar projects in Senegal and Bangladesh. FAO field projects stressed development of extension activities, including training of village women leaders in appropriate technology. One project aimed to establish a network of countries to promote TDCD activities in this field.

153. The provision of training to rural women occupied the attention of many

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16/ See: WCRRD Programme of Action - integration of women in rural development (A/CONF.94/BP/4); WCARRD : a turning point for rural women (Rome, 1980); Report on the FAO/SIDA Project "Promoting the participation of women in rural development (Rome, 1981).

agencies and organizations. Since 1979, DTCD increased the proportion of the projects it executed which included such a component. ATRCW/ECA, ECLA, ECWA and ESCAP emphasized training in appropriate technology, and were substantially financed by VF/UNDW in these activities. In 1980 UNSWDCAP organized a field study training project for Pacific rural women community workers and trainers in rural family and community services. UNICEF gave increased priority to training in appropriate technology and income-generating activities in all regions, with emphasis upon helping women in areas most severely affected by large-scale male out-migration. UNFPA also supported training for rural women in pilot and demonstration projects. ILO's technical co-operation activities included training for rural women. FAO's Inter-Departmental Working Group on Training was established to advise on training policies, and to ensure better understanding of how to meet rural women's needs. For this purpose, an expert consultation on mobilization of agricultural and educational institutions to accelerate rural women's participation in development was held with Latin and Central American experts. In addition, FAO field projects provided rural women with training to promote their individual development and generate new knowledge and skills to increase their earning capacity; provided intensive in-service training for women development workers; used video-based training for rural women in agricultural production; assisted national institutions in developing curricula and training programmes for rural development and extension workers.

154. UNESCO gave increased emphasis to its substantial activities concerned with vocational and technical training and broad adult education and literacy programmes designed to facilitate women's more equitable and effective integration in rural society. National projects were undertaken in Burundi, Ecuador, Mozambique, Nepal, Sudan, Togo, Upper Volta, and,through non-governmental organizations in Belize, Brazil, Lesotho and Swaziland. Three regional training courses for those responsible for women's education in rural areas in French-speaking Africa, Latin America and the Caribbean were organized in 1980 by the Regional Offices for Education. The UNESCO Co-operative Action Programme continued to give priority to projects in the least developed countries to increase women's participation in education for rural development. A regional training course for those in charge of women's education in rural areas was organized in the Asia and the Pacific region in 1981, and another similar course will be held in Africa in 1983 for English-speaking participants.

155. The World Bank assisted women's training as extension workers under Bank-financed projects. Bank-financed education and training projects contributed to the rising school enrolment of girls, the development of curricula designed to enhance vocational skills and expansion of opportunities for women's non-formal adult education.

156. Support for increased women's participation in co-operatives was considered important by a number of agencies and organizations. VF/UNDW provided assistance to projects for rural women's co-operatives in Ghana and the Philippines and supported an ESCAP workshop on women's participation in dairy co-operatives for Bangladesh, India, Nepal, Pakistan and Sri-Lanka. ECLA gave priority to the development of producer and consumer co-operatives within integrated rural development programmes. ESCAP anticipated that, with the setting up of the revolving fund through the UNDP more work would be initiated to help women to set up co-operatives. UNICEF assisted 10 women's co-operatives in Senegal with appropriate technology to ease household and agricultural work.

157. FAO set up new programmes to enhance women's participation in co-operatives. The FAO Committee on Agriculture stressed that co-operatives and similar small farmers' organizations should become a primary component in the design and implementation of rural development programmes and projects. FAO encouraged such rural organizations to reach all small farmers, rural labourers and their families, including men and women on equal terms. A catalytic programme on people's participation in rural development through promotion of self help organization has been developed, involving initially some 20 countries. UNESCO supported a workshop held in Syria in 1980 which examined the advantages of increased involvement of women in co-operatives. Assistance was provided to a number of co-operative projects aimed at promoting rural women's participation in development. The World Bank redesigned the technical assistance components in a number of agricultural and rural development projects to promote the establishment of farmers' co-operatives. Some projects offered support to existing women's groups which provided the framework for traditional co-operation among women in production activities.

Monitoring, Review and Appraisal

158. AWB-CSDHA/DIESA prepared for the General Assembly at its 36th session the Secretary-General's report on the role of United Nations agencies and organizations in assisting governments to facilitate the integration of women in rural development (A/36/). ESCAP began to study the effects of integrated rural development programmes on women. FAO prepared a comprehensive review on the integration of women in rural development for the WC/UNDW (A/CONF/94/BP.4).

B. Food Systems

159. Information Collection and Research. ATRCW/ECA sponsored research on the situation and needs of women food producers in Zambia, women and agriculture in Nigeria and women and rice production in Sierra Leone. UNCTAD'S Technology Division began research relating to technology policies and planning in the agro-food industry, including food processing, and considered this to have greatest direct relevance to women and food systems. A new Intergovernmental Group of Experts on Food Processing was formed and will hold its first meeting during 1982. The Group has as its mandate to deliberate on all technology related issues in the food processing sector, including human resources development. UNRISD's research on the impact on women of socio-economic changes in Africa South of the Sahara contributed to closer co-ordination among various projects, including that on "Food Systems and Society". UNU began in 1979 a special study on women in food systems within a wider ecological, socio-economic and political context. Five case studies were carried out in Costa Rica, India, Indonesia and Sri Lanka. 17/

160. Policy formulation. WFC's food strategy concept aims to bring together all elements of food production, consumption and distribution in an action-oriented framework which will facilitate government decision and priority and serve as a vehicle for mobilizing external assistance.

161. It is anticipated that preparation of a food strategy will focus attention on the key role of women in all aspects of food production, distribution and consumption. Guidelines will shortly be issued on the preparation of food strategies and these will give appropriate attention to the role of women.

162. Implementation. FAO's Programme for the Prevention of Food Losses (PFL) gave emphasis to the role of women in food preservation, food processing and family resource management. Since inception of this Programme, efforts were made to ensure that rural women's responsibilities for storage and processing of food were considered in the planning of PFL training programmes.

17/ M. A. Savané. "Implications for women and their work of introducing nutritional considerations into agricultural and rural development projects", Food and Nutrition Bulletin vol. 3, No. 3 (July 1981), pp. 1-5.

FAO conducted a series of studies on socio-economic effects of PFL projects. Women have participated in FAO training courses on food hygiene and control of environmental contamination of food. The FAO Inter-Departmental Working Group on Training recognises the importance of the role of women as food producers, and efforts are being made to ensure that they have increased access to credit and marketing facilities.

163. The WFP continued to utilize food as investment capital for development, thereby directly and indirectly promoting the advancement of women. At its Ninth Session in 1980 the Committee on Food Aid Policies and Programmes unanimously agreed that the Programme should assist projects designed to integrate women in development. The Programme assisted 88 projects aimed at feeding or improving the nutritional status of expectant and nursing mothers and supported with food aid projects in the field of rural community development which included special training for women and girls in local handicrafts and other income-generating activities aimed at enhancing their financial status and independence. Extension workers engaged in the implementation of certain WFP-assisted projects have succeeded in organizing co-operatives run for and by rural women, to utilize funds raised by the project. WFP presented a document to WCUNDW providing specific guidance on types of projects in which food aid could be effective in improving the situation of women (A/CONF.94/BP.5). 18/ IFAD was concerned with the rural poor but there was a growing awareness of the need to see that programmes had a positive impact on the economic and social well-being of poor women, often the most vulnerable section of the Fund's target groups.

164. In 1980 UNICEF's Board agreed that the Fund should help develop income-generating programmes for women that derived from food production activities, including training and making available cash grants for credit schemes.

165. ATRCW/ECA started in 1975 a village appropriate technology programme largely concerned with improving food production. It sponsored in Ethiopia in 1981 a three-month training programme in optimal nutritional use of foods donated for relief for women. Supported by VF/UNDW this was a joint project with the Ethiopian Nutrition Programme.

166. The African Women's Volunteer Task Force, a part of ATRCW/ECA, conducted a Workshop to Improve the Quality of Rural Life for Women Leaders

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18/ See also: Women in food-for-work: the Bangladesh experience (Rome, WFP, 1970).

and Trainers from newly-liberated Lusophonic Countries of the Africa Region in May 1981 and projects in improved techniques of smoking fish in the Ivory Coast and on training in catering in Ghana, supported by VF/UNDW. In June 1981 a workshop on food preservation and storage was held in Dakar for participants from Francophone countries in West Africa and a Rural Development Officer with training at the doctorate level in food crops produced by women, joined the Centre. The Centre prepared a project designed to reduce food losses through appropriate technology and developed a project in improved food production through more effective extension services for women.

167. UNIDO attempted to alleviate the traditional burden of food production by means of application of appropriate technology within its technical assistance programmes. A circular was addressed to field staff concerning women's role in development, and technical assistance to women in rural areas was given priority within its programme.

168. Monitoring, Review and Appraisal. As part of its systematic review of projects in order to improve future policies and operations concerning women in development the World Bank reviewed the situation of women in agriculture, with particular reference to their contribution to food production in countries in which Bank support for agricultural policies was designed to raise the level of self-sufficiency.

XI. INDUSTRIALIZATION

A. Information Collection and Research

169. AWB-CSDHA/DIESA prepared a resource paper for an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in December 1981.

170. UNIDO, as part of its research programme on industrial redeployment, commissioned a consultant's report on the role of women which gives particular attention to the situation in Asian export-oriented industries. 1/

171. UNITAR studied the impact on women of scientific and technological change as part of an effort to diminish any adverse effects on women of the redeployment of industry and transfer of technology. 2/ ESCAP studied the impact on women of trans-national corporations operating in export-oriented industrial sectors. 3/

172. Particular attention was given by ECA, ECLA and ESCAP, with support from VF/UNDW, to studies of application of appropriate technology to small-scale industries in rural areas of developing countries. 4/ One such study,

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1/ Women in the redeployment of manufacturing industry to developing countries (Vienna, UNIDO, 1980), (UNIDO/ICIS.165).

2/ Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds) Science and Technology in a Changing International Order, vol. II Scientific-technological change and the role of women in development (Boulder, Colorado, Westview Press, forthcoming, 1981).

3/ Myrna Blake, A case study of women in industry (Bangkok, APCWD, April 1980).

4/ Diana Opendo, Report of the Workshop on handicrafts and small-scale industries development for women in francophone countries. Addis Ababa, Ethiopia, 27-30 November 1978 (ATRCW/SDD/ITW/80/02); A case study on the modernization of the traditional handloom weaving industry in the Kashmir Valley (Bangkok, APCWD, April 1980).

undertaken in Egypt, Sudan and Ghana, examined existing technologies on the premise that until these were adequately understood it would be inappropriate to introduce "improved" exogenous versions. ECA gave attention to women and industrial co-operatives. 5/ Following its organization of a preparatory meeting on the role of women in industrialization in developing countries held in November 1978 6/ UNIDO undertook studies in 1979 on the role of women in otherwise successful rural industrialization programmes in U.R. Tanzania and India. A study in Kerala, India, confirmed an inordinate potential for women's participation in small-scale industries, particularly in branches hitherto not considered appropriate, such as electroplating and foundry work. In 1980 ESCAP conducted a workshop on the role of women in social progress and development in industry.

173. Studies of women in food industries were undertaken or planned by UNIDO and UNITAR, and UNIDO studied the situation in another traditionally female industry, textiles. Comprehensive national studies were made by ESCAP 7/ and ECA 8/ and were carried out by ECLA. Two consultants' reports on national experience in the formulation and carrying out of policies for women's advancement for Ghana and Sri Lanka were prepared for the Expert Group on Women and the IDS meeting and give specific attention to women's role in industrialization. 9/ UNIDO sponsored a seminar

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5/ Women and co-operatives: Egypt, the Libyan Arab Jamahiriya and the Sudan (ECA/ATRCW/RES/02/80).

6/ Women and industrialization in developing countries (ID/251 A/CONF.94/BP.1).

7/ Soon Young Yoon, Study on the role of young women in the development process, especially in industry, in selected countries of the ESCAP region (Bangkok, ESCAP, December 1979).

8/ Olubanke Akerele, Women Workers in Ghana, Kenya, Zambia: a comparative analysis of women's employment in the modern wage sector (Addis Ababa, ECA, 1979), (ATRCW/SDD/RES62/79).

9/ Mechtild Petritsch, Women and Development in Ghana, and Women and development in Sri Lanka, (Vienna, CSDHA, 1981).

held at Sofia, Bulgaria, in October 1981 on the role of women in the development of industrial branches traditionally employing female labour.

B. Policy formulation

174. AWB-CSDHA/DIESA, presented a draft policy statement on women and industrialization to an Expert Group Meeting on Women and the IDS held early in December, 1981. The WFC is supporting the formulation of comprehensive national food strategies, including food processing industries, and was shortly to issue guidelines designed to ensure an appropriate consideration of women's role within such strategies.

C. Implementation

175. Considerable attention was given to training in industrial activities. ATRCW/ECA organized an African Women's Volunteer Task Force which operated within the context of TCDC, Volunteers transmitting their skills in small-scale industrial techniques and management. ECA's Handicrafts and Small Industries Unit established several pilot projects (Ethiopia, Sudan and Somalia) and organized workshops in vocational training (Ivory Coast). ESCAP also conducted a training course on women's mobilization in industry. UNITAR included among topics examined in a recent study the need for training programmes which would enable women to take advantage of all aspects of new agro-technology. 10/

176. Substantial support was given to application of appropriate or intermediate technology to make more effective women's participation in small-scale industries, mostly in rural areas. VF/UNDW supported projects of this type in Africa and Asia. UNICEF supported comprehensive programmes for women in manufacturing which included cash grants for credit schemes and training. ESCAP and the World Bank were particularly concerned to support small-scale industry programmes using improved technology for those women, formerly engaged in traditional industries, displaced by the introduction of large-scale plants using advanced technology.

10/ Z. Tadesse, Women and technology development in agriculture: an overview of the problems in developing countries (New York, UNITAR, 1979).

177. UNIDO engaged in activities related indirectly to rural development and the satisfaction of basic needs, for example manufacture of food, clothing, shelter and agricultural inputs; development of small-scale and medium-scale industries located in rural areas; using improved technology and non-conventional energy. Some projects were specifically geared towards women, for example one upgrading technologies used by women potters in Bolivia. Other projects were being prepared including a global project for integration of women in rural industrialization, rural technology for women in Africa, promotion of industrial co-operatives, inter-regional projects for upgrading the managerial and entrepreneurial role of women and development of women's cottage industries. However, UNIDO considered more effective an approach which promoted women's interests within all technical assistance activities by means of the provision of special instructions on the formulation of projects designed to ensure women's participation to the fullest extent.

D. Monitoring, review and appraisal

178. Because of financial and staff constraints, UNIDO has not been able to review the impact of all its programmes on women. Its Interdivisional Working Group on Women and Industrialization recently recommended that staff in charge of evaluating technical assistance projects should be instructed to assess the impact of these on women, and that this evaluation should be an item on the agenda of each tripartite review.

XII. SERVICES

A. Household services

179. Information Collection and Research. Work on rural women in developing countries included a substantial component concerned with household work, but little specific work on the topic was undertaken, and little was undertaken concerning women in urban household services. AWB-CSDHA/DIESA collected information for use in the preparation of a resource paper during 1982. UNICEF assisted Ethiopia and Swaziland to undertake surveys. FAO continued methodological work on the study of women in rural households. 1/

180. Policy Formulation. UNCTC assisted in the formulation of a Code Conduct for TNCs which included provisions concerning consumer protection of direct relevance for women's activities.

181. Implementation. DTCD provided training in effective use of new technologies to ease domestic work in Bahrain, Democratic Yemen, Oman, Saudi Arabia and Syrian Arab Republic. ATRCW/ECA continued its village appropriate technology programme, which included improvement of construction methods for housing, raised stoves and pit latrines. ECWA submitted to VF/UNDW a project to train women in maintenance of household appliances and related electrical equipment in Jordan. UNIDO's technical assistance activities were relevant to provision of clothing, shelter and non-conventional energy resources, in particular to development of water pumps and domestic energy systems (kitchen stoves, bio-gas plants, windmills and simple solar energy equipment). UNICEF supported development and use of appropriate technology. It advocated expansion of the roles of men in family life and child care. WHO developed within its Tropical Disease Research Programme research capabilities and management strategies for controlling water-borne disease vectors as well as evaluating their social and economic causes and consequences. IFAD gave increased attention to ensuring that programmes had a positive impact on the well-being of women, particularly poor rural women.

1/ Preparation of baseline studies on women in rural households (Rome, FAO, 1981).

B. Human settlements

182. Information Collection and Research. VF/UNDW supported a sub-regional Symposium on Women and Appropriate Technology, related particularly to manufacturing and construction. In 1980 APCWD/ESCAP conducted a Colloquium on Development Planning and Environmental Issues Affecting Women, with particular reference to housing, community facilities and public utilities. UNCHS reported to the Commission on Human Settlements at its third session on the development of rural settlements including the problems experienced by women living in rural areas. The recommendations were reflected in revised and expanded Work Programmes for 1980-81 and 1982-83 and the medium-term plan for 1984-89. Programmes were aimed at propagation of women's role in the development and improvement of human settlements, including training for decision-making. The Centre began preparation of a publication which would include consideration of the status of women in rural settlements based on a global survey of conditions in nine low-income developing countries. Particular attention was given in 1980 to the promotion of the full participation of women in the planning and implementation of projects in human settlements, science and technology projects which could be developed for possible funding by UNIFSTD.

183. Policy Formulation. UNCHS sought to assist governments in the adjustment and development of their human settlements policies in order to ensure the fullest consideration of women's needs and potential contribution.

184. Implementation. UNCHS put special emphasis on greater involvement of women in all relevant technical cooperation activities, including spatial aspects of national and urban/metropolitan development planning. 3/ The Centre made consistent efforts to develop technical activities targeted for the development of weaker sections of the population, including women. Within action-oriented programmes the areas of development planning included site-and-service schemes, urban development projects, environmental protection, programmes for disaster prevention and reconstruction and energy considerations and conservation in human settlements. Incorporation of special programme elements that benefit women required intensified training. FAO cooperated with appropriate NGOs to identify and strengthen rural service centres for women and their families.

3/ Women in human settlements development (Nairobi, UNCHS, June 1980).

185. Monitoring, Review and Appraisal. UNCHS sought to re-inforce a systematic evaluation procedure.

C. Tourism

186. Information Collection and Research. AWB-CSDHA/DIESA began preparation of a resource paper for an Expert Group Meeting on Women and Development Planning to be held at Vienna, Austria, in 1982. ESCAP tried to assess the participation of women in tourism, and a project was included in this regard in the work programme for 1982-1983. It will involve the study by the Integrated Rural Development Section of the effects on women of a Pilot Atoll Development Project in Maldives which includes a tourism component.

187. Policy Formulation. AWB-CSDHA/DIESA prepared a preliminary policy statement on this topic for examination at an Expert Group Meeting on Women and the IDS held at Vienna, Austria in early December 1981.

D. Other Services

188. Information Collection and Research. SDB-CSDHA/DIESA undertook research on women and cooperatives. The Population Division/DIESA investigated the implications for women's employment in service and sales occupations of rapid growth in large cities of developing countries. ESCAP undertook regional and national studies on the role of women in commerce. ECWA began action-oriented research on self-help activities in non-formal services among women in peri-urban areas in Egypt, Jordan and Syria.

189. Policy Formulation. WFC's food strategy concept aimed to bring together all the elements of food production, distribution and consumption in an action-oriented framework which would facilitate government decision-making and priority allocation and serve as a vehicle for mobilizing external assistance, it being anticipated that attention would be focussed on the key role of women in all these aspects.

190. Implementation. VF/UNDW supported a farm produce marketing project of the Kumasi Cooperatives Society in Ghana. ATRCW/ECA organized a

workshop on the marketing of farm and marine produce in Dakar, Senegal, in June 1981. APWCD/ESCAP continued studies of women in the informal sector [4], in business investment in Papua New Guinea and in transportation services in Tuvalu. [5] DTCD included an additional component on women, mostly involving training, in an increasing proportion of the projects. In Burundi women were trained to work in a mineral survey laboratory. A public administration project for training civil servants had a special component for women's in-service training. UNCHS prepared to provide training to prepare women for active and meaningful participation in decision-making in development of rural and urban services and infrastructure. UNICEF prepared to expand its work of helping to develop income-generating programmes for women in trade.

191. FAO included women within training programmes on such subjects as radio installation and maintenance. UNESCO supported training in public administration, notably in education and health, and gave particular attention to improvement of access to employment and conditions of employment for women in the education sector. Substantial efforts were made to improve teacher training for young women.

192. ICAO and WIPO awarded an increasing number of training scholarships and fellowships to women. In WIPO the planning and supervision of development cooperation projects consistently involves women staff members and consultants: for example, from 1979 to 1981 seven positions in an ongoing project to modernize the Brazilian patent system were filled by women experts.

4/ Case studies on women in the informal sector (Bangkok, APCWD, 1980).

5/ V. Griffen. "The Goroka Women's Investment Corporation" and R. Lechte. "The construction of a commercial wharf and marine training school Tuvalu and its socio-economic implications on women". In Case studies on women in the Pacific (Bangkok, APCWD, 1980). pp. 34-45 and pp. 46-47 respectively.

XIII. EMPLOYMENT AND MIGRATION [1/]

A. Employment

193. Information Collection and Research. The issue was included within broader research programmes undertaken by the DRPA, DIESA, and by ECE. However, ILO remained the principal agency engaged in the topic. Its programme proposals for 1982-1983 were substantially revised so that analytic research would be expanded. A study was added on women's employment in industrialized countries with emphasis upon the impact of micro-electronic technology on women's jobs. [2/] For WCUNDW a consultant prepared a report on the development of micro-electronics and women workers (A/CONF.94/26) and the Secretariat prepared a report on the effects of science and technology on women's employment (A/CONF.94/29). Statistical work continued in the Population Division, DIESA (demographic aspects), Statistical Office, DIESA (concepts and methods suitable for statistics collection) [3/] and in the ILO itself.

194. Policy formulation. ILO continued to support the establishment and development of national institutional arrangements (national machineries) designed to ensure effective consideration of issues concerning women's employment within national economic and development planning. However,

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1/ Most activities were concerned with employment in rural development, industry and the service sector, and are examined in chapters XI, XII and XIII. Activities related to women's employment of a more general nature are summarised here. See also the Report of the ILO to the Commission at its present session on its activities of special interest to women (E/CN.6/....).

2/ The ILO has already published a general study on this topic: J. Rada, The impact of micro-electronics: a tentative appraisal of information technology. (Geneva, 1980).

3/ Sex-based stereotypes, sex biases and national data systems (ST/ESA/STAT/99), (June 1980).

UNCTC, preparing a Code of Conduct for TNCs, reported that specific reference to women's employment would not be included, although reference would be made to the ILO Tripartite Declaration, which itself includes substantial provisions concerning the matter, while provisions would be incorporated relating to employment, working conditions and industrial relations in general.

B. Migration

195. Information Collection and Research. Several organizations continued the previous substantial work of the system: Population Division, DIESA, (demographic aspects); ECLA, ECWA (in the context of brain drain from Arab countries); ESCAP (in the context of youth); UNITAR (in the context of technological development in agriculture); 4/ UNRISD (in Upper Volta) and the World Bank 5/.

196. AWB-CSDHA/DIESA prepared a review of recent developments for the Commission on the Status of Women at its twenty-ninth session.

197. Policy Formulation. UNFPA assisted governments formulate policies concerning population re-distribution and its effects on women's responsibilities, roles and reproductive behaviour.

4/ Z. Tadesse, Women and technological development in agriculture: an overview of the problems in developing countries (Science and Technology Working Paper Series, No. 9), (New York, UNITAR, 1979).

5/ Demographic aspects of migration in West Africa (World Bank Staff Working Paper No. 414), (Washington, D.C. September 1980).

XIV. NATURAL ENVIRONMENT AND CONSERVATION OF RESOURCES

A. Protection of the Natural Environment

198. Information Collection and Research. Particularly through their role as collectors of fuel, users of water and as agriculturalists women in developing countries have a significant impact upon such environment problems as desertification and widespread soil erosion. Conversely, the natural environment, and particularly its harsh and hazardous aspects, affects directly most such women. These mutual relationships are not known to have been comprehensively studied.

199. AWB-CSDHA/DIESA prepared a resource paper for an Expert Group Meeting on Women and the International Development Strategy held at Vienna, Austria, early in December 1981. UNEP published a series of pamphlets describing salient aspects of the relationships involved. FAO included women trainees within courses on monitoring soils for salinity and sodicity, soil conservation and control of environmental contamination of food.

B. Use and conservation of fuel and energy resources

200. Information Collection and Research. AWB-CSDHA/DIESA organized an Expert Group Meeting on Women and the IDS at Vienna, Austria, in December 1981, for which a consultant prepared a review paper.

201. Policy Formulation. AWB-CSDHA/DIESA prepared a statement and informal inputs for UNCNRSE and prepared a draft policy guideline paper for revision at the Expert Group Meeting on Women and the IDS.

202. Implementation. VF/UNDW paid greater attention to the important relationships between energy policies and the condition of women. In 1980 and 1981 ARTCW/ECA and FAO organized Seminars on Fuel and Energy Development for Rural African Women for Sahelian and eastern and southern African countries. A co-ordinator-sociologist was hired to improve use of firewood through fuel saving cooking stoves in the Sahel. In Senegal, women's groups tested and demonstrated use of such stoves. ATRCW/ECA undertook jointly with the Science and Technology Unit of the Commission's

Natural Resources Division a project supported by the Government of India designed to identify, develop and demonstrate energy technologies suitable for use by rural women. An ESCAP Expert Group Meeting on Women and Forest Industries was convened and stimulated a number of national projects, including a five year project on forest industries, village woodlots and improved stoves in Thailand. DTCD widened the scope of rural energy projects so that the possible implications for women of various technical alternatives were not over-looked. UNIDO supported the technical development of more effective domestic rural energy systems and equipment including bio-gas plants, windmills and simple solar energy equipment. FAO included women trainees within courses on small-scale bio-gas production. Its field projects included the holding of meetings and seminars on fuelwood and energy for rural women.

C. Use and conservation of water resources

203. Implementation. DTCD adjusted those rural water resource development projects which involved introduction of new equipment to allow for the training of women in its maintenance. ATRCW/ECA re-printed its study on "Improving Villages Water Supplies in Ethiopia". UNIDO re-considered means whereby it could assist governments in formulating and executing pilot projects for the development of technologies which would include production of such simple industrial inputs for agriculture as water pumps. UNICEF's European office co-ordinated the production of an information kit on women, water and sanitation under the aegis of the JUNIC's Ad-hoc Sub-group on Women and Development. UNDP took steps to safeguard women's interests in projects initiated under the aegis of the IDWSSD. UNEP issued several leaflets on women and water. FAO included women trainees in a course on farm water management. WHO's Special Programme on Tropical Disease Research recognized that women's economic and domestic responsibilities put them in contact with water-born disease vectors and developed research capabilities and management strategies for controlling these diseases as well as evaluating their social and economic causes and consequences. IFAD supported many projects which included provisions for improvement in the supply of safe drinking water specifically as a means of reducing women's drudgery.

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List of abbreviations

ACC	Administrative Committee on Co-ordination
APCWD/ESCAP	Asia and Pacific Centre for Women and Development/ESCAP
ATRCW/ECA	African Training and Research Centre for Women/ECA
AWB-CSDHA/DIESA	Advancement of Women Branch, CSDHA/DIESA
CAA	Centre Against Apartheid, PSCA
CCSQ(Prog.)	Consultative Committee on Substantive Questions (Programme Matters)
COMM NAM	Office of the UN Commissioner for Namibia, United Nations Secretariat
CPCJB-CSDHA/DIESA	Crime Prevention and Criminal Justice Branch, CSDHA/DIESA
CSDHA/DIESA	Centre for Social Development and Humanitarian Affairs, DIESA, United Nations Secretariat
DIEC	Director-General for Development and International Economic Co-operation, United Nations Secretariat
DIESA	Department of International Economic and Social Affairs, United Nations Secretariat
DPI	Department of Public Information, United Nations Secretariat
DRPA/DIESA	Office for Development Research and Policy Analysis, DIESA
DTCD	Department of Technical Co-operation for Development, United Nations Secretariat
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLA	Economic Commission for Latin America
ECWA	Economic Commission for Western Asia
ESCAP	Economic and Social Commission for Asia and the Pacific
FAO	Food and Agricultural Organization of the United Nations
GATT	General Agreement on Tariffs and Trade
HR	Division of Human Rights, PGAA/SG
IAEA	International Atomic Energy Agency
ICAO	International Civil Aviation Organization
ICSTD	Inter-governmental Committee on Science and Technology for Development
IDS	International Development Strategy
IDWSSD	International Drinking Water Supply and Sanitation Decade
IFAD	International Fund for Agricultural Development
IFSTD	Interim Fund for Science and Technology for Development, United Nations
IILS	International Institute for Labour Studies
ILO	International Labour Organization
IMCO	Inter-Governmental Maritime Consultative Organization
IMF	International Monetary Fund

INSTRAW	International Research and Training Institute for the Advancement of Women
ITU	International Telecommunication Union
ITC	International Trade Centre - UNCTAD/GATT
IYDP	International Year of Disabled Persons, Secretariat, CSDHA/DIESA
JUNIC	Joint United Nations Information Committee
NIEO	New International Economic Order
OUSG/DIESA	Office of the Under-Secretary-General, DIESA
PGAA/SG	Office of the Under-Secretary-General for Political and General Assembly Affairs
Political	Political Affairs Division, PSCA
Pop/DIESA	Population Division, DIESA
PPCO/DIESA	Office of Programme Planning and Co-ordination, DIESA
PSCA	Department of Political and Security Council Affairs, United Nations Secretariat
SDB-CSDHA/DIESA	Social Development Branch, CSDHA/DIESA
Stat-DIESA	Statistical Office, DIESA
SUPR-PGAA/SG	Special Unit on Palestine Rights, PGAA/SG
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCSTD	United Nations Centre for Science and Technology for Development
UNCLDCS	United Nations Conference on the Least Developed Countries
UNCNRSE	United Nations Conference on New and Renewable Sources of Energy
UNCTAD	United Nations Conference on Trade and Development
UNCTC	United Nations Centre on Transnational Corporations
UNDP	United Nations Development Programme
UNDRO	United Nations Disaster Relief Co-ordinator, Office of
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational Scientific and Cultural Organization
UNFPA	United Nations Fund for Population Activities
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development
UNITAR	United Nations Institute for Training and Research
UNRISD	United Nations Research Institute for Social Development
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSDRI	United Nations Social Defence Research Institute

UNSWDCAP	United Nations Social Welfare and Development Centre for Asia and the Pacific
UNU	United Nations University
UPU	Universal Postal Union
VF/UNDW	Voluntary Fund for the United Nations Decade for Women, CSDHA/DIESA
WAA-CSDHA/DIESA	World Assembly on Ageing, Secretariat, CSDHA/DIESA
WCUNDW	World Conference of the United Nations Decade for Women
WFC	World Food Council
WFP	World Food Programme
WHO	World Health Organization
WIPO	World International Property Organization
WMO	World Meteorological Organization

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND RURAL DEVELOPMENT, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationship between women and rural development. Information on activities concerned with rural industrialization is included in the working paper on women and industrialization (No. 11); information on women and food systems, largely concerned with rural women, is included in working paper No. 9; on activities concerning general aspects of vocational and technical training, in the working papers on women and education (No. 14) and activities concerning health, reproduction and family responsibilities and women in local level planning in the working papers on those topics (Nos. 15, 16 and 19).

This working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATIONS COLLECTIONS AND RESEARCH

A. General aspects 1/

The Office for Development Research and Policy Analysis of the United Nations Department of International Economic and Social Affairs undertakes regular surveys of world economic, social and demographic trends and policies. Issues such as employment, internal migrations, urbanisation, agricultural production and the introduction of new techniques in the production process, which have a direct bearing on the situation of women in rural areas, are analyzed in these surveys. For instance, the latest issue of the report on the world social situation included a discussion on the role of women and changes in family life styles with particular reference to women in agriculture. The Office also conducts research projects on rural development and the distribution of income, services and economic opportunities between regions and social groups. This research identifies some factors and policies shaping the changing conditions of women in urban and rural areas.

The Statistical Office of the United Nations Department of International Economic and Social Affairs identifies, as the most fundamental sources of statistics on the role and status of women in rural areas, population, housing and agricultural censuses, household surveys and vital statistics. Few if any other sources are feasible for timely, periodic and reliable statistics which directly concern women and provide urban-rural breakdowns. Consequently the Office assists countries in the development of these statistics and of these basic statistical sources in the following ways:

a) development of statistical concepts and methods for carrying out these basic collection programmes in countries, particularly developing countries and with special attention to the problems of statistics collection in rural areas; 2/

b) provision of substantive (technical) backstopping, including direction of the National Household Survey Capability Programme, to the Department of Technical Co-operation for Development for all technical co-operation projects in statistics and statistical data processing executed by the United Nations. 3/

1/ See also working paper No. 10 on women and macro-economic processes and policies.

2/ Major United Nations publications prepared by the Statistical Office in this field include Principles and Recommendations for Population and Housing Censuses, Sales No. E.80.XVII.8, Principles and Recommendations for a Vital Statistics System, Sales No. E.73.XVII.9, and Handbook of Household Surveys Draft Revision), English only (DP/UN/INT-79-2 and Adds. 1 and 2).

3/ United Nations work in this area is described in more detail in the following reports of the Secretary-General to the Statistical Commission at its twenty-first session: "Progress report on the 1980 World Population and Housing Census Programme" (E/CN.3/546), "Progress report on civil registration and vital statistics" (E/CN.3/547) and "Progress report on the National Household Survey Capability Programme" (E/CN.3/556).

These projects accounted for about $US35 million of expenditures in 1980, of which about two-thirds was for population and housing censuses, vital statistics and household surveys;

c) promoting the co-ordination, through the ACC-Sub-committee on Statistical Activities, of international statistical services, with special reference to the development of social indicators, including particularly indicators on women of rural development and agrarian reform. 4/

Currently the Office is working with the FAO to ensure the development of appropriate indicators on women within the FAOs overall programme for the development of socio-economic indicators of agrarian reform and rural development, undertaken pursuant to the Programme of Action of the World Conference on Agrarian Reform and Rural Development.

The Population Division of the United Nations Department of International Economic and Social Affairs published in 1979 a major study which included a major analysis of the impact of urbanization on women's occupational distribution. 5/ One of the findings suggested that women's role in agriculture tended to decline with the level of development in both rural and urban areas in developing countries, whereas the opposite appeared to be the case in developed countries.

The Advancement of Women Branch, of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has undertaken significant activities in the area of policy-oriented research. Throughout the period refinements of the system of monitoring international strategies and instruments concerning women by means of the system-wide procedures of the Integrated Reporting System on the Status of Women which the Branch operates has made possible clearer identification of the special problems of women in rural development. The reference centre and data bank maintained on all aspects of women's role in development will be expanded and refined. It includes substantial material on this topic. The Branch is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. Among the themes to be examined will be that of the present topic. A resource paper on this topic will be prepared for discussion at the Meeting, which will indicate further research which might be undertaken by the Branch, INSTRAW and other United Nations organizations and specialized agencies. Consultants' reports have been prepared for this meeting on women in development on Ghana and Sri Lanka, and these give substantial attention to this topic. In 1981-83 the Branch will continue preparation of a series of country studies on national experience in the formulation and implementation of policy designed to improve women's status and effective participation in development. It will prepare also a comprehensive intersectoral and multi-disciplinary World Survey of the role of women in over-all development. In each of these, the matter of women's contribution to rural development and women's conditions in rural areas will be fully examined.

The Branch has contributed inputs to international conferences and programmes relevant to women in rural areas, notably the United Nations Conferences on New and Renewable Sources of Energy and on the Least Developed Countries.

In a major study to be completed during 1981, the Branch is undertaking a study of rural women workers with special reference to labour legislation and maternity protection.

4/ "Report of the ACC-Sub-committee on Statistical Activities on its Fifteenth Session (Washington, 27 April - 1 May 1981)".

5/ Patterns of Urban and Rural Population Growth (United Nations publication, sales No. E.79.XIII.9)

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has published since July 1981 an Annotated Bibliography on Women and Development in the United Republic of Tanzania which gives special attention to women and rural development. It has sponsored research on the situation and needs of women and agriculture in Nigeria and women and rice production in Sierra Leone.

The Economic Commission for Latin America has undertaken national and regional studies analysing the condition of women in rural Latin America. These have included examination of the role of women in agriculture and the social and sexual division of labour. Comprehensive studies have been published which contain specific sections concerning rural women. 6/ A directory of institutions and research activities concerning rural women has been prepared 7/ and a bibliography was under preparation in May 1981 8/.

The Economic Commission for Western Asia undertook a review of the situation of women in the region which formed the basis for a chapter on rural women in its study prepared for the Regional Preparatory Meeting for the World Conference of the United Nations Decade for Women held at Damascus, Syria, in December 1979. 9/

The Commission will begin in July 1981 a project supported by the Voluntary Fund for the United Nations Decade for Women which will undertake action oriented research on the nature, appropriateness and effectiveness of social services for rural women in Democratic Yemen, Iraq, Jordan and Yemen. Research will be followed by the preparation of guidelines for provision of appropriate rural social services and for the re-training of social workers.

The United Nations Development Programme, in response to numerous international resolutions and recommendations, emphasizing the need to pay special attention to the problems of rural women in developing countries, took the initiative to organize a joint Agency/UNDP action-oriented assessment of rural women's participation in development in the fall of 1978. It enjoyed the substantive collaboration of FAO, the ILO, the United Nations, UNESCO, UNIDO, WHO, the regional commissions, UNFPA, UNICEF and WFP. Although the assessment was initiated prior to WCARRD, its general objective was to improve the capability of the United Nations development system to offer practical advice to governments concerning women's participation in rural development. As such, it is congruent with the Programme of Action approved by WCARRD, as far as the latter addresses itself to the mandate of UNDP, which is that of funding technical co-operation activities. To the extent that governments choose to devote their technical co-operation programmes to the implementation of the WCARRD Programme of Action, UNDP may also be directly involved in this work.

A report of the assessment was published in time for presentation to the World Conference of the United Nations Decade for Women in 1980.10/

6/ La situación de la mujer en América Latina y el Caribe en relacion con el cumplimiento del Plan de Acción Regional (E/CEPAL/CRM.2/L.2); Aportes para el diagnóstico y la promoción de la integración de la mujer en el desarrollo de América Latina y el Caribe (E/CEPAL/CRM.2/L.3).

7/ Integración de la mujer en el desarrollo de América Latina: Directorio (E/CEPAL/G.1102).

8/ E/CEPAL/G.1100.

9/ Recent changes and trends in the situation of women in the ECWA region

10/ Evaluation Study No. 3, New York UNDP, 1980. Available in English, French and Spanish.

It contains a conceptual framework for the study; regional reviews of technical assistance projects involving rural women; four intensive country case studies covering one country for each of the main developing regions: Rwanda for Africa, Syrian Arab Republic for the Arab States, Indonesia for Asia and the Pacific, and Haiti for Latin America; a review of relevant parts of the interregional and global programme of UNDP; and a summary of findings and recommendations.

The most important finding of the assessment is that government understanding of and interest in programming for rural women's participation in development have reached the point where action is in most instances not only possible but welcome and opportune. This is amply illustrated by the numerous proposals for projects and project activities that were prepared in close consultation with respective governments by the programming missions that constituted an integral part of the above-mentioned country case studies. Many of these proposals concerned women's participation in large-scale rural development programmes designed to assist small-scale farmers to increase their output through the provision of extension services, fertilizers, credit and markets, etc. Others involved much needed education and training facilities and the provision of community-based health delivery and other public services. All of these proposals are consonant with the WCARRD Programme of Action.

In respect of the United Nations development system, the assessment notes that heightened awareness is not enough. Recognizing the importance of women's participation in development will not of itself ensure that such participation takes place. Obstacles in the form of lack of experience and competence, bureaucratic inertia, persistent attitudinal barriers within United Nations organizations as well as governments still need to be overcome. To deal with these problems, the study recommends more effective programming assistance concerning women's role in development. To effect the necessary changes, steps have been taken to introduce the necessary new elements in the UNDP staff training programme and to modify a number of administrative and operational procedures including emphasis on the potential for special programming assistance from the Voluntary Fund for the United Nations Decade for Women (UNDP/PROG/79 and UNDP/PROG/79 Add. 1).

Several substantive findings of the assessment challenge the validity of various current ideas in development planning: others confirm new ideas that have emerged in recent years. The following may be mentioned: the data base for planning for women's participation in development is deficient as illustrated by substantial discrepancies in the information obtained from census and survey programmes compared with intensive village-level studies; much of women's productive work goes unrecorded; children become net economic contributors to the family income at a very early age; in the face of increasing shortages of cultivable land, women's productive efforts may switch from cultivation towards distribution, thereby creating an efficient marketing system for foodstuffs and making a highly significant contribution towards the survival pattern of the poor - Haiti is an extreme case of this type of adaptation; there is an urgent need for rural industrial development as a means of increasing the productivity of rural employment, a large portion of which already consists of non-agricultural work, and stemming the excessive flow of rural-urban migration; the facilities for education, training and health care, not least preventive health care, are urgently needed.

Since completion of this major study, and as part of its interregional programme, UNDP is contributing to an action-oriented study of the role of women in rural development in five different countries. Its basic modus operandi consists of 11 village studies, conducted by researchers from the participating countries.

The United Nations High Commissioner for Refugees has proposed research projects to study conditions which specifically hinder women refugees from achieving durable solutions to their problems, and the role of refugee women in development.

The United Nations Institute for Training and Research contributes to the integration of women in rural development through the analysis and dissemination of information on the situation of rural women as it relates to changes such as those in land distribution, technology, crops and production structures. The problems experienced by women as a result of migration from rural to urban areas, the need for training programmes which will enable women to take advantage of all aspects of new agro-technology and the impact of agro-business on women's traditional work in rural areas are among the topics examined in a recent UNITAR study.1/ A UNITAR Conference in New Delhi, 11 - 17 March 1980 on "Alternative Development Strategies and the Future of Asia" inter alia formulated strategies for the integration of women within the context of overall rural development planning. The situation of rural women was examined in connection with such subjects as the growth of urbanism, urban/rural links, and the pauperization of the villages; the effects of contemporary agrarian development in creating alienation, landlessness, dependency and the breakdown of domestic and community solidarity; the transition from a small commodity producing peasant agriculture to large scale collective farming and the access of the rural masses to land, credit, marketing facilities, extension services and decision-making processes.

The United Nations Research Institute for Social Development has analysed the usefulness of available information on women's conditions and made an exploratory study in the Ivory Coast: a preliminary report was finished in 1978. During 1979 a more comprehensive research programme had been designed to analyse the impact of socioeconomic changes on the role and status of women in Africa South of Sahara. 2/

Considering the many facets of the problem to be investigated and the diversity of the conditions in different African countries, different basic themes for research had been proposed for the following selected countries: Upper Volta: the effects of internal and external migration on women; Ivory Coast: the impact of plantation export economy on the sexual division of labour on the role and status of women; Senegal: the impact of agricultural modernization on the role of women; United Republic of Tanzania: role and status of women in Ujama villages; Mozambique: role and status of women in the post-liberation period; Swaziland: the impact of male migration (towards either the mines or to South African industry) on women's role in agriculture.

Research in Senegal is currently in its last phase of data analysis. Research on the two case studies in Upper Volta and the Ivory Coast started respectively in August 1980 and February 1981, and will reach the last stage during the coming biennium 1982-1983.

The Institute considers that results of this research should help governments, international organizations and other representatives of relevant social forces to formulate development projects which take into account the roles of both men and women in different contexts and social classes. They should also help in defining realistic programmes specifically for women, which would permit them to rationalize their domestic activities, the formulation of programmes providing peasant cultivators (who are frequently women) with technical aid necessary to increase yields for their land.

The International Labour Organization continued its substantial activities

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1/ Z. Tadesse, Women and Technological Development in Agriculture: An Overview of the Problems in Developing Countries, UNITAR Science and Technology Working Paper Series, No. 9, (New York: UNITAR 1979).

2/ For more detailed information, see project proposal "The impact on women of socioeconomic changes in Africa South of Sahara", UNRISD/79/C.25.

supportive of rural women. Research is being planned which will include a series of studies associated with ILO projects concerning the promotion of employment of rural women. An anthology of studies will shortly appear under the title "Women and Development and the Sexual Division of Labour in Rural Societies".

The Food and Agriculture Organization of the United Nations is promoting the development, as part of national data systems, of a data base on the situation of rural women at the national level for planning, as well as monitoring and evaluation purposes. Special considerations on the life and work of rural women are emphasized in a global programme of socio-economic indicators. Guidelines for the preparation of baseline studies on women in rural households have been revised.

B. Application of science and technology

The Voluntary Fund for the United Nations Decade for Women supported in Sierra Leone, a case study on the effects of introducing improved palm oil presses in the rural villages which showed up the technical inadequacies of certain types of technology.

The African Training and Research Centre for Women (ATRCW) of the United Nations Economic Commission for Africa undertakes socio-economic studies of existing projects aimed at introducing new technologies in villages and of the role of women and technology in agriculture (Ethiopia, Ghana, Nigeria and Sierra Leone); surveys are undertaken of traditional and existing technolgies aimed at providing data on which to make recommendations for future courses of action (Egypt, Ethiopia, Nigeria, Sierra Leone, Sudan and Zambia).

The Economic Commission for Latin America, aware of the substantial impact which scientific and technical developments have had upon the situation of women in agriculture and livestock raising, has attempted to study this impact, and the resultant changes in women's role in society.

The Economic Commission for Europe prepared a summary report for the World Conference of the United Nations Decade for Women which contained pertinent findings on women, science and technology in the ECE region. 2/

The Economic and Social Commission for Asia and the Pacific hopes that by 1982 or early 1983 it will be possible to initiate an inter-regional project which would lead to the development of some appropriate technology in the various regions on an experimental basis and which would also serve as demonstration projects. Based on this experience, it is visualized that a major funding organization could be motivated to carry out research with the primary purpose of developing appropriate technology for women in the field of agriculture in particular and in other fields in general.

The United Nations Conference on Trade and Development considers that there is strong indication that present technological trends in developing countries, in terms of imported and nationally developed technology, which move against the equal integration of men and women in the development process of this sector. This bias is particularly evident in the area of upgrading and formation of skills linked to technological innovation. Whereas women constitute the largest segment of the labour force, in particular at the rural production and processing level, their participation in skill formation is minimal including that provided through extension services. To alleviate the situation, the developing countries need to adopt specific and urgent measures to ensure equal benefits to both sexes in the introduction of new, tangible and intangible technologies. 3/

2/ A/CONF. 94/14, para. 56

3/ For its activities undertaken in this regard, see working paper on women and food systems, No. 9.

The United Nations Institute for Training and Research project on "Science and technology for Development : responses to and implementation of the Vienna Programme of Action (UNCSTD)" included the recent preparation of a series of studies which included one on the effects on rural women of the implantation of modern technology in agriculture 1/.

The International Labour Organization, as a sequel to its initial phase of research on technological change and rural women, is undertaking a regional research - cum - operational project on Africa, entitled "technological change, basic needs and the conditions of rural women". 2/ Under this project, a multi-disciplinary team of professionals consisting of a development/agricultural economist, a village technology expert, and a rural sociologist/anthropologist will work together to determine how technological change can improve the condition of rural women in terms of both providing sources of income and employment as well as how it can reduce the strain, drudgery and burden of household or other types of non-remunerated and unpaid domestic work. Two case studies are planned for Ghana and Sierra Leone.

C. Vocational and technical training

The United Nations Educational, Scientific and Cultural Organisation undertook considerable activities in this matter during the period 1978 - 1980.

Inequalities in education, especially those based on sex, constitute one of the priority research themes of the International Institute for Educational Planning which has already carried out several studies in this field. 3/

As regards regional co-operation, a regional advisory group recommended that the Asian Programme of Educational Innovation for Development organize a seminar bringing together those responsible for programmes of studies on the status of women and high-level social scientists, in order to study means of launching programmes for girls and women in Member States of the region. The programmes proposed by this Programme as part of its contribution to the further promotion of women include special studies on the interrelationship between formal and non-formal education as a means of enhancing the involvement of women and youth in rural development.

D. Co-operatives

The Social Development Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and

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1/ Z. Tadesse, Women and technological development in agriculture : an overview of the problems in developing countries (Science and technology working paper series, No. 9 (New York, UNITAR, 1979); reprinted in Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds.) Science and Technology in a Changing International Order, Volume II Scientific-Technological Change and the Role of Women in Development (Boulder, Colorado, Westview Press, forthcoming 1981)

2/ See: Iftikhar Ahmed, "Technology for Women", Women at Work (Special Issue/ After Copenhagen) Vol. 2 (International Labour Organization: Geneva, 1980) p. 10.

3/ R. de Souza, Le rôle de la formation scolaire et extrascolaire dans la contribution des femmes au développement rural: l'exemple de Bénin.

Social Affairs has undertaken research on this topic 4/, which has shown that women's involvement in co-operatives was linked to the degree of their participation in society as a whole. In countries where only the male head of household could be a co-operative member and participate in co-operative decision-making, or where only a landholder might legally join a co-operative, the scope for women's participation in co-operative activities was limited even though the bulk of farm work was often done by them. There was, therefore, the understandable tendency for women to avoid selling their crops through co-operatives, since income automatically accrued to their husbands' accounts and they were ineligible for co-operative credit for their own production activities.

One way in which this situation could be remedied was to organize co-operatives on the basis of family rather than individual membership. Moreover, co-operatives organised specifically to meet the needs of women engaged in agriculture provided them with opportunities of earning additional income through improvements in provision of necessary inputs, including technical advice, and in marketing final products. Equally important was that such co-operatives, if possible with the financial help from the Voluntary Fund for Women, should provide a training ground for women in participation and decision-making.

Technical assistance to co-operatives therefore should strengthen those types of co-operatives that could improve:

- income and employment opportunities for women in agriculture;
- the living conditions of women by the distribution of food products or other basic commodities, by encouraging thrift and credit, by providing equipment and services to lighten the daily work load.

Where it was not possible to establish co-operatives of mixed membership or where a male majority might place a cultural brake on the active participation of women, the establishment of women co-operatives should be encouraged. However, the main emphasis should be rather on integrating women into the development process and all related stages of co-operative activity rather than isolating women by treating them separately.

Programmes in respect of women's access to co-operative education and training should be organized in order to encourage an informed membership of women, to permit women to take on managerial and other staff positions in co-operatives, and to be employed by agencies responsible for co-operative development.

II. POLICY FORMULATION

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria in early December 1981.

This will, inter alia, examine the relationship between women and rural development and will make recommendations concerning the design of comprehensive rural development strategies, in countries at differing levels of development, which will ensure both that women's condition is safeguarded and that the full potential of women's contribution is realised.

4/ National experience in promoting the co-operative movement: Report of the Secretary-General (A/36/115), paras. 37 - 41.

The technical and operational aspects of policy formulation and planning for women's effective participation in rural development will be taken up in detail by an expert Group Meeting on Policy Formulation and Planning to be held in 1982. The recommendations will be used in preparation of a manual on the formulation of development plans which fully take into consideration the role of women in national development. Meeting and manual will both include specific sections on the question of comprehensive planning for women in rural development.

The Economic Commission for Asia and the Pacific considers that its activities concerning women and rural revelopment should emphasize policy formulation. Thus the holding of expert group meetings and workshops is stressed because it feels that the subject is such that it still needs a breakthrough on the policy making level. Unless policy makers are aware of the input of women in the field of agriculture and are convinced that women should be trained to discharge this responsibility with greater expertise, the Commission feels that extension programme for women farmers will not be initiated by governments.

III. IMPLEMENTATION

The Voluntary Fund for the United Nations Decade for Women provides substantial assistance to rural women. Out of the nearly 200 Fund assisted projects, 37 are in the exclusive field of rural and community development. Numerous others are implemented in rural areas.

The mandate of the Fund and the guidance of its Consultative Committee have led to using the majority of its resources for support of the activities of rural and poor urban women in developing countries, in particular for the following:

- Innovative or experimental activities that may, if successful, later be funded from other sources;
- Small projects that might not be acceptable to larger funds;
- Supplementing other work without waiting for the negotiations which would precede an additional phase of an ongoing project;
- Assistance with identification and development of projects, and with the formulation and review of national development plans and country programmes.

Thus, a major purpose of the Fund is to stimulate action in areas where sufficient support of women has not as yet been forthcoming, and where assistance to women can make a positive contribution to the development process. Consequently, when requests are made to VFDW in fields where a special interest fund already exists, such as population or children, they are forwarded to those established funds. Once such referrals are made, and each relevant organization and body in the United Nations system has reviewed co-operation activities to assess both the involvement of women and the impact on them, the gaps in support for women are increasingly visible. The experience of VFDW over three years of operational activities has already pointed up several gaps - areas in which women have had insufficient access to financial and technical assistance. Among them are: energy resources; technologies; programme, project and development planning; income-raising group activities including credit and loans; and technical and economic co-operation between developing countries (TCDC and ECDC).

A specific example of a project financed by VFDW which are expected to serve as models for funding from other sources are in the field of forest conservation. In Asia, an ESCAP Expert Group Meeting on Women and Forest Industries was convened to support women's involvement in the production and appropriate utilization of forest resources. A number of national projects resulted from the Meeting. In Thailand and in Indonesia, a project on improving agro-forestry activities for women to reduce shifting cultivation introduces selection, cultivation

As major collectors and users of wood as fuel, women are also introduced to time saving devices so they can do other income producing activities. A five year project on village woodlots improved stoves and forest industries in Thailand will develop improved stoves which can conserve energy from 10 % to 30 %. Forest related small-scale activities, such as beekeeping and handicrafts are also being looked into. Another consequence of the Experts Group Meeting is a project that provides credit to groups of women in Burma, Indonesia, India, Nepal and Thailand who are engaged in forest resources-based industries such as bamboo processing and weaving, silk worm raising, dairy and poultry farming. This provision is significant particularly since lack of capital inhibits rural women's involvement in and development of these industries.

Other innovative projects among the 184 financed by VFDW offer village women access to credit through provision of revolving loan funds or collateral for income-raising activities, surveys and seminars on technologies appropriate to women's work, and studies of the viability of newly introduced technologies. These projects are well distributed in different regions. Information on training projects, on co-operative development and or application of science and technology is included in the following sections. Information on related activities concerning rural women and energy, health, nutrition, food systems and women in local level planning is included in companion working papers (Nos. 10, 15, 9 and 19 respectively).

In Jamaica, a three-year project called supporting grass roots initiatives for rural women provides training to 1,200 women, The major tasks are to get women in non-traditional jobs, and to improve their skills so that they earn higher incomes. The project is mobilized through the Women's Bureau.

The United Nations Department of Technical Co-operation for Development was in May 1981 executing several projects which aim at the integration of women into the mainstream of development activities, with special emphasis on training and self-help approaches. It is executing a project "Women in Development - SWA/75/R40" in Swaziland which has focused on income-generating activities for families headed mainly by women as the vast majority of adult male population is seeking employment elsewhere in large cities and towns; whereby the financial and other family matters have been left to women family members. This project has successfully trained women in the management of new enterprises and taught them new skills in making decisions and managing selected enterprises. Most importantly, the project has built, through the support and co-operation of other agencies and local authorities not only physical infrastructures, but also an appropriate institutional framework for financing the production and marketing of consumer articles. The project has already expanded its activities, through local organizations and associations, to several of the neighbouring areas. In addition, this projects has made some modest contribution to TCDC in the region.

A similar project has recently commenced activities in Liberia with a view to promoting the integration of women in the development process through income-generating activities.

The Department is also executing three other projects in co-operation with the Centre for Social Development and Humanitarian Affairs, Department of International Economic and Social Affairs, located in Bahrain, Oman and Saudi Arabia. These deal with the integration of women in the context of overall development of rural communities. Projects of this kind train women so that they can better avail themselves of new technologies that are being introduced in their communities, and so that they can more effectively participate in new and changing institutional structures. Women in these projects are being taught not only technical skills to enhance their economic roles and ease domestic workloads, but

also how to involve themselves and assume leadership in community affairs. Women in fact are often targeted as key people through whom assistance can be directed to the community as a whole.

The Economic Commission for Europe, and more particularly its Committee on Agricultural Problems, does not have any specific activities or programmes on the subject of women in rural development. It co-operates closely with the FAO European Commission of Agriculture on the programmes in question.

The African Training and Research Institute for Women (ATRCW) of the Economic Commission for Africa has a mandate to provide technical assistance to women in the region, with emphasis upon rural women. The Centre has undertaken comprehensive programmes supportive of rural women. In addition to those relating to aspects covered in companion working papers (health, nutrition, training, food, cooperatives,migration) which have been, for the most part, concerned with rural women, the Centre has undertaken the following activities. Special efforts have been made on behalf of the needs of women in rural areas of lusophonic countries of Africa. In May 1981 the Centre was undertaking a mission to Guinea-Bissau to assess the needs of women in rural areas in order to facilitate their integration in development. The Centre has also developed integrated rural development projects focusing on women's needs in Ethiopia and Egypt.

The Economic Commission for Latin America has given high priority to activities supportive of rural women. Technical meetings and seminars have been held as a means of exchanging experience and of identifying new activities which are required. A substantial proportion of its activities has been undertaken in close cooperation with the Food and Agriculture Organization of the United Nations, with the financial support of the Voluntary Fund for the United Nations Decade for Women.

The Economic and Social Commission for Asia and the Pacific has confined its efforts with regard to the need to increase women's participation in the cooperative movement and to ensure their access to land, credit and marketing facilities, to the creation of an awareness and understanding of women's input into agriculture and the obstacles that they face. Recently, at a meeting in Sri Lanka organized by the Marga Institute, a paper was presented on unemployment among rural women and discussions were held on this very subject before senior policy makers from a number of countries in the region. Projects have been accepted by the Voluntary Fund for the United Nations Decade for Women which concern the role of women in livestock development; in paddy cultivation; the growing of gherkins; and women's involvement in fisheries.

The United Nations Development Programme, consonant with its mandate as a funding and co-ordinating organization for technical co-operation and in accordance with General Assembly and other relevant international resolutions, including decisions taken by its Governing Council, has since 1974 undertaken a series of special activities designed to promote increased participation by women in the technical co-operation activities supported by it. In recent years the collaboration between UNDP and the Voluntary Fund for the United Nations Decade for Women has become very close, with the two organizations usefully complementing each other in their common goal of integrating women's activities into the wider development effort.

On the basis of generally encouraging results of its efforts to promote women's participation in development, UNDP took the initiative, in the fall of 1978, to a joint Agency/UNDP action-oriented assessment of rural women's participation in development, designed to further enhance the effectiveness of the advisory and programming capability of the United Nations development system.

The full report has been issued as UNDP Evaluation Study No. 3 under the title Rural Women's Participation in Development. To implement the assessment's recommendations for action, which were endorsed in full by the Governing Council, detailed instructions have been issued to all UNDP staff and made available for information to Participating and Executing Agencies (UNDP/PROG/79 and UNDP/PROG/79 Add. 1). They cover such issues as the need for training to increase staff skills in the programming and implementation of project activities of special interest to women; the need to ensure that the necessary special assistance is given to the planning, design, implementation and evaluation of women's participation in UNDP-supported projects; and the need to improve the data base for planning for women's participation in development.

UNDP also supports several other global and interregional activities, such as an action oriented study of women's participation in rural development including the safeguarding of women's interest in projects initiated under the aegis of the International Drinking Water Supply and Sanitation Decade.

The United Nations High Commissioner for Refugees, within the framework of its dual function of providing legal protection to refugees and promoting durable solutions to their plight, UNHCR is increasingly devoting attention to women refugees in view of their numbers, their social and physical vulnerabilities and their frequent difficulties in adapting to different surroundings. Women and girls constitute a majority of the over 10 million refugees in the world - a number which is increasing daily. Women refugees are exposed to severe stress as a result of the destruction of their home environments, the loss of family members and the rigors of life in refugee camps. These conditions combine to disrupt, or alter radically, their traditional roles. Consequently, programmes have been organized specifically for women refugees aimed at enhancing their social and economically useful skills, thereby increasing their participation in camp or settlement life and facilitating their eventual integration into new communities. These programmes include training in handicrafts, agriculture-based activities and training in such fields as hygiene, sanitation, pre-natal and child care, nutrition, food preparation and storage.

The United Nations Fund for Population Activities organizes, manages and evaluates rural development programmes specifically concerned with women.

The Food and Agriculture Organization's programme of work has been oriented so as to give particular attention to disadvantaged groups and to promote equity and people's participation in the development process. Within this framework, increased resources are directed towards programmes for women in rural development. Special emphasis is placed in the FAO programmes upon the rural poor, the landless, small farmers and tenants and particularly women and youth in order to achieve increased food production, equity and people's participation in development through their own organizations.

The problems of rural women are dealt with under all activities in the follow-up of WCARRD. Special attention is however given to the need to improve their social and economic conditions and to integrate them as decision makers in development. This is done in a number of ways. For example there is an FAO project "Community Action for Disadvantaged Rural Women", the aim of which is to increase rural women's ability to meet their basic needs and those of their dependents and to increase food production. It is also designed to assist governments in providing rural women farmers and their families with the services they need, to increase their awareness of possible resources for assistance and to stimulate their participation in the improvement of their own living and working conditions.

FAO field projects are currently being reviewed to ensure that adequate attention is focussed on the rural poor and vulnerable groups, and on such aspects as people's participation and women's involvement. As part of this review, country programme officers have been asked to assess whether women would benefit from all project activities.

The activities of FAO to support rural women is an integral part of all its relevant agriculture, fisheries and forestry development programmes. This policy is reflected in its regular budget which provides financial support through the home economics and social programme to activities for the advancement of rural women in development. In addition, other sources of financial support are available. These include the Technical Cooperation Programme, Freedom from Hunger-Action for Development Campaign and the Money and Medals Programme. These sources aim at providing catalytic funds to promote greater participation of rural women, encourage their organizations and initiate projects for the socio-economic advancement of women.

In the light of resolutions arising from the World Conference on Agrarian Reform and Rural Development (WCARRD) and the 1980 World Conference of the UN Decade for Women, and in response to government requests, FAO is directing greater efforts towards meeting priority needs of rural women and families in all regions. Extra-budgetary funds are required and therefore increased sources of financial support are being sought for a special community action programme for disadvantaged rural women. The FAO/UNDP collaboration is influencing country programming exercises to include rural women's concerns in rural development plans. Continued support from UNFPA is expected for the Population Education, Research and Communication Programme (PERC) and other population/rural development supported activities. The Voluntary Fund for the UN Decade for Women has provided limited support to a few FAO projects for innovative work approaches involving women in the community forestry sector; new employment, and income earning opportunities.

In terms of technical support, FAO Divisions/Departments, together with the Regional and Country Offices, are being encouraged to study the implications for rural women of WCARRD and the World Conference on the United Nations Decade for Women held in Copenhagen in 1980 and to give attention to the involvement of rural women. More concerted efforts are being made during the 1975-85 decade to agricultural production resources, marketing, credit and banking, and other rural support services.

The FAO Fisheries Department is promoting extension training for women in aquaculture and in a combination of small-scale coastal fishing and fish-farming-cum-crop and livestock production programmes. The Forestry Department through the Community Development Programme is increasing its activities for rural women and rural families by providing assistance in family wood plots and in the implementation of the energy saving projects on improved wood stoves, and is giving special training in forestry related occupations.

Support is also given by FAO to Governments in their efforts in favour of rural women. These activities are conducted in collaboration with government planning units and NGOs.

The World Bank's operational activities in support of national development programmes in its developing member countries are not primarily addressed to women. However, as a result of policies which focus more and more on poverty alleviation particularly in the poorest countries, the Bank is giving more explicit consideration to the role of women in economic and social development than had been the case in the past. The Bank's approach to the objective of strengthening the

integration of women in rural development, as in other sectors, is to treat the concern for women as an integral part of the project concept, and to consider the impact on women as an element of the costs and benefits of the project.

The International Fund for Agricultural Development's primary purpose is to mobilize financial resources in order to help increase food production in developing countries in general and particularly to alleviate poverty and malnutrition of the poorest segments of the rural populations in the poorest countries. Its main preoccupation is to benefit directly the most vulnerable of the rural population, the small and landless farmers, who constitute IFAD's target groups. Women cannot be disassociated from this target group.

During its first cycle of operations (1978/80), IFAD financing in rural development concerned about sixty projects totalling US$ 870 million. A high percentage of the Fund's loans were given on highly concessional terms (annual service charge of 1 % and maturity period of 50 years). While IFAD financing has been concerned with the rural poor as a group, there is, however, a growing awareness within IFAD not just to integrate women within the various projects but to see that these programmes do have a positive impact on the economic and social wellbeing of poor women as they often form the most vulnerable section of the Fund's target groups.

In northern Senegal, where women cultivate their own parcels of land and yet have been excluded from access to credit and technical information, the Integrated Rural Development Project of M'Bour Louga has a special training of groups of women to prepare village women for administering the facilities to be provided for collective use at the village level and to develop their skills and thereby ensure their fuller participation in the development process. Moreover, the Project envisages the development of domestic woodlands.

In Lesotho, where women are the heads of most small farm households because males expatriate in search of work, IFAD's loan includes agricultural credit facilities to assist women farmers.

In East Mpanda Rural Development Project in Burundi, which is basically a settlement project, there is a training programme for new families and the participation of women. This was identified as a felt need because, settling in a new area with all its economic advantages does, however, have initial problems before adequate arrangements for a satisfactory life for the families can be made and here women can play a critical role for the success of the project.

In Magbosi Rural Development Project in Sierra Leone, the emphasis is on the local organization of agricultural and community work to make the active participation of all concerned possible and to give all members of the household more equal access to the required resources of land, credit, inputs and equipment to be brought from outside.

B. Application of science and technology 1/

The Voluntary Fund for the United Nations Decade for Women, Centre for Social Development and Humanitarian Affairs, has reviewed the more than 180 projects which it has supported until May 1981, and has found that there is a heavy concentration in areas involving access by women to scientific knowledge and to technologies. This concentration results from the Fund's mandate and guidelines,

1/ This section is concerned with activities specifically undertaken to encourage support, and make more effective women's participation in rural development. Broader issues of the relationships between developments in science and technology, national policies in the area and women's status and participation in societal change are the subject of a section in a separate working paper (No. 10).

that its resources be used to supplement, and not to be a substitute for financing from other United Nations development co-operation funds. It has thus become a primary responsibility of the VFDW to identify gaps in current support from United Nations Sources, and to finance innovative and experimental activities that may, if successful, later be funded by them. For these reasons, VFDW projects include 46 in the fields of technologies including income-raising activities. A few examples of these follow.

As well in Asia, a series of workshops resulted in a number of national activities on improving the technology of existing traditional activities. The Workshop on Women's Participation in Dairy Cooperatives for five most seriously affected countries - Bangladesh, India, Nepal, Pakistan and Sri Lanka - emphasized technology transfer for co-operative milk production. Participants judged that the project could be easily transferable to many women in the sub-continent where milk and milk products form a major portion of the diet and more so, could result to higher levels of nutrition and health. The activity will be duplicated in a subregional Workshop on Women's Participation in Paddy Production and Processing held in Malaysia.

In Western Asia, a project in the Yemen Arab Republic on improving animal and poultry stock and processing food products is expected to make up for the country's lack of manpower in utilizing modern production methods and in developing and benefiting from social services. The project supports the priority of the Five-Year Development Plan, to improve women's conditions in agricultural and rural development through the acquisition of modern agricultural skills.

The African Training and Research Centre for Women of the Economic Commission for Africa undertakes activities related to women, science and technology bearing in mind that rural women in Africa spend up to 16 hours a day producing, processing and marketing food, collecting and carrying water and fuel as well as cooking, washing and generally caring for their families. They carry out these tasks without access to improved technologies which could reduce effort and increase productivity of their work. In recognition to this fact the village/ appropriate technology programme of ATRCW was started in 1975 to provide assistance to African governments with the identification and implementation of projects and programmes relating to improved appropriate technologies for women. The type of technologies covered include labour-saving devices such as grinding mills, oil presses, water catchments, rice hullers, peanut decorticators, etc.; income-generating equipment such as improved looms and bee-hives; and home-improvements such as raised stoves, pit latrines, and improved housing construction.

The ATCRCW programme expanded largely due to the support of the Intermediate Technology Development Group (ITDG), which obtained funds from British Christian Aid to second one of its staff members to ATRCW for three years, and UNICEF which has provided funds for the employment of the relief of the ITDG staff. Many of the projects also identified have been sponsored by UNICEF. The Ford Foundation, the Rockefeller Foundation and the Voluntary Fund for the United Nations Decade have also contributed support. Additional support has come from USAID.

Activities in which the programme has been engaged in fall under six categories:

- Socio-economic studies of existing projects aimed at introducing new technologies in villages and of the role of women and technology in agriculture. These were carried out in Ethiopia, Sierra Leone, Ghana and Nigeria.

- Surveys of traditional technologies and existing technology projects aimed at providing data on which to make recommendations for future courses of action. One survey has been completed in Sierra Leone and another in Ethiopia, and four more are underway in Nigeria, Zambia, Sudan and Egypt.

- Pilot projects aimed at introducing improved technologies for women into selected villages and to study the acceptability and utility of these devices. Pilot projects are ongoing in Upper Volta, Sierra Leone, The Gambia, Niger and Kenya.

- Workshops and study tours aimed at increasing the understanding of extension workers and other government officials in respect of appropriate technologies for women and/or giving training in a specialized aspect of improved technology. A general orientation workshop was held in Kenya in 1977. A series of specialized workshops on improved methods of storage and preserving food was held in Tanzania. Two training workshops for trainers and planners on appropriate technology was held in 1979 and 1980. The 1979 workshop held in Sierra Leone was for four English-speaking West African countries namely, Sierra Leone, Ghana, The Gambia, and Nigeria. The 1980 workshop held in Senegal was for seven French-speaking countries namely Benin, Guinea-Bissau, Guinea-Conakry, Mali, Mauritania, Niger and Senegal. A study tour was organized for personnel from various walks of life from Somalia and Zambia to visit Kenya to study appropriate technology programmes and see how the villages accept the technologies. An appropriate technology skills upgrading training workshop has been carried out in Somalia.

- Collection and dissemination of information on village technology for women aimed at producing articles and documents for distributing to governments, women's organizations and other interèsted persons, and at answering requests for information on technologies from governments and field workers is being done. The Centre is still building its information system and can only answer limited enquiries. To date eight publications have been produced and distributed.

- Scholarships to provide specialized training for African women and engineers. Funds have been obtained to send one woman to IDDG for a month and other funds have been obtained to enable a Gambian engineer to visit the Technology Consultancy Centre in Ghana for three months.

Given the enthusiasm with which most countries have responded to existing village technology projects, it is expected that similar projects will be repeated in other countries. This applies particularly to pilot projects for the introduction of improved technologies; surveys of rural technologies; and workshops for orientation of extension workers in the concepts of village technology. It is also expected that the Centre will become more involved in organizing specialized technology workshops for training of extension workers in improved methods of storing and preserving food; and low-cost building techniques; improved soap making, candle making, etc.

Other plans include two joint programmes with the Science and Technology Unit of the ECA Natural Resources Division. The first is a bilateral assistance project between ECA and the Government of India entitled identification, formulation development and demonstration of technologies suitable for rural use in food preservation storage and transportation, energy and other specialized

programmes including training. Preliminary field missions have already been undertaken to six countries to identify individuals and institutions doing work in these three areas. Three Indian experts in the three areas are now expected to come to Africa and go to the field. The second is a project for the promotion of technical co-operation among UDEAC countries with special emphasis on rural women. Its objective is to identify technology suitable for rural areas in UDEAC member States with emphasis on:

- Food preservation, storage and processing and;

- General agriculture and development of agro-industries.

In both these areas special attention will be paid to women.

The Economic and Social Commission for Asia and the Pacific, given the large numbers of women engaged in agriculture in the region, is engaged in discussions with other regional commissions with the purpose of undertaking an inter-regional project to initiate and develop appropriate technology for women in three countries of each developing region. Application of appropriate technology would be geared to increasing productivity and reducing work burdens. The Governments of India and Indonesia had expressed interest in this project. It was hoped that the project would begin in late 1982 or early 1983. Experimental projects designed as demonstration projects would be developed. A Round Table Discussion on Participation of Women and Their Emancipation Through the Application of Science and Technology to Development was held in Banglore, India (1979) by the Asian and Pacific Centre for Women and Development and the ESCAP Regional Centre for Technology Transfer (ESCAP Division of Industry, Human Settlements and Technology).

The United Nations Department of Technical Co-operation for Development supported projects in integrated rural development which offered special opportunities to introduce new or adapted technologies in order to ease domestic workloads and promote community self-help efforts, including income-generating activities.

The United Nations Children's Fund has assisted the Women's Revolutionary Socialist Movement of Guyana, with an appropriate technology project, intended as a model for similar programmes in the region, four of which emphasise the integration of appropriate technology with development of women's roles and responsibilities. In Senegal over 50 per cent of UNICEF funds, or approximately US$ 600,000, is devoted to support for women's activities, which include the reduction of women's work burdens by providing such appliances as grinders, millet huskers and simple pumping equipment. In Bangladesh a seminar on appropriate technology was held for 120 women cooperative members.

The United Nations Development Programme administers the Interim Fund for Science and Technology (IFSTD) which became operational in May 1980 and which was established for a period of two years during 1980 and 1981 pending the establishment of long term financing arrangements for science and technology for development. Of over 800 project requests received by UNDP by May 1981 43 had been approved. From requests covering a wide range of activities, care was taken to include in those approved projects designed to meet the urgent problems of the least-developed, land-locked, island and most seriously affected developing countries.

Special attention has been given to women's interests in the evaluation of project requests. Thus, several of the approved projects concern the promotion of appropriate rural technologies: the implementation of programmes designed to improve the nutritional and health standards of rural communities, and a more

efficient use of wind energy. The greatest beneficiaries of these programmes were very often women, and IFSTD has taken special care to ensure that every project work plan includes the participation of women at all stages of implementation. Arrangements are being made to involve women's organizations in project activities. In May 1981 IFSTD staff includes a full-time woman consultant.

Various Food and Agriculture Organization field projects contribute wholly or partly to the integration of rural women in development by developing extension activities for women on appropriate technology for food production, water collection, food preservation and the training of women village leaders and by providing technical assistance in the installation of small grinding mills to alleviate women's work. An ongoing project is concerned with the establishment of a network of countries to promote TCDC activities with full participation of host and recipient countries.

C. Vocational and Technical Training

The United Nations Department of Technical Co-operation for Development has, especially since 1979, increased the proportion of the projects for which it is executing agency which include a woman's component, in most cases involving training. Special elements supportive of women have been introduced within integrated rural development projects which combine multidisciplinary actions at the community level. Such projects in Bahrain, Democratic Yemen, Liberia, Oman and Saudi Arabia train women to make better use of new technologies. A similar type of project, now funded from bilateral sources, trains women in Swaziland in income-generating avtivities.

The Voluntary Fund for the United Nations Decade for Women has supported in Africa a series of training workshops for trainers and planners of village technology for rural families for five anglophone and five francophone countries - Gambia, Ghana, Liberia, Nigeria and Sierra Leone; Benin, Mali, Niger, Senegal and Upper Volta. The project served as a forum for member States to exchange experiences in introducing, developing and disseminating information on technologies in villages.

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa organized in May 1981 in Addis Ababa a workshop on Improving the Quality of Rural Life for Women trainers and leaders from Portuguese speaking African countries, co-hosted by ECA and the Revolutionary Ethiopian Women's Association. A national-level workshop on income-generating activities was held in Niamey, Niger in February 1981. A study tour of innovative projects for women from commonwealth countries was held in October 1980. The Centre conducted during 1980-1981 training courses for women involved in liberation movements in southern Africa in nutrition and other aspects of improving life of families in hardship camps, held a three-weeks workshop for senior producers of radio programmes on material related to women and rural development and institutionalized at the Pan African Institute for Development in Douala, United Republic of Cameroon a course for intermediate-level nutrition and rural development workers from Francophone African countries. Workshops and study tours are aimed at increasing the understanding of extension workers and other government officials regarding appropriate technologies for women and for training for women in a specialized aspect of improved technologies. In 1979 a workshop for Ghana, Nigeria, Sierra Leone and The Gambia was held and in 1980 a workshop for Benin, Guinea-Bissau, Guinea, Mali, Mauritania, Niger and Senegal. A training workshop was held in Somalia. Information is collected and disseminated on village technology for women (eight publications). Scholarships provided for specialized training for African women engineers (two grants). The Centre is now giving priority attention to

workshops for training extension workers in improved methods of storing and preserving food; low cost building techniques; and improved soap and candle making. Study tours in agro-technology had been held for women's groups from Somalia and Zambia to the Appropriate Technology Centre established by UNICEF in Karen, Kenya.

The Economic Commission for Latin America has given priority to training for women in non-traditional rural sectors which will permit more effective use of developments in science and technology. The Commission has assisted governments in the formulation, management, execution and evaluation of integrated rural development projects, in which emphasis has been placed upon training for women and their families in income-generating activities. Training projects have been undertaken in bee-keeping, agriculture and horticulture. For the most part these projects have been financed by the Voluntary Fund for the United Nations Decade for Women.

The Economic Commission for Western Asia is supporting the assignment of an audiovisual expert during 1981 in Bahrain for the preparation of proto-type educational material for women in rural extension programmes. Beginning in July 1981 technical assistance will be given for one year to one expert and one female national extension worker in Yemen to train rural women in improving income generating activities. Special attention will be given to improvement of animal and poultry stock and to the processing of food products. Beginning in June 1981 a multi-service project for one year on "Alternative skills and services for women's non-governmental organizations" includes training and provision of equipment and advisory services for community development in rural southern Lebanon. A regional training workshop was held in July 1980 in Yemen on training for women participants in urban and rural development. In September 1980 a workshop on experimantal training methodologies was held at Allan, Jordan, for trainers of rural development workers. It included field training in local villages. Training in community development and health activities are also being undertaken (see working paper on health).

The Economic and Social Commission for Asia and the Pacific has been very much concerned with training programmes that will enable women to take advantage of all aspects of agro-technology and programmes are now underway. It considers it necessary to create a greater awareness within member governments that women are involved substantially in all aspects of agriculture both in on farm and off farm activities.

The United Nations Children's Fund is giving new priority to programmes which enable women to engage in income-earning activities. These include training in management and marketing skills. For example, a project in Bangladesh is designed in part to enable women to engage in income-generating activities through individual and co-operative efforts in livestock raising. Women in 85 villages in Thailand undertook training in livestock raising and production of local foods such as soy milk, and a high-protein mix of rice, sesame seeds and soya beans. In Sudan a project emphasised skills training for village women. In several Latin American countries, programmes provided support for small income-generating and appropriate technology projects for women. In the Western Asia and African regions, skills development and income generating programmes have been undertaken, particularly for women in areas suffering from high out-migration of the male labour force.

The United Nations Fund for Population Activities, based on the established relationship between rural women's economic condition and demographic factors, supports, on a pilot and demonstrative basis, project activities aimed at training of rural women in order to provide them with skills and knowledge required for increased participation in economically productive activities.

The International Labour Organization's technical co-operation activities include support for increasing rural women's access to non-traditional training.

The Food and Agriculture Organization's Inter-Departmental Working Group on Training has been established to advise on training policies that are more responsive to national needs. Traditional extension training had perpetuated the stereotype of men dealing with agriculture and women with household activities. Currently, increasing numbers of agricultural projects take women as their target groups and FAO is providing training to ensure better understanding of how to meet rural women's needs. Efforts are being made to increase rural women's incomes through involving them in agricultural production. Recognition is given to the importance of the role of women as food producers, and efforts are being made to ensure that they have increased access to credit and marketing facilities. FAO is also involved in efforts to improve family life by means of training in nutrition, home economics, water supply, environmental hygiene and other related topics.

The Voluntary Fund for the United Nations Decade for Women has provided limited support to a few FAO projects for innovative work approaches involving women in the community forestry sector; new employment, and income earning opportunities; and training projects including small animal husbandry, food production, handicrafts, childcare and hygiene. Support is also given to the training of agricultural extension and rural development workers to deal more effectively with the needs of rural women in relation to agricultural productivity, equitable distribution of resources and rural family living conditions through agricultural education, extension and training and family life education. For this purpose, an expert consultation on mobilization of agricultural and educational institutions to accelerate rural women's participation in development was held with Latin and Central American experts. This consultation recommended policies and action programmes for agricultural and educational institutions.

In addition to the above, various FAO field projects contribute wholly or partly to the integration of rural women in development by:

(a) providing rural women with training that will promote their individual development and generate new knowledge and skills to increase their earning capacity, test and introduce appropriate technology at village level, and provide intensive in-service training for women development workers;

(b) using video-based training for rural women in agricultural production, migration, health and simple book-keeping;

(c) giving assistance to extension activities in training for income generation, back-yard poultry production, and vegetable production;

(d) providing research grants to analyse the nature and scope of technical cooperation among countries in education and training for rural women to stimulate their participation in rural development programmes;

(e) rendering assistance to national institutions in developing curricula and training programmes for rural development and extension workers.

The United Nations Educational, Scientific and Cultural Organization is providing assistance for the implementation of a number of co-operative projects with Member States aimed at promoting the participation of women in development, particularly in rural areas. The organization undertakes also substantial programmes in rural development which are supportive of its programmes specifically concerned with women. 1/ The greater part of its activities is designed to improve

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1/ 21 C/16 para 6.

education for rural women. These were concerned with vocational and technical training and broad adult education and literacy programmes designed to facilitate women's more equitable and effective integration in rural society.

Three regional raining courses for those responsible for women's education in rural areas in French-speaking Africa, Latin America and the Caribbean were organized in 1980 by the Regional Offices for Education in co-operation with Headquarters, with the object of:

- stimulating efforts as regards both the programmes and the infrastructures of formal and non-formal education, with a view to ensuring equality of opportunity in education for young people and adults of both sexes;

- promoting formal and non-formal programmes of education and training (long programmes, special short courses, etc.) with a view to helping women to meet their basic needs better and to participate effectively in rural development efforts.

The training course in French-speaking Africa was held in Dakar, Senegal, from 6 - 16 February 1980 and was attended by 22 women from 19 countries.

In the case of the Africa region, the UNDP-Unesco project in Burundi, "Community education for integrated rural development", accords particular attention to the female population. In Upper Volta, the project "Education and participation of women in development" is the continuation of an experimental project launched in 1967 under Unesco's Regular Programme which produced very encouraging results. UNDP, Unicef, IBRD, UNFPA and other organizations co-operated in it. Coming under the Ministry of Social Affairs since early 1979, this project has been assigned new and more ambitious aims and, as a result of radio broadcasts devoted to it, several villages have become convinced of the usefulness of their participation in it. In Mozambique, the UNDP/Unesco project "National Institute of Educational Development" also concerns the promotion of the education of women and their participation in development. In Togo, a project on literacy teaching for women and girls started up in 1977 thanks to the technical assistance of Unesco and the financial aid of NORAD. The main objective of this project is to provide functional literacy training for the greatest possible number of women, with a view to their participation in the development process. From 1977 to 1978 and 1979 the number of village literacy centres increased from 45 to 77, and then to 184. Ninety voluntary instructresses at present provide training for 3,300 women. This project has also had a regional impact: the Regional Council for Adult Education and Literacy in Africa (CREAA) in Lomé, organized, in collaboration with Unesco, a subregional workshop in 1979 on postliteracy programmes for women.

In Sudan, the funds-in-trust project "Integrated Rural Education Centre" started in 1978 will continue until 1981. In Maridi (Southern Sudan), the expert in charge of women's education started her activities in October 1978.

In Ecuador, the UNDP-financed project in support of the nuclearization of education for rural development, initiated in 1978, has focused attention on the situation of peasant women and their role in the community (report on the situation of peasant communities in the Malimpia Nucleo of the Esmeraldas Intensive Action Zone, concerning community organization and participation) as well as the determination of the role of peasant women in the production and the reproduction of labour force, in the generation and diffusion of cultural and ideological values". It has undertaken activities to encourage and guide the participation of women, through "clubes de Amas de Casa", in the integrated rural development nuclei.

In Nepal, very encouraging results were achieved by the project launched in 1979 as an experimental project under the Regular Programme. Similar activities

(improvement in the number and quality of primary-school teachers assigned to rural areas that are difficult of access) have been extended to other regions where the school enrolment rate among girls is still low.

A Regional Workshop on Rural Life Education through Co-operatives was organized in collaboration with FAO, ILO and the International Planned Parenthood Federation (IPPF) in Syria in 1980. This Workshop examined the advantages of a potential for increasing the involvement of women in co-operatives.

The operational activities carried out in Togo revealed that the role devolving upon women was such that is was necessary for them to receive all-round training. In the hierarchy of needs identified, pride of place was given to the lightening of household tasks, the creation of additional income, family protection and all activities bound to foster the full development of women.

In the context of its sectoral programmes in the field of population communication, financed by the United Nations Fund for Population Activities (UNFPA) UNESCO is continuing to organize at subregional and national levels training courses in which the personnel and those actually receiving the training are in the large majority women. Thus, a workshop on "Education and communication for family welfare in the context of integrated rural development" was organized in collaboration with the World Health Organization (WHO), the Food and Agriculture Organization of the United Nations (FAO), the International Labour Organization (ILO) and the International Planned Parenthood Federation (IPPF) in Ouagadougou in November-December 1978. Workshops to promote integrated communication for population programmes and home economics were organized in collaboration with the International Federation of Home Economics in Freetown, Sierra Leone, in November 1978 and in Mexico City, Mexico, in February 1980.

Pursuing its activities in connection with the United Nations Decade for Women, the UNESCO Co-operative Action Programme continued to give priority to assistance to projects in the least developed countries to improve the status of women and their participation in education for rural development. A new project to build a "Women's Centre" in Ouagadougou for the Fédération des Femmes voltaiques has been added to the nine projects for the promotion of the status of women already supported by the Co-operative Action Programme.

UNESCO has provided technical and financial support for activities undertaken by non-governmental organizations during this period. In Africa, the Associated Country Women of the World was helped to provide two training courses each lasting two weeks for women in charge of education in rural areas (Lesotho and Swaziland, September 1980).

In Latin America and the Caribbean, the World Young Women's Christian Association was aided in the organization of three courses in Belize, as part of the nutritional education project. The World Association of Girl Guides and Girl Scouts was aided in providing technical training for women in rural areas (Brazil, 1979/1980). During the period of the 1981-1983 programme budget special emphasis will be placed on the intensification of regional activities and the training of women in rural environments. In the implementation of these activities, the outcome of the World Conference of the United Nations Decade for Women: Equality, Development and Peace (Copenhagen, 1980) will be taken into account. An effective co-ordination of activities in this field with other organizations within the United Nations system on the one hand and with the other sectors within the Secretariat on the other will be fostered.

A regional training course for those in charge of women's education in rural areas will be organized in the Asia and the Pacific region in 1981, and another similar course will be held in Africa in 1983 for English-speaking participants.

Contracts will be given to National Commissions and/or non-governmental organizations in order to provide support for local projects intended, by means of literacy activities and/or civics education, to enable women in rural areas and those belonging to other disadvantaged social groups to play a greater role in shaping their own futures and those of the societies of which they are a part.

A contribution will also be made to an experimental project designed, through education, to increase women's participation in rural development in Democratic Yemen.

UNESCO will continue to serve as executing agency for a UNDP-financed project aimed at promoting the status of women and executed by SWAPO. UNESCO will continue to administer a literacy project for women in rural areas financed by Norway under funds-in-trust arrangements in Togo.

The World Bank considers that, given the important contribution which women make to food production in most parts of the developing world, policies to improve agricultural performance in overall national development must aim to enhance the technical skills of women in this vital sector. Bank assistance for training programs includes the selection of women for training as extension workers under Bank-financed projects, and in the urban sector, the provision of job-related skills for the informal sector is of special importance to women. More generally, Bank-financed education and training projects contribute to the rising school enrolment of girls, to the development of curricula designed to enhance vocational skills, as well as to the expansion of opportunities for non-formal adult education for women.

D. Co-operatives

The Voluntary Fund for the United Nations Decade for Women provided assistance to several projects for rural women's co-operatives. In Africa, a Fund-supported farm produce marketing project of the Kumasi Co-operative Society in Ghana links rural co-operatives with their urban counterparts and permits the exchange of services between these two. Such arrangements enable the rural women in the Kumasi district to market the agricultural and garden produce of the women's co-operatives in the main towns. In Asia, the National Women's Co-operative Development Programme of the Philippines received assistance to organize women's co-operatives for economic enterprises, namely, swine production, sweet potato processing and integrated small-scale fish processing. The co-operatives likewise provided auxiliary social services such as education for health, nutrition and responsible parenthood. By 1979, it was reported that 68 women participants from 13 contiguous Barangays, had received training in swine management and medication, co-operative management and group dynamics.

The Voluntary Fund supported a workshop on women's participation in dairy cooperatives for five most seriously affected countries - Bangladesh, India, Nepal, Pakistan and Sri Lanka, which emphasized technology transfer for co-operative milk production. Participants judged that the project could be easily transferable to many women in the sub-continent where milk and milk products form a major portion of the diet, and more so, could result in higher levels of nutrition and health.

The Economic Commission for Africa has recently published in English and Arabic a study of the participation of women in cooperatives. 1/

The Economic Commission for Latin America is undertaking integrated rural development programmes which include organization of co-operatives.

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The Economic Commission for Latin America has given priority to the development of producer and consumer co-operatives.

The Economic and Social Commission for Asia and the Pacific, through its Agriculture Division, organized a work-shop on the role of women in diary co-operatives in India, and is considering a follow-up in Sri Lanka and Pakistan. Through the assistance given by the Voluntary Fund for the United Nations Decade for Women, income generating projects have been initiated. Successful co-operative organizations have been used as a model for these. With the setting up of the revolving fund through the United Nations Development Programme Women's Bank, we hope that more work will be initiated to help women to set up cooperatives.

The United Nations Children's Fund assisted 10 women's cooperatives in Senegal with appropriate technology to ease household tasks (by providing grain grinders), the carriage of water, wood and agricultural produce (by providing carts) and the irrigation of food crops (by providing pumps).

The Food and Agriculture Organization of the United Nations has set up new programmes to enhance women's participation on cooperatives and farm organizations have been set up.

In meeting the need to encourage women's participation in the cooperative movement and to facilitate their access to land, credit and marketing facilities, the FAO Committee on Agriculture has stressed that people's organizations, especially cooperatives and similar small farmers' organizations, should become a primary component in the design and implementation of rural development programmes and projects. The committee emphasized the importance of enhancing the involvement of rural women and families in food production and distribution and their access to and participation in the agricultural services and rural resources system. In its work on people's participation and organization FAO encourages rural people's organizations to aim at reaching all small farmers, rural labourers and their families, involving men and women on equal terms. Special possibilities for income generating and social development activities for women, which have been proved to be better carried out initially in separate women's organizations, are also being considered. To this end, a catalytic programme on people's participation in rural development through promotion of self help organization has been developed, involving initially some 20 countries.

The United Nations Educational, Scientific and Cultural Organization supported a workshop held in Syria in 1980 which examined the advantages of increased involvement of women in co-operatives. Assistance is being provided to a number of co-operative projects aimed at promoting rural women's participation in development.

The World Bank's experience in fostering the development of cooperatives has been limited. However, in a number of cases, the technical assistance components in agricultural and rural development projects have been redesigned to promote the establishment of farmers' cooperatives in order to increase access to credit, generate additional income, improve marketing facilities, and reap the benefits of economies of scale resulting from bulk-purchase of agricultural inputs. Some projects offer support to existing women's groups which in project areas provide the framework for traditional cooperation among women in production activities.

IV. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary General on the activities of specialized agencies and other United Nations organizations to implement current

international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this present topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this present topic.

For the General Assembly at its 36th session the Branch prepared the Secretary General's report on the role of United Nations agencies and organizations in assisting governments to facilitate the integration of women in rural development (A/36/...). This was prepared pursuant to General Assembly resolution 34/204.

The Economic and Social Commission for Asia and the Pacific is beginning to study the effects of integrated rural development programmes on women. One such activity was undertaken by the Integrated Rural Development Section in connexion with the establishment of a Pilot Atoll Development Project in Maldives. In this connexion the study was associated with examination of the effects of tourism projects upon women.

The Food and Agriculture Organization of the United Nations considers that, whilst it was impossible to review the impact of an agricultural research project on women as women, it was currently evaluating the impact of a world-wide sample of such projects on farmers. Inasmuch as untold millions of the world's farmers were women, then the results of that survey would be valuable as a means of evaluating their impact on women in rural areas. In addition, various FAO field projects contribute wholly or partly to the integration of rural women in development by assessing the state of existing information on rural women and identifying on-going development activities to which a component on rural women could be added, and developing proposals for action. The stress is on the need for baseline studies on rural women to monitor and evaluate the impact of development on rural women and recognize the rural household as an explicit target in rural development programmes.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND FOOD SYSTEMS, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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INTRODUCTORY NOTE

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationship between women and food systems. It does not include information on such related activities as rural development in general, employment of women in food industries, nutrition, employment in the household sector or broader aspects of the production, processing , distribution and consumption of food commodities and products. These are the subject of separate working papers. Information is presented for the following categories of activities: information collection and research; policy formulation; implementation; and monitoring, review and appraisal. A short bibliography is appended.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATION COLLECTION AND RESEARCH

The United Nations Research Institute for Social Development has undertaken research since 1978 on the impact on women of socio-economic changes in Africa South of the Sahara. Different research themes are being examined in several African countries, and although none are specifically concerned with women and food, the research programme is perceived to contribute to a closer co-ordination between various of the Institute's projects, including that on "Food Systems and Society".

The United Nations University began in 1979, upon recommendation of the programme advisory committees, a special study of Women in Food Systems. The study was undertaken in recognition of the central role of women in the food systems of all societies, and particularly in developing countries. This places women in a crucial position in any strategy or effort to meet the basic needs for food and the satisfaction of nutritional requirements. Therefore, it was considered essential to understand the role and participation of women in food systems within a wider socio-economic and political context.

It was recognized that modern technological development had often affected women and men differently. In particular, women had been especially vulnerable to many technological development that tended to undermine the economic and social basis for their contributions to community and national development, and that may have had detrimental effects on their own and their dependents' health and nutrition. Social studies, however, had not paid enough attention to the role of women in food systems, and nutritionists had concerned themselves mainly with consumption and related matters. Equally, nutritionists and food scientists had frequently ignored women as major economic and social actors. Therefore, the University was carrying out his analysis of the role of women in food systems by studying also the ecological and socio-economic conditions under which women lived.

At the initiative of the University, five case studies have already been carried out in Costa Rica, India, Indonesia, Sri Lanka, and Tanzania. A workshop was to be held in Costa Rica in early August 1981 to discuss the findings of these case studies and to make recommendations for the University's future work on Women in Food Systems.

II. POLICY FORMULATION

The World Food Council which meets annually at ministerial level, is essentially concerned with reaching agreement on policies related to food issues - production, consumption, trade, aid and security. It is not an operational body and does not directly undertake research, projects or programmes, but draws on the work of other organizations.

The food strategy concept launched by the Council two years ago at its fifth session in Ottawa, aims to bring together all the elements of food production, consumption and distribution in an action-oriented framework which will facilitate government decision and priority and serve as a vehicle for mobilizing external assistance. Already some 30 developing countries are involved in the preparation of food strategies with assistance from multilateral and bilateral agencies arranged by the World Food Council. This concept has clearly met a deeply-felt need and, in addition to those which have sought assistance through the Council, many developing countries are now adopting more integrated food plans, systems or strategies within their over-all national development programmes.

It is anticipated that the preparation of a food strategy will, inter-alia, focus attention on the key role of women in all aspects of food production, distribution and consumption. By facilitating a rational view of food problems, it should make it easier for decision-makers and development assistance agencies to keep in mind both the role of women in the food system and the impact on them of changes in that system.

Guidelines will shortly be issued on the preparation of food strategies and these will give appropriate attention to the role of women.

The Council's food strategy work is the focal point at which the integration on women in development is most relevant to its work.

Developments relevant to the on-going food strategies were reviewed at the forthcoming seventh ministerial session in Novi Sad (Yugoslavia) from 25-29 May. The report of the session will be submitted to ECOSOC and the General Assembly.

III. IMPLEMENTATION

The Food and Agriculture Organization of the United Nations, within the framework of its comprehensive programmes in support of rural women, provides regular budget financial support through the home economics and social programmes. In addition, other sources of financial support are available. These include the Freedom from Hunger-Action for Development Campaign.

Within the FAO Programme for the Prevention of Food Losses (PFL) emphasis has been given to the role of women in food preservation, food processing and family resource management.

The FAO Inter-Departmental Working Group on Training has been established to advise on training policies that are more responsive to national needs. Traditional extension training had perpetuated the stereotype of men dealing with agriculture and women with household activities. Currently, increasing numbers of agricultural projects take women as their target groups and FAO is providing training to ensure better understanding of how to meet rural women's needs. Among other areas recognition is given to the importance of the role of women as food producers, and efforts are being made to ensure that they have increased access to credit and marketing facilities.

Since the inception of the FAO Prevention of Food Losses Programme (PFL) efforts have been made to ensure that the concerns of rural women and their responsibilities for storage and processing of food are considered in the planning of PFL training programmes. FAO is conducting a series of studies on socio-economic effects of PFL projects and one of the indicators being studied is the division of labour within the rural family regarding processing and storage of food kept for family consumption or for marketing.

Furthermore, a certain number of women have participated in FAO training courses on such subjects as food hygiene and control of environmental contamination of food.

The World Food Programme utilizes food as investment capital for the social and economic development of developing countries. In so doing it plays an active part in promoting the advancement of women. At its Ninth Session in April 1980 the Committee on Food Aid Policies and Programmes (CFA) unanimously agreed that in the context of its main objectives as defined in its general regulations the Programme should provide assistance to projects designed to integrate women in the development process in a significant way, through enhancing their economic production, increasing their earning capacity and promoting their participation in the social, cultural and political life of their communities.

The Programme, apart from providing assistance to no less than 88 projects (to a total cost to the Programme of $ 556 million) aimed at feeding, or improving the nutritional status of expectant and nursing mothers, is supporting with food aid projects in the field of rural community development which include special training for women and girls in local handicrafts and other income-generating activities aimed at enhancing their financial status, and independence. Extension workers engaged in the implementation of certain WFP-assisted projects have succeeded in organizing cooperatives run for and by rural women, to utilize the funds raised, or savings effected by the project itself.

WFP was represented at the World Conference on Women in Copnehagen in July 1980, and a document was presented outlining the Programme's priorities for the second half of the Decade for Women, and providing specific guidance on types of projects in which food aid could be effective in improving the situation of women and on re-orienting projects towards integration of women in the development process.

When the International Fund for Agricultural Development (IFAD) was established in 1978, it was understood that the primary purpose of this new Organization would be to mobilize financial resources in order to help increase food production in developing countries in general and particularly to alleviate poverty and malnutrition of the poorest segments of the rural populations in the poorest countries. Therefore, IFAD's main preoccupation was to benefit directly the most vulnerable of the rural population, the small and landless farmers, who constitute IFAD's target groups. Women cannot be disassociated from this target group. Their contribution covers a variety of tasks which go, in some countries, beyond the traditional and fetching of water and wood, often from remote places. IFAD recognizes amidst the under-employment prevailing in many developing countries, in many areas women are overworked with tasks, many of which are unremunerated. It is also aware of the role and responsibility of women caring for and nursing the most vulnerable groups, the young, the old and the handicapped, in a situation where malnutrition or undernourishment afflicts them all. Moreover, in areas where are seasonal food shortages, pregnant women, nursing mothers and young children become even more vulnerable.

During its first cycle of operations (1978/80), IFAD financing in rural development concerned about sixty projects totalling US$ 870 million. A high percentage of the Fund's loans were given on highly concessional terms (annual service charge of 1% and maturity period of 50 years). While IFAD financing has been concerned with the rural poor as a group, there is, however, a growing awareness within IFAD not just to integrate women within the various projects but to see that these programmes do have a positive impact on the economic and social wellbeing of poor women as they often form the most vulnerable section of the Fund's target groups.

At its 198 session the Board of UNICEF agreed that the Fund should, among other things, help develop income-generating programmes for women that derived from food production activities, including training of women in marketable skills and management, making available cash grants for credit schemes and working with other sources of aid, e.g. development banks.

The African Training and Research Centre for Women of the Economic Commission for Africa is conscious of the fact that rural women in the region spend up to 16 hours a day in production, processing and marketing activities.

A substantial proportion of this period consists of activities related to food, and are carried out without acess to technologies which could reduce effort and increase productivity. Consequently, in 1975 the Centre started a village appropriate technology programme, which included labour-saving improvements in grinding mills, oil presses, rice hullers, peanut decorticators and provision of income generating equipment such as bee-hives.

ATRCW (ECA) sponsored during the second quarter of 1981 in Ethiopia a three-month training programme in optimal nutritional use of foods donated for relief for women. This was a joint project with the Ethiopian Nutrition Programme. Sponsored by the Voluntary Fund for the United Nations Decade for Women the project included a survey of food habits, the impact of food aid programmes, and techniques of food preparation. This provided the basis for an evaluation of the progress of food aid programmes and for recommendations to the Government Food Relief and Food for Work Programmes. In order to promote selfreliance as soon as food aid is terminated, training in nutrition, food preparation and health was given to 10 trainers from the Ethiopian Nutrition Institute and the Extension Project Implementation Department and to three different groups of 60 local people from different provinces.

The African Women's Volunteer Task Force is a part of the Centre that operates on the principles of Technical Cooperation between Developing Countries (TCDC). It is a corps of African men and women who volunteer to extend their skills and abilities to teach others less fortunate in other parts of the region. The Task Force conducted a Workshop to Improve the Quality of Rural Life for Women Leaders and Trainers from newly-liberated Lusophonic Countries of the Africa Region (Addis-Ababa, 4-22 May 1981). As part of this workshop women from Angola, Cape Verde, Mozambique, Sao Tome and Principe and Guinea-Bissau travelled to Addis Ababa to study, among other things, food preservation and storage. For this workshop ATRCW (ECA) reprinted its free publication "Workshop on Food Preservation and Storage" in English and Portuguese. The Task Force is also conducting projects in improved techniques of smoking fish in the Ivory Coast and on training in catering in Ghana. The Voluntary Fund for the United Nations Decade for Women is supporting the project in the Ivory Coast. The project on improved techniques for fish curing, smoking, preservation and marketing supports the position of the Ministry of Women's Condition that traditional and inexpensive technologies which have already been succesful should be perfected, rather than introducing new techniques which cannot be accessible to the majority of women.

In June 1981 a workshop on food preservation and storage was held in Dakar for participants from Francophone countries in West Africa. A Rural Development Officer, with training at the doctorate level in food crops produced by women, has just joined the African Training and Research Centre for Women, and it is envisaged that her presence will add greatly to the capabilities of the Centre in this field.

Currently the Centre is working out the details of the implementation of a project involving reducing food losses through appropriate technology in collaboration with the ECA/FAO Joint Agricultural Division. It has also developed a project in improved food production through improved extension services for women.

In the areas of research related to women and food production, the Centre has sponsored research on the situation and needs of women food producers in Zambia, women and agriculture in Nigeria and women and rice production in Sierra Leone.

The area of work of the United Nations Conference in Trade and Development which appears to be of greatest direct relevance to the integration of women in rural development is that of its Technology Division relating to technology policies and planning in the agro-food industry, including food processing. This sector is viewed by most developing countries as one of the most critical for their economic and social development in the light of its direct impact on nutritional levels and to industrialization in general. The aim of UNCTAD's work in this area is to assist developing countries in adopting an integrated approach to national food systems, covering the broad spectrum of interlinked economic activities ranging from production of food crops and their processing to marketing and distribution to comsumers.

There is strong indication that present technological trends in developing countries, in terms of imported and nationally developed technology, move against the equal integration of men and women in the development process of this sector. This bias is particularly evident in the area of upgrading and formation skills linked to technological innovation. Whereas women constitute the largest segment of the labour force, in particular at the rural production and processing level, their participation in skill formation is minimal including that provided through extension services. To alleviate the situation, the developing countries need to adopt specific and urgent measures to ensure equal benefits to both sexes in the introduction of new, tangible and intangible technologies. Such measures could be integrated in a broader national food strategy consistent with overall development objectives.

A new Intergovernmental Group of Experts on Food Processing has been formed by the Trade and Development Board of UNCTAD which will hold its first meeting during the second quarter of 1982. The Group has as its mandate to deliberate on all technology related issues in the food processing sector, including human resources development.

The United Nations Industrial Development Organization considers that one of the main recommendations of the Programme of Action relevant to its work include the need to alleviate the traditional burden of food production by means of application of appropriate technology. This recommendation, among others, is being incorporated in UNIDO's technical assistance programmes by means of a circular addressed to field staff concerning women's role in development. Technical assistance to women in rural areas was a priority within its programme. Certain of its activities were considered to have a direct impact on rural development, for instance, activities oriented towards provison of food.

D. Monitoring, Review and Appraisal

As part of its systematic review of projects in order to improve future policies and operations concerning women in development the World Bank reviewed the situation of women in agriculture, with particular reference to their contribution to food production in a number of developing member countries in which Bank support for agricultural policies was designed to raise the level of self-sufficiency in food production.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND MACRO-ECONOMIC PROCESSES AND POLICIES, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationships between women and macro-economic processes and policies. Information is presented for a number of broad aspects: water, fuel and energy, natural environment, international trade, monetary and fiscal processes and policies, science and technology, the activities of transnational corporations, and general aspects of the relationships between women, development and the restructuring of international economic relations. Information is arranged in four categories: Information collection and research, policy formulation, implementation and monitoring, review and appraisal. A short bibliography is appended as well as an index of references to the activities of specialized agencies and other United Nations organizations.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. WOMEN AND FUEL AND ENERGY

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. Among the themes to be examined will be that of women and energy, concerning which a consultant will prepare a review paper. The Meeting will indicate further research which might be undertaken by the Branch, INSTRAW and other United Nations organizations and specialized agencies. The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

B. Policy Formulation

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, prepared a statement and informal inputs on this topic to the United Nations Conference on New and Renewable Sources of Energy, held at Nairobi, Kenya, in August 1981. The Branch will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981.

C. Implementation

The experience of the Fund over three years of operational activities has already pointed out several areas in which women have had insufficient access to financial and technical assistance, one of which concerns energy resources.

Some specific examples of projects financed by the Fund which are

expected to serve as models for funding from other sources are in the field of fuel saving. In Africa, energy related concerns are intense. In the Sahel and other arid areas, serious shortages of firewood for domestic purposes have reduced people's two cooked meals a day to one. For reasons of survival and to preserve the environment and improve the lives of women, the 1980 Seminar on Fuel and Energy Development for Rural African Women was conducted in Bamako, Mali, for countries of the Sahel region. It heightened awareness of issues and solutions for improving knowledge in plantation methods of selected species, cultivation and harvesting of woodlots leading to charcoal production and possible exportation of by-products. The success of the Bamako Seminar will be duplicated in 1981 by a regional Seminar on Fuel and Energy Development for Women in Rural Areas of Eastern and Southern Africa. The Seminar has objectives similar to the Bamako Seminar, but further envisions the development and/or adoption of new techniques by forestry agents, rural extensionists and community leaders for transfer of knowledge to rural women.

Better use of firewood through fuel saving cooking stoves to ease the workload on women and effect budgetary savings are likewise given attention by the Fund. As part of a sub-regional project for Improved Use of Fire-wood, a co-ordinator-sociologist has been hired to accelerate activities in the Sahel. Initiatives at the country level are evident. The project on testing and demonstration of improved wood burning stoves in Senegal, for example, involves local women's groups in introducing stoves using locally available materials to complement activities in conservation, reforestration, fire control etc.

In Asia, an ESCAP Expert Group Meeting on Women and Forest Industries was convened to support women's involvement in the production and appropriate utilization of forest resources. A number of national projects resulted from the Meeting. As major collectors and users of wood as fuel, women are also introduced to time saving devices so they can do other income producing activities. A five year project on village woodlots, improved stoves and forest industries in Thailand will develop improved stoves which can conserve energy from 10% to 30%.

The Voluntary Fund for the United Nations Decade for Women within the Centre for Social Development and Humanitarian Affairs call for use of its financial resources to supplement financing from other development funds and

to identify gaps in current support for women from such. One of the gaps has been identified as that of women, fuel and energy. The Fund has included within 180 projects so far supported 10 involving women's use of energy resources.

The United Nations Department of Technical Co-operation for Development has made substantial efforts to introduce the issue of women into sectoral and inter-sectoral programmes and projects, including those on rural energy development. It assists in energy planning and policies, including projects which often cover most aspects of production and consumption of virtually all energy sources. As a result of a recently undertaken substantive review, and of organizational efforts which have included the issuance of guidelines and institution of a monitoring system, the Department is making efforts to widen the scope of such projects so that the possible implications for women of various technical alternatives are not overlooked. This is considered relevant particularly in connection with planning for and establishing rural energy centres in isolated communities.

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has undertaken a joint programme with the Science and Technology Unit of the Commission's Natural Resources Division, consisting of a bilateral assistance project supported by the Government of India which seeks to identify, formulate, develop and demonstrate technologies, including energy suitable for use by rural women. The Centre in co-operation with FAO, held the Voluntary Fund supported workshop on fuel and energy in Bamako, Mali in December 1980 for participants from Francophone countries in West Africa. A similar workshop for Anglophone participants was held in the Lusaka sub-region for eastern and southern Africa in the second quarter of 1981.

The United Nations Industrial Development Organization includes within its support for technical assistance to rural women inputs for technical development of non-conventional energy resources for rural women. It is ready to assist Governments in the planning and implementation of pilot projects for the development of technologies and rural production which would upgrade the standards of living and reduce the workload of rural women, as in the application of more effective domestic rural energy systems and equipment (kitchen stoves, bio-gas plants, windmills and simple solar energy equipment).

The United Nations Centre for Human Settlements (Habitat) considers that the needs of women in relation to energy demand special attention. The Centre's settlement programmes and strategies aim primarily at the most disadvantaged population groups in both urban and rural areas. A considerable proportion of these groups are women. The Centre considers that in order to further assure the involvement of women it intends to undertake programmes to train women for active and meaningful participation in decision-making concerning human settlement programmes; use mass media to remove prejudices and to foster an acceptance of women's role in this field; propogate the role of women in the development and improvement of human settlements; strengthen women's participation in technical assistance programmes; and disseminate research on standards, designs and models for shelter, infrastructure and services appropriate to women's requirements.

The Food and Agriculture Organization of the United Nations has included women within training courses on small-scale biogas production. The Organization also undertakes field projects which have included the holding of meetings and seminars on fuelwood and energy for rural women.

The International Atomic Energy Agency, due to the highly specialized and technical nature of its programmes and activities, dealing only with peaceful uses of atomic energy, considers that these matters fall outside the area of its competence.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for

the advancement of women. This will also include a section on their activities in relation to this topic.

II. WOMEN AND WATER

A. Information Collection and Research

The Branch for the Advancement of Women, Centre for Social Development and Humanitarian Affairs, in the United Nations Department of International Economic and Social Affairs is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

B. Policy Formulation

One of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

C. Implementation

The United Nations Department of Technical Co-operation for Development has made substantial efforts to introduce the issue of women into sectoral and inter-sectoral programmes and projects, including those on rural water supply development. The Department assists projects for water resource development which involves the introduction of new equipment. In such cases, additions to the projects are under discussion in order to allow for the training of women in maintenance of the equipment.

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa published since July 1980 a re-print of its study on "Improving Villages Water Supplies in Ethiopia".

The United Nations Industrial Development Organization is ready to assist governments in formulating and executing pilot projects for the development of technologies which would include production of simple industrial inputs for agriculture, including water pumps.

The Fund's European office has co-ordinated the production of and information kit on women, water and sanitation under the aegis of the Joint United Nations Information Committee's Ad-hoc Sub-group on Women and Development.

The United Nations Development Programme supports the safeguards of women's interests in projects initiated under the aegis of the International Drinking Water Supply and Sanitation Decade.

The Food and Agriculture Organization of the United Nations has included women in its training courses, one of which was concerned with water management at farm level.

The World Health Organization's Special Programme in Tropical Disease Research recognizes that women's economic and domestic responsibilities put them in contact with water-born disease vectors, for example in washing clothes, bathing, fetching water and farming. The Programme develops research capabilities and management strategies for controlling these diseases as well as evaluating their social and economic causes and consequences. There are 8 women out of a total of 50 on the Joint Co-ordinating Board, and 5 women out of 139 members in the steering committee.

The International Fund for Agricultural Development supports many projects which include provisions for improvement in the supply of potable drinking water, as a means of reducing women's drudgery in transporting manually water over considerable distances.

III. WOMEN AND NATURAL ENVIRONMENT

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a resource paper on this topic as an input to an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, early in December 1981. The resource paper will include a refinement of a preliminary systems analytic model of the mutual relationships involved, previously prepared as part of a Secretary-General's report to the General Assembly at its 35th session on the effective mobilization and integration of women **in development (A/35/82).** The resource paper will review available knowledge, using a wide range of materials from both within and without the United Nations system.

The United Nations Environment Programme has taken note of the resolution on women, science and technology (No.2) adopted by the United Nations Conference on Science and Technology for Development held at Vienna, Austria, in 1979, but has undertaken no specific action in view of the particular nature of its mandate and area of activity.

The Food and Agricultural Organization of the United Nations has included women within training courses on monitoring for soil salinity and sodicity, soil conservation and control of the environmental contamination of food.

The former Asian and Pacific Centre for Women and Development (APCWD) of the Economic and Social Commission for Asia and the Pacific 1/ undertook in 1980 a Colloquium on Development Planning and Environmental Issues Affecting Women with Particular Reference to Housing, Community Facilities and Public Utilities.

1/ Now integrated within the Asian and Pacific Development Centre at Kuala Lumpur, Malaysia.

B. Policy Formulation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

C. Implementation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

IV. WOMEN AND INTERNATIONAL TRADE 1/

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a resource paper on this topic as an input to an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, early in December 1981. The resource paper will include a refinement of a preliminary systems analytic model of the mutual relationships involved, previously prepared as part of a Secretary-General's report to the General Assembly at its 35th session on the effective mobilization and integration of women in development (A/35/82). The resource paper will review available knowledge, using a wide range of materials from both within and without the United Nations system. It will evaluate the possible implications of current proposals for the restructuring of international trade as part of the establishment of a new international economic order. Special attention will be given to the implications of the recommendations within the International Development Strategy for the Third United Nations Development Decade.

The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

The United Nations Conference on Trade and Development is planning to study the measures needed to ensure the equal integration of women and men in the development process within the agro-food industry and to study at a wider level the role of women in the technological transformation of society in general. These studies will be undertaken by this organization's

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1/ Only those activities explicitly undertaken with the purpose of policy formulation or implementation in this area have been included here. The reader is referred also to other working papers in this series, particularly those concerning women and rural development, women and industrialization, women and the service sector and women and tourism. The role of women in these sectors, which are also the concern of many United Nations agencies and organizations, have obvious implications for international trade.

Technology Division within its work programme for the biennium 1982-1983. Although concerned with these specific aspects, their inclusion within the programme of an organization primarily concerned with international trade assures their relevance to this topic.

The United Nations Research Institute for Social Development, within its research programme on the impact on women of socio-economic change in Africa south of the Sahara, is undertaking research on the impact of the plantation export economy in the Ivory Coast on the sexual division of labour and the role and status of women in that country.

The General Agreement on Tariffs and Trade has indicated that its field of work does not include examination of this issue.

B. Policy Formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. The refined statement will subsequently be circulated widely within the United Nations system for comment.

C. Implementation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24

February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

V. WOMEN AND MONETARY AND FISCAL PROCESSES AND POLICIES

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a resource paper on this topic as an input to an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, early in December 1981. The resource paper will include a refinement of a preliminary systems analytic model of the mutual relationships involved. Careful attention will be paid to the impact on women of the various types of policy in this field which have been implemented in a number of developing countries during recent years. In the light of the improved understanding of the relationships which should be gained from this analysis, an assessment will be made of the likely mutual impact between recent and current international monetary and fiscal policies and those in the field of women's advancement. Special attention will be paid to the context afforded by the International Development Strategy for the Third United Nations Development Decade.

The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

The International Monetary Fund has indicated that examination of the effects of its activities upon specific groups within national populations, including women, lies outside the scope of its mandate.

B. Policy Formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981.

C. Implementation

The United Nations Children's Fund, pursuant to recommendations made

by its Board in 1980, is furthering income-generating programmes for women by making available cash grants for credit schemes.

The United Nations Development Programme is involved at regional and inter-regional levels with a project - "Women's World Banking" - designed to increase women's access to credit facilities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

VII. WOMEN, SCIENCE AND TECHNOLOGY 1/

A. Information Collection and Research

The Office for Programme Planning and Co-ordination of the United Nations Department of International Economic and Social Affairs is currently preparing a study on the activities of the United Nations system relating to rural women which will include an examination of the application of science and technology. The study seeks to identify shortcomings in the coverage of this activity within the United Nations system and will suggest areas in need of strengthened inter-agency co-operation 2/.

The Advancement of Women Branch, United Nations Department of International Economic and Social Affairs is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

The former Asia and Pacific Centre for Women and Development of the Economic and Social Commission for Asia and the Pacific undertook, in collaboration with the Division of Industry, Human Settlements and Technology a round-table discussion on the participation of women and their emancipation through the application of science and technology to development. This was held at Bangladore, India in 1979.

The United Nations Economic Commission for Latin America has undertaken research on the impact of technological change upon women's situation and role

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1/ This section is limited to those activities concerned with the mutual relationships at the macro-economic level between developments in science and technology and women's situation in society. Information on activities concerned with the application of scientific and technological developments to specific sectors and topics is included in the working papers describing those activities (i.e. those on rural development (No.8), industrialization (No.11), the service sector (including human settlements(No.13), and health (No.15)). Information on actions taken by policy-making organs of the United Nations system, and by the Inter-governmental Committee on Science and Technology for Development, is set out in the report of the Secretary-General to the thirty-sixth session of the General Assembly on "Implementation of resolution 2 of the United Nations Conference on Science and Technology for Development entitled "Women, science and technology" (A/36/...).

2/ A/CONF.94/BP/11 pp 21-22

in society. Particular emphasis was given to studying the implications which the process of agricultural modernization has had upon the role of rural women and their families. Analysis have been made also of the introduction of new production and commercialization technologies.

The United Nations Conference on Trade and Development's Technology Division has included in its work programme for the biennium 1982-1983 a study of the role of women in technological transformation, which has particular reference to women in the food industry. The United Nations Environment Programme has not undertaken specific activities concerning broad aspects of the mutual relationships between women and science and technology in the field of the natural environment because of the particular nature of its mandate and area of general activity. However, it has noted the resolution on the subject of women, science and technology (No.2) adopted by the United Nations Conference on Science and Technology for Development held at Vienna, Austria, in 1979.

The United Nations Institute for Training and Research, in an effort to diminish any adverse effects of technology on women and to promote the equal participation of women in the decision-making processes related to science and technology promotes the full participation of women in the planning and implementation of its science and technology-related activities. The Institute includes as an integral component in its work, the examination of the situation and role of women in connection with the subject under study in its programmes and projects, including those on science and technology. The UNITAR project on Science and Technology for Development: responses to and implementation of the Vienna Programme of Action (UNCSTD) includes the recent production of a series of studies which inter alia address scientific-technological change and the role of women in development. 1/ These studies, written by women, document the ways in which women suffer from technological development and assess how technological development perpetuates inequalities between nations, regions, classes and the sexes. They discuss the implimentation of modern technology in agriculture and its effects on rural women, examine the position of women in the basic and applied sciences and in science

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1/ Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds.), Science and Technology in a Changing International Order. Volume II. Scientific-Technological Change and the Role of Women in Development (Boulder, Colorado: Westview Press, forthcoming 1981)

policy making and analyze the place of women in selected technology-based industries. A UNITAR seminar on "Creative Women in Changing Societies" which was held in Oslo, Norway, in July 1980 addressed inter alia the role of women in scientific-technological and medical change. Nineteen recommendations were made including the suggestion that the national research councils being established as a follow-up to the UNCSTD should be specifically mandated to serve the needs of women and that international organizations should formulate programmes to arrange exchanges of women scientists from different regions.

The United Nations University recognizes that modern technological development often affects women and men differently. In particular, it considers that women are especially vulnerable to many technological developments that tend to undermine the economic and social basis of their contribution to community and national development, and that may have detrimental effects on their own and their dependents' health and nutrition. The University is undertaking research into one aspect of such an impact, that concerned with women and food systems (see working paper No.9 on "Women and food systems").

The work of the United Nations Research Institute for Social Development does not have as its main emphasis the issue of "Women, science and technology", although the choice and access to technological improvements enter its analy tic work on the role and status of African women.

Within the framework of the guidelines laid down in 19 C/Resolution 16.1, new emphasis has been laid on matters pertaining to science and technology. Thus, during 1978-1980, a number of studies were carried out and a number of publications issued in this field.

A study was conducted on the role and status of women in science and technology, and particularly women research workers and technicians. It is anticipated that a document was published on this subject in 1980. A chapter on careers for women in scientific research is also to appear in a book for the general public which is due to be published in 1981. ("Scientific researchers: the nature and impact of their work").

In the context of statistics on science and technology, a study was

published in 1980 on the participation of women in research and development activities.

The UNESCO publication "Impact of science on society" came out with a special issue (Vo. 30, No. 1, January-March 1980) on women technicians in small countries.

2. Policy Formulation

The United Nations Development Programme has recently prepared issue paper on Women and Technical Co-operation among Developing Countries (TCDC); Papers reviewing TCDC activities by and for women have also been commissioned, including one from the Women and Development Unit of the University of the West Indies and one from the Association of African Women for Research and Development.

3. Implementation

The Voluntary Fund for the United Nations Decade for Women of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has reviewed more

than 180 projects supported until, revealing that there has been a heavy concentration on areas involving access by women to scientific knowledge and to technologies. This concentration results from the Fund's mandate and guidelines that its resources be used to supplement and not to be substitute for financing from other United Nations development co-operation funds. It has thus become a primary responsibility of the VFDW to identify gaps in current support from United Nations sources, and to finance innovative and experimental activities that may, if succesful, later be funded by them. For these reasons, Fund projects include 46 in the fields of technologies including income-raising activities, and 10 involving energy resources. (Further information is provided in the working papers on rural development (No.8); industrialization (No.11) and the service sector (No.13).

The United Nations Centre for Science and Technology for Development (CSTD) was established only in 1980 in pursuance of a request by the Inter-governmental Committee on Science and Technology for Development. In this regard, the CSTD submitted to the Inter-governmental Committee on Science and Technology at its third session (26 May - 5 June 1981, New York) proposals for a detailed operational plan organized into eight programme areas for the implementation of the Vienna Programme of Action. That document included, under programme area IV on "development of human resources for science and technology", a section relating specifically to the integration of women.

The United Nations Department of Technical Co-operation for Development, in order to encourage and facilitate the inclusion of women and women's concerns throughout its programme, has carried out a special review to identify actions that can be taken within projects which it normally implements. This review covered projects with potential for women's participation in decision-making processes related to technology, and for the acquisistion, adaptation and application of technology for development, as well as for women's equal access to training in this area. Based on the results of this substantive review, the Department is gradually increasing attention to the women's dimension in all its executed projects, including those related to science and technology. As of mid-1981 various project additions based on this approach were underway to promote women's participation in and benefits from technological change. To encourage the training of women in decision-making within this area and in general, letters of invitation to developing countries in connection with the organization of workshops and seminars now routinely request that consideration be given

to nominating women participants.

The United Nations Department of Public Information, published a special brochure on "Women and Science" in 1979 and distributed it during the period under review to all Member States, DPI affilliated non-governmental organizations, and United Nations specialized agencies, voluntary programmes and funds. The Radio Service of DPI likewise has produced and broadcast several interviews with women involved in science and technology for development (as part of its series on the United Nations Decade for Women) and the DPI Visual Service has produced several films which relate to women, science and technology such as "Focus on women: Women and the Media", 1980 (a case study in India, Egypt, and the Dominican Republic). The film contains excellent sequences on both the problems and opportunitues confronting women in the LDC's regarding the application of science and technology for development and the role of women in this process. The DPI Division of Economic and Social Information (DESI) has also undertaken numerous activities on this and related topics, especially under the aegis of the Joint United Nations Information Committee (JUNIC).

The United Nations Development Programme, which administers the Interim Fund for Science and Technology for Development (IFSTD), reports that in the 43 projects that have so far been approved since the Fund became operational in May 1980, special attention has been given to women's interest in the evaluation of project requests. Several of these projects concern the promotion of appropriate rural technologies, the implementation of programmes designed to improve the nutritional and health standards of rural communities in order to achieve more efficient use of natural resources, such as wood, water, animal and agricultural wastes, solar and wind energy. The greatest beneficiaries of these programmes are very often women, and IFSTD has taken special care to ensure that every project work plan includes the participation of women in all stages of implementation. Arrangements are being made to involve women's organizations in project activities. The IFSTD staff includes a full-time women consultant and a former female area officer who has been transferred to the field.

Within the World Bank Group review procedures are fully met under stringent Group guidelines for implementation and supervision of all projects. Supervision has two main aspects: one is directly operational and the other deals with the gathering of experience and with policy review. Under this system

of monitoring and review, the Adviser on Women in Development is able to continously assess the impact of Bank assisted projects of special concern to women. Increasing attention is being paid to the special concerns of the local population, including women, in the design and implementation of Bank assisted projects. In addition, Bank assistance for education and training of women lays the ground work for greater participation of women in project planning and implementation.

4. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, prepared the Secretary-General's report to the General Assembly at its thirty-sixth session on implementation of resolution 2 of the United Nations Conference on Science and Technology for Development entitled "Women, science and technology", pursuant the Assembly's resolution 34/204. (A/36/...). The report will be considered by the Assembly under Item 69 of its provisional agenda "Development and International Economic Co-operation". As the Convention on the Elimination of All Forms of Discrimination Against Women has come into force (September 1981), the Branch will serve as the Secretariat for a committee of experts, to be elected by States parties and serving in a personal capacity, to consider progress made in the implementation of the Convention. One of the issues will be "women, science and technology", referred to in Art. 10(a); 11(3); 14(d,g, and h) of the Convention.

In the World Bank the Adviser on Women in Development, responsible for monitoring all projects to ensure that their impact on women is beneficial, and the Adviser on Science and Technology, having similar responsibilities in that field, work in close collaboration. In this manner an overview is achieved of the mutual relationships between women's status and participation in development on the one hand and developments in science and technology on the other hand.

The United Nations Educational, Scientific and Cultural Organization makes strong efforts to achieve a 50% participation of women in its meetings organized in the field of science and society.

VII. WOMEN AND THE ACTIVITIES OF TRANSNATIONAL CORPORATIONS

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, as part of research undertaken on the mutual relationships between women's status and rural development, industrialization and tourism, is attempting to identify specifically the influence of TNCs. The findings will be the subject of a resource paper, to be completed in 1982. **A study is being prepared of the impact of TNCs on South African women.**

The United Nations Centre on Transnational Corporations undertakes collection and analysis of information on Transnational Corporations (TNCs) at both the aggregate and corporation levels. It also conducts research on various economic, legal, social and political matters relating to TNCs. Within these activities there is generally very little opportunity for the Centre to deal with specific aspects concerning women, and it has received no mandate from the Commission on Transnational Corporations to undertake such work. However, as part of a study on the social and cultural impact of TNCs the Centre will study their impact on the role of women in developing countries. This will be done entirely on the bais of published materials, and no field work will be undertaken. The results of the study will be published in the form of a technical paper, which will contain a short subchapter on the impact of TNCs on women. The paper will be completed before the end of 1981.

The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

B. Policy Formulation

The United Nations Centre on Transnational Corporations is undertaking the formulation of a Code of Conduct for Transnational Corporations. There are no provisions within the Code which deal specifically with women, but relate to matters of interest and concern to them: for example, those provisions concerning the social and cultural impact of TNCs as well as those relating to consumer protection. However, reference will be made in the provisions relating to employment, working conditions and industrial relations to the ILO Tripartite Declaration, as this contains many provisions

of importance to women, such as employment promotion, equality of opportunity and treatment, security of employment and also conditions of work and life. The Centre is not involved in work on the specific impact of TNCs upon rural women.

C. Implementation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

VIII. GENERAL ASPECTS OF RELATIONSHIPS BETWEEN WOMEN, DEVELOPMENT AND THE RESTRUCTURING OF INTERNATIONAL ECONOMIC RELATIONS 1/

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has prepared a "guide to elements of the International Development Strategy having significance for women's advancement" (IESA/BAW/WP.2).

The Branch is collecting a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

Immediately prior to the holding of the World Conference on the United Nations Decade for Women, a Round-Table Meeting on Women and the New International Economic Order was held at United Nations Headquarters, New York.

The Economic Commission for Latin America has prepared methodologies and internal discussion notes which examine the structural limitations of the incorporation of women within policies undertaken in the context of the International Development Strategy, and which proposes alternative actions.

1/ This section is concerned with the specific activities concerning mutual relationships between women and international economic processes, which have been explicitly undertaken by specialized agencies and other United Nations organizations. It should be noted, however, that all agencies and other organizations are carrying out the International Development Strategy, which contains specific reference to the International Development Strategy for the Third United Nations Decade for Women. This incorporates sections stressing the significance of carrying out the Programme of Action for the Second Half of the United Nations Decade for Women, and more specific reference to women and industrialization, food and agriculture, science and technology and social development.

The Women's Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has prepared a study on this topic (The new international economic order: what roles for women? (E/CN14/ATRCW/77/WD.3).

The United Nations Institute for Training and Research considers that a new international economic order is unlikely to be achieved unless the inequality between men and women is eliminated. Consequently its project on progress in the establishment of the New International Economic Order includes several studies prepared by women on such subjects as the condition of women and the exercise of political power in the context of the NIEO. The institute intends to establish an independent International Commission on Alternative Development with Women, which will use a method of working similar to that of the Brandt Commission. The proposed Commission will analyze problems and propose solutions to unequal power relationships between the sexes; bring women to the forefront of the international debates such as the North-South Dialogue; explore and promote measures especially those that focus on the needs of the poorest women; and further the integration of these new perspectives into the development strategies of the 1980s and beyond.

B. Policy Formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, early in December 1981. In addition to resource papers and draft policy statements on such issues as women and rural development, industrialization, tourism, the service sector, energy, water, international trade and monetary and fiscal processes, there will be prepared, in the context of the Programme of Action for the Establishment of a New International Economic Order and the International Development Strategy, a study of over-all development strategies and women appropriate for specific types of developing country: e.g. newly industrialized, petroleum exporting, middle-income, least developed and other most seriously affected countries. The Expert Group Meeting will examine and refine a number of relevant draft policy statements. It is expected that its report will contain substantial policy guidance on this issue. The Branch prepared a statement for circulation at the United Nations Conference

on the Least Developed Countries, Paris, September 1981, on women and the Substantial New Programme for the 1980s for the Least Developed Countries.

C. Implementation

In regard to public information the United Nations Department of Public Information will include in future updates of its "NIEO Press Kit" information on issues relevant to women and will include relevant articles regularly in its publication "Development Forum".

The United Nations Educational, Scientific and Cultural Organization supported a regional seminar on the situation of women and children in relation to the establishment of the "New International Economic Order" held at Antananarivo, Madagascar, 23-25 June 1980.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare inputs to the mid-term review and appraisal of the International Development Strategy as an extension of its function of preparing reports on review and appraisal of action taken by governments, the United Nations system, other inter-governmental organizations and non-governmental organizations to carry out the Programme of Action for the Second Half of the United Nations Decade for Women (1980), the World Plan of Action to Implement the Objectives of the International Women's Year (1975), the Declaration on the Elimination of the Discrimination against Women (1968) and the Convention on the Elimination of All Forms of Discrimination against Women (1981).

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Women and natural environment

Statement by Dr. Letitia E. Obeng to the United Nations World Conference of the United Nations Decade for Women, Copenhagen, Denmark, July 1980. Nairobi, 1980. 15 p. (UNEP Information/76). UNEP also prepared a series of five leaflets for the World Conference on the following topics: "Women, environment and development"; "Women, environment and water"; "Women, environment and health"; "Women, environment and food" and "Women, environment and work". Although only four pages each in length, each of these summarize the salient issues.

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No study on this topic is known to have been prepared during this period by any specialized agency or other United Nations organization. It may be noted that the Advancement of Women Branch, CSDHA/DIESA is preparing a resource paper on this subject for the Expert Group Meeting on Women and the IDS to be held in December 1981.

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Technological change and women workers: the development of micro-electronics report by a consultant. p. (A/CONF.94/26).

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The Advancement of Women Branch CSDHA/DIESA will prepare a review paper on this topic for the Expert Group Meeting on Women and the International Development Strategy to be held in December 1981.

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AWB/WP.11
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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND INDUSTRIALIZATION, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs

VIENNA

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INTRODUCTORY NOTE

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationship between women and industrialization. It includes information on vocational and professional training specifically associated with industry, but not on general education, which is the topic of a separate working paper (No. 14). It does not include information on activities concerned with conditions of employment in industry, which is included in the working paper on employment (No. 12), but it does include information on access to employment in industry. Information is included on the application of science and technology in this field, but not on broader aspects of the implications of developments in science and technology, which are included in the working paper on women and macro-economic processes and policies (No. 10).

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATION COLLECTION AND RESEARCH

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, in early December 1981. For this meeting a resource paper will be prepared on the subject of women and industrialization in developing countries. Two consultants' reports on national experience in the formulation and carrying out of policies for women's advancement, for Ghana and Sri Lanka, were prepared for this meeting, and give specific attention to women's role in industrialization. 1/

The Social Development Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has undertaken research on women and cooperatives which suggests that one way to ensure the effectiveness of women's participation would be to provide technical assistance to the organization of co-operatives specifically to meet the needs of women engaged in small-scale industry and handicrafts. The Branch is developing a reference centre and data bank on all aspects of women's participation in society which includes current information on this topic.

The Voluntary Fund for the United Nations Decade for Women will support a sub-regional Symposium on Women and Appropriate Technology for the Pacific Islands, which was particularly concerned with the suitability for women of application of appropriate technology in manufacturing and construction. In Fiji, Indonesia, Papua New Guinea and the Philippines a project will examine the socio-economic conditions of women engaged in low productivity work in the curing, drying and processing of fish. In Egypt, Sudan and Ghana a survey is being undertaken of existing technologies including traditional ones, used in village industries on the premise that until these technologies are understood it would be inappropriate to introduce improved technologies. In Sierra Leone a case study on the effects of introducing improved palm oil presses in the rural villages has been supported and has shown the inadequacies of certain types of technology. The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has printed since July 1980 a study on "Potters, a study of two villages in Ethiopia" and a report of a workshop on handicrafts and small-scale industries for Francophone countries in Africa (in English and French), and a study of women workers in three countries and a study of women and industrial cooperatives. 2/

The Economic Commission for Latin America is undertaking studies at national and regional levels to analyse the situation of rural women, in response to the recommendations of the Regional Plan of Action on the Integration of Women in Economic and Social Development in Latin America, which proposed the formulation and implementation of integrated rural development programmes which would include development of small industries. These include studies of the role of women in handicraft manufacturing.

1/ Mechtild Petritsch, Women and development in Ghana, (Vienna, CSDHA, 1981) (Advancement of Women Branch Working Paper No. 6); Mechtild Petrisch, Women and development in Sri Lanka,(Vienna, CSDHA, 1981), (Advancement of Women Branch Working Paper No. 21).

2/ Diana Opondo, Report of the workshop on handicrafts and small-scale industries development for women in Francophone countries. Addis Ababa, Ethiopia, 27-30 November 1978 (Addis Ababa, ECA, 1980), (ATRCW/SDD/ITW) . Olubanke Akerele, Women Workers in Ghana, Kenya, Zambia: a comparative analysis of women's employment in the modern wage sector (Addis Ababa, ECA, 1979), . . .

The Economic and Social Commission for Asia and the Pacific, through the former Asia and Pacific Centre for Women and Development conducted in 1980 a workshop on the Role of Women in Social Progress and Development in Industry and has commissioned case studies of relationships between women and industrialization. 3/

The United Nations Conference on Trade and Development's Technology Division undertakes that part of the work of the Conference which is considered of the greatest direct relevance to the integration of women in development. It concerns relationships between technology policies and planning in the agro-food industry, including food processing. This is a sector viewed by most developing countries as one of the most critical in the light of its direct impact on industrialization. A new Intergovernmental Group of Experts on Food Processing has been formed by the Trade and Development Board and will hold its first meeting during the second quarter of 1982. The mandate of the Group is to deliberate on all issues related to technology in the food processing sector, including human resources development.

In 1978, the United Nations Industrial Development Organization sponsored a meeting on the role of women in industrialization, at which the problem s of rural women and the potential contribution of rural industrialization were discussed. 4/

During the 1979 UNIDO undertook some studies on succesful rural industrialization programmes in developing countries, two of which were oriented towards the role of women in such programmes. The countries selected were India and the United Republic of Tanzania. It was interesting to note in the case of India that, against a backdrop of diminishing female participation in the labour force, the most recent development plan revealed a need for measures to expand employment opportunities for women, to improve training facilities and to provide more industrial openings through small-scale and ancillary industries. The study -carried out in two districts in the state of Kerala in southern India- is largely empirical in its treatment of the subject. It emphasizes successful features, while not failing to identify shortcoming as well as problems encountered in the various projects. The study confirms the inordinate potential offered by women, even in areas hitherto not considered appropriate (such as electroplating and foundry work).

UNIDO has carried out a preliminary study on the impact on women of the redeployment of manufacturing industry to developing countries.5/ Its Secretariat also intends to undertake studies aimed at accelerating the effective integration of women in the development of the food processing and textile industries. These studies will assess the impact that existing technologies have on women's contribution to these industries in the developing countries.

... (ATRCW/SDD/RES 02/79); Women and co-operatives: Egypt, the Libyan Arab amahriya and the Sudan (Addis Ababa, ECA, 1980) (ECA/ATRCW/RES/02/80.

3/ A case study on the modernization of the traditional handloom weaving industry in the Kashmir Valley (Bangkok, Asian and Pacific Centre for Women and Development, April 1980) (Prepared by the Institute of Social Studies, New Delhi, India, 1979); Soon Young Yoon, Study on the role of young women in the development process, especially in industry, in selected countries of the ESCAP region (Bangkok, ESCAP, December, 1979).

4/ Women and industrialization in developing countries (ID/251). A report on this meeting was also made to the World Conference of the United Nations Decade for Women (A/CONF.94/BP.1).

5/ Women in the redeployment of manufacturing industry to developing countries (Vienna, UNIDO, 1980) (UNIDO/ICIS.165) (UNIDO Working Papers on Structural Changes, No. 18).

UNIDO considers that one of the main recommendations in the Programme of Action for the second half of the United Nations Decade for Women of relevance to its work is that related to the importance of guarding against the adverse effects which technology transfer and redeployment of industries may have on women. In October 1981 the Organization is sponsoring a "Seminar on the Role of Women in the Development of Industrial Branches Traditionally Employing Female Labour". This will take place at Sofia, Bulgaria.

The United Nations Training and Research Institute, as part of an effort to diminish any adverse effects of the redeployment of industry and technology on women, has undertaken a series of studies addressing the impact of scientific-technological change on the role of women. 6/

6/ Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds.) Science and Technology in a Changing International Order, vol. II; Scientific -Technological Change and the Role of Women in Development (Boulder, Colorado, Westview Press, forthcoming, 1981).

II. POLICY FORMULATION

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a draft policy statement on women and industrialization in developing countries. This will be examined and revised by an Expert Group Meeting on women and the International Development Strategy to be held at Vienna, Austria, in early December 1981.

The World Food Council is concerned with reaching agreement on policies related to food issues, including processing and manufacturing. Its food strategy concept aims to bring together all the elements of food production, distribution and consumption in an action-oriented framework which will facilitate decision-making by governments and which will provide a means for mobilizing external assistance. Some 30 developing countries are involved in the preparation of food strategies, with assistance from multilateral and bilateral agencies arranged by the World Food Council. Many other countries are adopting more integrated food plans within their over-all national development programs. The Council considers that by facilitating a rational view of food problems the development of such strategies should make it easier for decision-makers and development assistance agencies to keep in mind both the role of women in the food system and the impact on them of changes in that system. Guidelines will shortly be issued which will give appropriate attention to the role of women.

III. IMPLEMENTATION

A. Provision of training

Considerable effors are being made to train women in manufacturing technology, particularly in regard to small-scale industries predominantly within rural areas. The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa includes an African Women's Volunteer Task Force which operates on the principles of Technical Cooperation among Developing Countries (TCDC). It constitutes a corps of African women and men who volunteer their skills and abilities to teach others less fortunate in other parts of the region. Through its activities a woman skilled in tie-dye from Ghana trained more than 2,000 women in Lesotho while serving as a Task Force Volunteer. Women from southern and eastern Africa were participants in a study tour to Ghana, Gambia and Kenya to learn advanced techniques of textile design and business management. An associated project is the Handicrafts and Small Industries Unit, which promotes the involvement of women in technical support activities. The Unit has established a number of pilot projects involving women, giving technical assistance to other women of the region in the development of skills in handicrafts and small scale industries. Among these are the Bethlehem Training Centre in Ethiopia, the Soba Training Centre in the Sudan and the Somalia Women's Democratic Organization Training centre in Somalia. The Unit conducts training workshops to strengthen women's technical skills. In October 1981 the Unit will implement a workshop on vocational training for women and girls in Abidjan, Ivory Coast.

The Economic Commission for Latin America is undertaking training seminars in programmes of handicrafts and agricultural industries.

The Asian and Pacific Centre for Women and Development of the Economic and Social Commission for Asia and the Pacific conducted in 1979 a training course on the mobilization of women in industry.

The United Nations Institute for Training and Research has included among the topics examined in a recent study the need for training programmes which will enable women to take advantage of all aspects of new agro-technology. 7/

B. Application of science and technology

A significant proportion of activities are concerned with the application of science and technology, usually in the form of appropriate technology applied in particular to small-scale industries in predominantly rural areas.

The Voluntary Fund for the United Nations Decade for Women is supporting a project in the Community Development Division of the Ministry of Agriculture of Malaysia. It is concerned with appropriate technology development for women with particular emphasis on handicraft and vocational training and cottage industries. In Yemen a project on the improvement of manpower resources engaged in processing food products is intended to further the utilization of modern production methods. In the United Republic of Tanzania a project on

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7/ Z. Tadese, Women and technological development in agriculture: an overview of the problems in developing countries (UNITAR Science and Technology Working Paper Series, no. 9), (New York, UNITAR, 1979).

salt processing will provide technical advice. In Ivory Coast a project on improved techniques for fish curing, smoking and preservation supports the position of the Ministry of Women's Condition that those traditional and inexpensive technologies which have already been successful should be perfected, rather than the introduction of new techniques which cannot be made accessible to the majority of women.

The African Training and Research Centre for Women of the Economic Commission for Africa is engaged in an expanded programme concerning the application of appropriate technology at the village level. This is supported largely by the Intermediate Technology Development Group (ITDG), and financed by the Voluntary Fund for the United Nations Decade for Women, UNICEF, British Christian Aid, the Ford Foundation, the Rockefeller Foundation, and USAID. Activities include the organization of specialized technology workshops for training of extension workers in improved methods of, for example, low-cost building techniques and improved soap and candle making.

C. Comprehensive assistance

The Economic and Social Commission for Asia and the Pacific is attempting to respond to the displacement of women formerly engaged in traditional industries, particularly by agro-businesses, as in the introduction of mills for rice husking. In the absence of the provision of alternative employment, the Commission is developing a programme to involve such displaced women in small-scale and cottage industries in order to provide them with alternative income.

The United Nations Industrial Development Organization, for the purpose of the carrying out of its technical assistance programmes, recruited in 1980 eleven women experts, amongst them a project co-ordinator and a project manager. These experts were from such diversified fields as plastics, metallographic testing, medicinal plants, garment manufacturing, industrial pollution and documentation and information retrieval. The Secretariat is intensifying its efforts to recruit a higher proportion of women for technical assistance projects and, as of 31 December 1980, a total of 336 women experts had been registered. 8/ As of this date, the UNIDO Secretariat had 63 female professional staff members (i.e. 16 per cent of the total professional staff), of which 50 are directly or indirectly involved in the development and implementation of technical assistance activities. Through the development of such activities, they are to a large extent involved in their financial support as well, since they have an indirect influence in the approval of funds required for their implementation.

Information on UNIDO's follow-up of the Programme of Action of the World Conference is provided in its report to the Industrial Development Board at its fifteenth session. 9/ The main recommendations in the Programme of Action

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8/ Furthermore, the first female Industrial Development Field Adviser (SIDFA) was appointed in February 1981. Concerning the Junior Professional Officers ((JPOs) who assist the SIDFAs in the field, out of a total of 46, there were 12 women at the end of 1980.

9/ See ID/B/256 p.5, paras. 13-16, Annex I, paras. 7-10 and 18-21, and Annex II.

which are of relevance to the work of UNIDO take women into account at the early stages of planning, and relate to the need to provide women with opportunities for employment and mobility and, through appropriate technology, alleviate the traditional burdens of child care and food production. An effort is being made to incorporate these recommendations, in particular in UNIDO's technical assistance programmes, by means of a circular which has been addressed to field staff involved in development of programmes and distributed also to programme officers at Headquarters.

UNIDO considers that in the field of industrialization, projects specifically geared towards women are in some cases well justified, but in general this approach ought to be the exception. UNIDO has certain "women's programmes", such as the "Upgrading of the Technologies Used by Women Potters" in Bolivia. A high percentage of women is involved in both the planning and implementation of these activities. It considers, however, more effective UNIDO's recent approach to promote the participation of women in the planning and implementation of technical assistance activities through special instructions related to the formulation of projects, addressed both to field and Headquarters staff. 10/

It is the policy of UNIDO to send representatives to all regional meetings on integration of women in development and provide information on UNIDO's potential for assistance in this field.

A review of the mandates addressed to UNIDO on the subject of integration of women in development indicates assistance to the rural areas as one of the priorities for technical assistance in this field. UNIDO is engaged in a number of activities that are expected not only to raise living standards but also improve conditions of employment. Many of its activities have a bearing indirectly on rural development, and the satisfaction of basic needs of the populations in developing countries, while others can be expected to have a direct impact on rural development, for instance, activities oriented towards provision of such basic needs as food, clothing, and shelter, inputs for the development of agriculture, small and medium-scale industries located in rural areas, technology for rural industries, non-conventional energy resourcesfor rural areas, etc. In all these activities, UNIDO endeavours to take account of the interests of rural communities in general, and of women in particular.

UNIDO is ready, within its field of competence, to assist Governments in the planning and implementation of programmes related to rural women. UNIDO could, for instance, assist Governments in formulating and executing pilot projects for the development of technologies and rural production which would upgrade the standard of living and reduce the workload of the rural women, for example production of simple industrial inputs for agriculture (agricultural tools, water pumps, harvesting, processing and storage equipment) and application of more effective domestic rural energy systems and equipment (kitchen stoves, bio-gas plants, windmills and simple solar energy equipment). UNIDO could also assist in formulating and executing pilot projects for the creation of employment opportunities for women in the rural areas, in particular through the establishment of light industries, small-scale industries and agro-industries. With this in mind, the Secretariat has taken the initiative of preparing a number of project proposals specifically aimed at women, such as a global project for integration of women in rural industrialization, the development of a programme in rural technology for women in selected countries in Africa, promotion of industrial co-operatives, interregional projects for upgrading the managerial and entrepreneurial role of women,

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10/ Ibid.,Annex I paras. 19 (a) and 20 (a) and Annex II, para. 6 (b).

development of cottage industries for women and the upgrading of the technologies used by women potters. So far, only one of these proposals has become operational. The others are at various stages of negotiations for financing by donor countries.

The United Nations Children's Fund, pursuant to decisions reached by its Board in 1980, will give further emphasis to the development of income generating programmes for women in manufacturing. This will include training, making available cash grants for credit schemes and working with other aid sources such as development banks.

The World Bank, in assisting projects in agriculture and rural development, takes into account the possible displacement of small-hold family and women's subsistence activities by agro-industry using more advanced technology. Where appropriate, special arrangements which protect traditional family food supplies are incorporated in such projects.

IV. MONITORING, REVIEW AND APPRAISAL

With regard to over-all aspects of this topic the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning women and industrialization. A second report of the Secretary-General will report to the Commission on the results of biennial review and appraisal of progress made by governments, intergovernmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on activities in the field of women and industrialization.

With regard to the monitoring of technical assistance programmes the United Nations Industrial Development Organization has found that financial and staff constraints impede the Secretariat 's embarking upon a review of the impact of all its programmes and activities on women. However, an Interdivisional Working Group recently recommended that officers in charge of evaluating technical assistance projects should be instructed to assess the impact of these projects on women, and that this evaluation aspect should be an item on the agenda of each tripartite review.

Although UNIDO has not been in a position to analyse the impact of the involvement of women in financial and technical assistance support activities on the integration of women in such activities, it has reached the following general conclusions:

In the field, it has been noted that, in general, the female JPOs (they are not only female but junior) take a particularly active interest in the subject of integration of women in development, and they have been instrumental in the submission of proposals or ideas in this area. The increase in the number of female recruitment officers in the Secretariat seems to have bought an increase in the number of female staff recruited at Headquarters and in the JPO programme.

At Headquarters, in discussing and developing activities related to integration of women in development, it is UNIDO's experience that a 50-50 involvement brings the best results, since the knowledge and experience in the field of industrialization is still mostly with the men, while the drive to consider women's problems is still mostly with the women. The dialogues established in this connexion bring about a positive change of attitudes, which is very much needed in this respect. The UNIDO Interdivisional Working Group on Integration of Women in Industrial Development, composed of five men and five women, works on this basis and, through its recommendations, is aiming at establishing such an equal participation of women and men in most of the activities of the Organization. This is, however, a difficult task due to the low percentage of women professionals.

Support activities with heavy female participation have had, no doubt, an important impact on introducing the subject of integration of women into the work of the Organization. However, these activities have been developed and are being followed up at Headquarters with equal participation of men and women.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN'S EMPLOYMENT, INCLUDING MIGRATION, 1980 - 1981

Prepared by the Branch for the Advancement of Women
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VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationship between women and employment, including migration. Emphasis is given primarily to general aspects of this matter, but also to such special aspects as women's dual role in both reproduction and production. Information on activities concerned specifically with employment, and with related aspects of vocational and technical education, in rural development, industrialization and the service sector are included in the working papers on those topics (Nos. 8, 11 and 13).

Information on women in management and high level economic decision-making is included in the working paper on women in planning and decision-making (No. 19). Information on general aspects of vocational and technical education is included in the working paper on eduction (No. 14).

This working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATION COLLECTION AND RESEARCH

A. General activities

The Office for Development Research and Policy Analysis of the United Nations Department of International Economic and Social Affairs undertakes regular surveys of world economic trends and policies, including issues such as employment and the introduction of new techniques in the production process, which have a direct bearing upon women. The issue of women's employment will continue to be studied by the Office in conjunction with other issues of international concern and in the context of the objectives and policy measures recommended in the International Development Strategy for the Third United Nations Development Decade.

The Economic Commission for Europe recently published its study on the Economic role of women in the EEC region, presented at the Seminar on the Participation of Women in the Economic Evolution of the ECE region held in Paris in July 1979. 1/ It is continuing, within its economic research programme, to examine a wide range of economic topics which are relevant to the issues of women's employment.

The International Labour Organization revised its programme proposals for the 1982-1983 biennium in the light of the resolution and Programme of Action for the Second Half of the United Nations Decade for Women adopted at the World Conference of the United Nations Decade for Women held at Copenhagen, Denmark in July 1980.2/ Analytic research on trends and projects for women workers will be generally expanded. The organization added to its programme proposals for the biennium 1982-1983 the preparation of a study on women's employment in industrialized countries and the impact of microelectronic technology on women's jobs.

The dissemination of information on ILO standards, national legislation and social policies contributing to better integration of women in development will continue within the 1982-1983 biennium in the form of studies, working papers and briefs.

1/ The Economic Role of Women in the ECE Region (United Nations publication, Sales No. E.80.II.E.6).

2/ See Also: Measures taken to implement the programme of the United Nations Decade for Women: Equality, Development and Peace (A/CONF.94/BP.6)

B. Research on women's dual role in reproduction and production

A substantial amount of research is being undertaken on the broad relationships between women's reproductive role; factors affecting it, including employment; and consequences, both direct, such as availability of women for employment, and also indirect, such as those concerning broad relationships between demographic situation and society and the natural environment. Information on these activities is included in the working paper on women and reproduction (No.16).

C. Research on employment in the United Nations system

The African Training and Research Centre for Women of the Economic Commission for Africa undertook a study on the employment of women in professional and higher categories in the Secretariat of that Commission, which was submitted to the first meeting of the Technical Preparatory Committee of the Whole at Addis Ababa, Ethiopia, from 3-8 April 1980 and to the fifteenth session/sixth meeting of the Conference of Ministers at Addis Ababa, Ethiopia from 9-12 April 1980. The small number of women employed in these categories are in the Centre itself, where all but one was employed as project personnel, and in the Translation Services (recruitment to which was not the responsibility of the Commission itself). 1/

D. Statistical activities

The United Nations Population Division published in 1979 an analysis of the impact of urbanization on the family and on women's occupational distribution. On-going work on large cities in developing countries is investigating the implications of their rapid growth for women's employment. Tentative findings suggest that such cities contain large concentrations of women in service occupations.

The United Nations Statistical Office began in 1978 a long range programme for the improvement of concepts and methods suitable for collecting statistics on the role and status of women. An overview

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1/ The employment of women in professional and higher categories in the Secretariat of the Economic Commission for Africa (E/CN.14/744, Add.2)

of potential sources of sex biases in statistics was issued as a technical report in 1980 1/ It included an examination of statistics on women's activities. This is now being used as a basis for a more comprehensive review of national practices. A revised and extended version will be prepared in 1982.

New statistical activities undertaken by the International Labour Organization include classification by sex of employment and unemployment data and additional questions on women's work, income and welfare in household surveys. The Organization will also examine new concepts of women's participation rates in the labour force.

E. Research on Migration

The United Nations Population Division published in 1979 a major study which included analyses of rates of migration from rural to major urban areas. 2/

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, Department of International Economic and Social Affairs, is undertaking a review of recent research on this topic. This will be presented to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, in February and March 1982. The Branch is continuing to develop a reference centre and data bank on all aspects of women's participation in development and this includes material on this topic.

The Economic Commission for Latin America is undertaking studies of the impact on women of their migration from rural to urban areas.

The Economic and Social Commission for Western Asia held a seminar during 1980 on the brain drain from Arab countries. Several papers, which have subsequently been published in Arabic and English, discussed the structure and limitations of the education system in the Arab World, and shed useful

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1/ Sex-based stereotypes, sex biases and national data systems (ST/ESA/STAT/99), (June 1980)

2/ Patterns of Urban and Rural Population Growth (United Nations publication, sales No. E.79.XIII.9)

light on the position of women, including their education and careers in scientific and technological fields.

The Economic and Social Commission for Asia and the Pacific's Youth Section within the Social Development Division has studied the problems and experiences of women which have resulted from migration from rural areas.

The United Nations Institute for Training and Research has examined the problems experienced by women as a result of migration from rural to urban areas. 1/

The United Nations Research Institute for Social Development is examining the effects on women of internal and external migration in Upper Volta, as part of its research programme on the impact of socio-economic changes on women in Africa south of the Sahara.

Although research sponsored by the World Bank on the impact of urban/rural migration on the role of women in development has so far been limited, available evidence indicates that the rising incidence of households headed by females is a socio-economic phenomenon of growing significance for national development planning in many developing countries. A recent review of a number of Bank sector reports on agriculture emphasized the significant role which women play in agriculture and food production; at the same time, it pointed to the likely adverse impact of male migration on farm yields, and on the effectiveness of extension services, traditionally directed to males, in influencing change in farming practices. Such reviews gather accumulating experience which help to improve the design of future projects and on-going research aimed at increasing output and productivity in the agricultural sector. Bank staff have also recently completed a study on the demographic aspects of migration in West Africa 2/; this study provides the background for further analysis of the economic consequences of migration in the region, including the impact on the integration of women in the development process.

1/ Z. Tadesse, Women and technological development in agriculture: an overview of the problem in developing countries (Science and Technology Working Paper Series, No.9) (New York, UNITAR, 1979)

2/ Demographic Aspects of Migration in West Africa - (Volume I and II) (World Bank Staff Working Paper No. 414) (Washington D.C., September 1980)

The UNESCO has undertaken substantial research in this area. That on the effects of workers' migrations on the status of the women remaining behind in their country of origin has endeavoured to bring out the resultant changes in the fabric of family life and their impact on the women's power of decision both in the areas considered as matters of family responsibility - namely the traditional areas - and on their power of decision at the community level. On the basis of these studies, educational and training programmes will be drawn up as well as suggested modifications of a standard-setting nature for the purpose of strengthening the capacities of women on their own to play their full social and economic role both in the family and in the community.

Along these lines, and in co-operation with the National Commission of the Republic of Korea, a meeting of research workers from Asian countries (India, Philippines, Thailand, Bangladesh and the Republic of Korea) was organized by Unesco in Seoul (June 1979), with a view to drawing up a programme of comparative research on the status of the country woman left on her own and on the effects of the migration of men on the role of women in society. The results of the studies carried out in 1979-1980 following the Seoul meeting are aimed at clarifying the relationships between the economic power of these women as productive workers, a power increased by the absence of the men of the family, and their power of decision within the community. A second meeting of research workers was held in December 1980 to analyse the results of the research undertaken for purposes of comparison and to evaluate the implications of these results on national planning. The results of this research work will be published in English in 1981.

II. POLICY FORMULATION

The United Nations Centre on Transnational Corporation is assisting in the formulation of a Code of Conduct for TNCs which will include provisions relating to employment, working conditions and industrial relations. However, although reference will be made to the ILO Tripartite Declaration, no specific reference to women's employment will be made in this Code of Conduct.

The International Labour Organization provides support to governments

for the purpose of developing and strengthening national machineries and other forms of official institutional arrangements necessary to ensure that employment matters affecting women are fully integrated within national planning.

With regard to migration, the United Nations Fund for Population Activities has provided assistance to help governments formulate effective policies and programmes to deal with population-related issues, including population redistribution, and their inter-relationships with socio-economic factors as well as their effects on women's responsibilities, roles and reproductive behaviour.

III. IMPLEMENTATION

A. The dual role of women in reproduction and production

The United Nations Department of Public Information will complete an animated film on the double workload of working women by March 1982, in co-operation with Ktratky Films, Czechoslovakia.

The United Nations Children's Fund has in recent years given more attention to activities designed to increase family income, within the context of the special relationship between women and children. This approach was stressed by its Board at the 1980 session after consideration of a report on UNICEF co-operation policies with respect to women and girls, programme guidelines and an assessment of selected programmes. It was agreed that UNICEF should advocate a broad perception of women in society and in development processes, taking the view that women should not be limited to motherhood or domestic roles, but should be seen also in the totality of roles, including that of economic provider. Consequently it was agreed that UNICEF should continue to help develop income-generating programmes for women in all sectors, which would include training in marketable skills and management and the making available of cash grants for credit schemes. Programmes were to be developed in social support services for women engaged in income-generating activities, including appropriate technology to lighten time consuming and heavy burdens of household work, suitable child-care arrangements and the promotion of work environments encouraging women to breast-feed.

The International Labour Organization envisages the revision in whole or in part of Conventions No. 3 and No. 103 concerning maternity protection. The June 1981 International Labour Conference was to consider the question of workers with family responsibilities. It was not yet clear whether the final instrument would be a convention or a recommendation. The draft stated that the problems of workers with family responsibilities could not yet be decided, as it was an aspect of wider issues concerning the family and society in national policies.

The UNESCO during 1981-1983 will provide technical and financial support to appropriate international non-governmental organizations for the organization of retraining courses and pilot projects to promote the access

of women to technical, vocational and scientific education and to help working mothers to play their proper part in pre-school education.

B. Other Activities

The International Labour Organization's general activities benefit women. In addition, technical co-operation activities which are clearly defined as being of concern to women are undertaken in the fields of rural development, employment, income earning activities, co-operatives and workers education.

The Organization's technical units are considering further measures to strengthen on-going programmes within the 1982-1983 biennium by including components on the improvement of the status of women as a response to the recommendations of the World Conference of the United Nations Decade for Women held at Copenhagen, Denmark in July 1980.

C. Migration

The United Nations Children's Fund, pursuant to decisions made by its Board in 1980, is giving priority in its co-operation programmes for low-income women in developing countries to those activities that consider especially the needs of women and girls in disadvantaged groups, including urban migrants.

Noting the fact that in Middle Eastern and African Countries male out-migration has drawn attention to the helplessness of many women left behind in villages to cope with family needs, the Fund's skills development and income generating programmes both seek to address this problem.

The United Nations Fund for Population Activities has given technical and financial assistance to a variety of economic and social programmes, mostly in rural areas, to provide women with better job opportunities and skills. These are among factors identified as related to demographic factors, including migration.

The Food and Agriculture Organization of the United Nations deals with the problems experienced by women as a result of migration from rural to urban areas mainly from the point of view of the causes of rural-urban migration. The aim is to improve the economic, social and infra-structural base of existing settlements through agrarian reform and rural development. FAO recognizes the differential and unequal access of women to land and natural

resources, both within existing agrarian structures as well as in the processes of agrarian reform. In its analytical, advisory and technical assistance work, FAO is therefore paying particular attention to the needs of women in such reform processes. This includes their right to land, their organization to protect these rights, the maximization of their benefits therefrom and their training for these purposes. The results of rural-urban migration can also be reduced by diverting the demographic and economic pressures into new agricultural land settlement. FAO as the lead agency in agricultural land settlement has assisted and is assisting a number of countries in this field. While the economic conditions of rural women are usually improved by new land settlement, it is recognized that their socio-economic **conditions will have to be safeguarded by special programme elements within the larger framework of planned agricultural land settlement.**

The International Fund for Agricultural Development has noted the fact that in areas where men have migrated to urban centres or abroad, women are forced to take over responsibility for cultivation with the handicap of lack of access to credit and inputs for want of title to the land. It has taken this fact into consideration in the design of its funding programme.

IV. MONITORING, REVIEW AND APPRAISAL

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February to 5 March 1982. It will contain a section on activities concerning this present topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultive status with the Economic and Social Council in implementing current strategies for the advancement of women. This will also include a section on their activities in relation to this present topic.

The Secretariat of the World Conference United Nations Decade for Women prepared a review and evaluation of progress made in the implementation of the World Plan of Action. (A/CONF.94/8/Rev.1)

The International Labour Organization has taken action to assess the impact of its technical co-operation activities on women. A questionnaire has been prepared and is being tested prior to completion. It was to be sent to all regions during the latter half of 1981, and would be analysed by the beginning of 1982. The objective of the assessment procedure is not only to find out more accurately the extent to which women are benefiting from such activities, but also to find ways and means of improving the situation.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND THE SERVICE SECTOR, 1980-1981

Prepared by the Branch for the Advancement of Women
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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with women in the service sector. For the purpose of the paper, matters concerning the mutual relationships between women's participation in society and the built-environment or human settlements are included. Information is presented in respect of four aspects: information collection and research, policy formulation, implementation and monitoring, review and appraisal. A short bibliography is appended, as is an index which will allow for identification of the activities of each of the specialized agencies and other United Nations organizations.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I HOUSEHOLD SERVICES 1/

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. Among the themes to be examined will be that of the present topic. A resource paper on this topic will be prepared for discussion at the Meeting, which will indicate further research which might be undertaken by the Branch, INSTRAW and other United Nations organizations and specialized agencies. The Branch is continuing to develop its reference centre and data bank on the status of women in development, which includes a section on this topic.

The United Nations Children's Fund considers that the undertaking of studies on the roles, tasks and needs of women as mothers, water carriers and performers of other tasks in the household sector are a necessary first step in the planning of relevant programmes. However, little information is yet available, and consequently UNICEF assisted Ethiopia and Swaziland during the past year to undertake their own surveys. Its support for such studies will continue.

B. Policy Formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria in early December 1981.

The United Nations Centre of Transnational Corporations is assisting in the formulation of a Code of Conduct for TNCs which will include provisions concerning consumer protection which have direct relevance for women's activities in the household sector.

1/ See also the information concerning United Nations activities included within the working paper on women and food systems (No.9) and the section on the dual role of women in reproduction and production in the working paper on women and employment (No.12).

The World Food Council's national food strategy concept aims to bring together all elements of food production, distribution and consumption in an action-oriented framework which will facilitate government decision-making and identification of priorities and will serve as a vehicle for mobilizing external assistance. Governments of developing countries are being supported in the formulation of integrated food plans within national development programmes. This is expected to allow for the focussing of attention on the key role of women in all aspects of food systems. 2/

C. Implementation

The United Nations Department of Technical Co-operation for Development supports women's components within integrated rural development projects which combine multidisciplinary actions at the community level. Training is provided to women in order to use effectively new technologies to ease domestic work loads in Bahrain, Syrian Arab Republic, Democratic Yemen, Oman and Saudi Arabia.

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa is concerned with the application of science and technology to resolve the problems of rural women in the region who spend substantial portions of their day in carrying water and fuel, cooking, washing, preparing food and caring for families. Improved technologies could reduce the work burden and increase productivity. A village/ appropriate technology programme was started in 1975 to provide assistance to African governments with the identification and implementation of projects and programmes relating to improved appropriate technologies for women. These include improvements in housing construction methods, raised stoves and pit latrines.

The Economic Commission for Western Asia considered that immediate measures to apply the results of scientific and technological development would benefit women in that they would be free from routine and repetitive work. This topic was given emphasis in the Regional Plan of Action for Women and Development in Western Asia for the Second Half of the United Nations Decade for Women, 1981-1985. The Commission has submitted to the

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2/ For further details information on activities concerned with women and food systems see working paper No. 9 on this subject.

Voluntary Fund for the United Nations Decade for Women a project on maintenance skills for household appliances and related electronic equipment in Jordan. The objectives are to create an awareness among women and planners of a new and innovative technical field for women and to increase participation of women in the skilled labour market. It is believed that the project could be replicated in other countries in the region.

The United Nations Industrial Development Organization's technical assistance activities have relevance for the raising of women's living and working standards in this sector, with regard in particular to provision of clothing and shelter and non-conventional energy resources. It is ready to assist in the planning and implementation of programmes for the development of technologies including water pumps, domestic energy systems (kitchen stoves, bio-gas plants, windmills and simple solar energy equipment).

The United Nations Children's Fund recognizes the special needs which arise from the relationship between women and children. The Fund has focussed upon women's needs in child-rearing and home improvement, and more recently on training and other activities related to increasing family income. Special support has been directed to women heads of household. At its 1980 session the Board agreed that UNICEF should advocate a broader perception of women in society and in the process of development, taking the view that women should not be considered as limited to motherhood and domestic roles. In the context of this view UNICEF should advocate the need to expand the sharing of the roles of men in family life and child care. Priority would be given in programmes for low-income women in developing countries to those activities that had the strongest positive effects on the well-being of children, again with special attention to the needs of women heading households, urban migrants, refugees and nomads. Support would be given to the development and use of appropriate technology to lighten the time-consuming and heavy burden of household work and suitable child-care arrangements. Continued support would be given to the individual and organized participation of women as active initiators, leaders and managers in the provision of basic services, including water supply and sanitation.

The World Health Organization recognizes that women's activities in this sector put them in contact with disease vectors, especially those which are water-borne. Washing clothes, bathing,and fetching water expose women to greater risks than men. The Tropical Disease Research Programme develops research capabilities and management strategies for controlling these diseases as well as evaluating their social and economic causes and consequences. 3/

The International Fund for Agricultural Development is aware of the need to relieve the burdens on women, particularly poor rural women, engaged in household activities, while overworked and responsible also for caring for the young, the elderly, sick and disabled. Consequently there is growing attention within the Fund to ensure that women are not only involved within the various projects which are funded, but that the programmes themselves have a positive impact on the well-being of the women involved.

D. Monitoring, review and appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this present topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this present topic.

3/ For further information on activities concerning women and water see working paper No. 10 on women and macro-economic processes.

II. HUMAN SETTLEMENTS

A. Information Collection and Research

The Voluntary Fund for the United Nations Decade for Women, CSDHA has supported a sub-regional Symposium on Women and Appropriate Technology, particularly related to manufacturing and construction.

In 1979 the Division of Industry, Human Settlements and Technology of the Economic and Social Commission for Asia and the Pacific collaborated with the former Asian and Pacific Centre for Women and Development in the organization of a Round Table Discussion on the Participation of Women and Their Emancipation through the Application of Science and Technology to Development which was held at Bangladore, India. The Commission conducted a Colloquium in 1980 on Development Planning and Environmental Issues Affecting Women, with particular reference to housing, community facilities and public utilities.

The United Nations Centre for Human Settlements (Habitat)'s Work programme for 1980-81 and 1982-83 essentially structured with a view to implementing the recommendations of the 1976 Habitat Conference 1/ and implicitly contain programme elements which relate to the action plan adopted by the Mexico Conference. 2/ Its over-riding goal is to strengthen the capacity of individual nations to solve their respective human settlements problems taking into account the unique circumstances associated with various problem areas and specific needs of disadvantaged groups. To this end, both the Centre's current work programmes for 1980-81 and 1981-82 and its draft medium term plan for 1984-89 stressed the involvement of women in human settlements development and the evaluation of the impact of the Centre's activities on women.

The Centre considers that the needs of women vis-a-vis shelter, infrastructure, community services (specifically health and education),

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1/ Report of Habitat: United Nations Conference on Human Settlements, Vancouver, 31 May -11 June 1976.

2/ World Conference of the International Women's Year Mexico City, 19 June - 2 July 1975 and World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen 14-30 July 1980.

employment, energy requirements and appropriate technology demand special attention in order to optimize the participation of women in the satisfaction of their own requirements. Although settlement programmes and strategies aim primarily at the disadvantaged groups in both urban and rural areas, measures are taken to assure the full involvement of women by means of (a) training to prepare them for active and meaningful participation in decision-making within human settlement programmes; (b) use of mass media to remove prejudices and stereotypes and to foster the acceptance of women in this field; and (c) propagation of the role of women in the development and improvement of human settlements.

The draft medium term plan for 1984-89 contains action oriented proposals in order to ensure a concerted and sustained effort for the implementation of the plans of action adopted by the Habitat Conference, the two Women's Conferences and the goals specified in the International Development Strategy. The work of the Centre will emphasize the development and maintenance of the built environment as a means of accommodating and integrating the growth of population and economic and social activities in urban and rural areas. This will involve improvement in the status of women by means of their complete integration within the overall development of settlements. It will include: the improvement of shelter, infrastructure and community services with a view to accommodating the existing and future population, increasing labour productivity including that of rural women, stimulating greater public participation, in particular by women; improving health and educational facilities and ensuring greater equity in the distribution of income and benefits particularly to women.

The Centre undertakes substantial work in regard to human settlements, much of which is of relevance to women as household managers and providers and users of services.

A report to the Commission on Human Settlements, at its third session on the "development of rural settlements and growth centres" discussed among other things, the problems experienced by women living in rural areas and as a result of migration from rural to urban areas, and contained recommendations for the overcoming of such difficulties experienced by women. The recommendations, which were endorsed by the Commission on Human Settlements were reflected in the Work Programme for 1980-81 and 1982-83 and the medium-term plan for 1984-89.

A number of case studies of rural settlements were commissioned since 1977 as part of a global survey of conditions in low-income settlements in nine countries in Africa, Asia and Latin America. Local consultants engaged to prepare the case studies were provided with a comprehensive questionnaire to be used as a check list to **make as comprehensive an analysis as possible. The Centre has conducted a detailed analysis of the data from each of twelve studies which were found to be extremely useful in identifying the problems encountered in the integration of women in rural settlement development. The Centre is preparing a publication which will include consideration of status of women in rural areas.**

UNCHS (Habitat) activities in the field of human settlements, science and technology are being undertaken within the context of the operational plan for the implementation of the Vienna Programme of Action on Science and Technology for Development and in response to Government requests for technical assistance. During 1980, an analysis was made of the national reports submitted to UNCSTD in order to identify the areas where human settlements, science and technology projects could be developed for possible funding from the United Nations Interim Fund for Science and Technology **for Development with particular attention to promoting the full participation of women in planning and implementation of the human** settlement projects.

B. Policy Formulation

The United Nations Centre for Human Settlements (Habitat) seeks to assist goverments in the adjustment and development of their human settlements policies in order to ensure the fullest consideration of women's needs and potential contribution

C. Implementation

The United Nations Centre for Human Settlements (Habitat) recognizes the important role of women in promoting national economic growth and settlement development by means of using the tools of science and technology. The Centre has focussed its attention in particular on the utilization of human settlements technologies in a manner appropriate to the conditions and needs of the regions and by both men and women as equals. Programme elements in the areas of appropriate infrastructure for low **income settlements have** the objective of promoting the development of appropriate standards and technologies for the provision of economically efficient infrastructure,

keeping in view the needs of women.

Programme components such as: development of appropriate building technologies for squatter and rural settlements ; choice of appropriate building technologies and improvement of the construction industry; organization of training programmes for the provision of skilled labour for the construction industry; demonstration projects on the transfer of appropriate building technologies from construction industries to the informal construction sector and development of indigenous construction industries in urban and rural areas will, among other things, promote the full participation of women in planning and implementation of their programmes.

In addition, the work programme for 1981-82 and the draft medium term plan for 1984-85 promote full integration of women in human settlement development by means of helping governments to realise the potential contribution made by women in construction and housing and in the extension, renovation and maintenance of existing dwellings; ensure that the decision-making process includes women as equals in order to provide incentives for the development and implementation of appropriate building technologies in all aspects of building construction; and that research, studies and demonstration projects include full participation of women and be linked to bodies responsible for the execution of national building programmes.

In its technical co-operation and support activities, the Centre's objective is to expand the programme and make better services available to countries requesting assistance. Activities encompass the entire range of subjects relevant to human settlements development including policies, planning, shelter, infrastructure and services, land, public participation and institutions and management. Special emphasis is put on greater involvement of women in all relevant technical co-operation activities. Specific activities include spatial aspects of national development and urban/metropolitan development planning. Action-oriented programmes within the areas of development planning include site-and-services schemes, urban development projects, environmental protection, programmes for disaster prevention and reconstruction and energy considerations and conservation in human settlements. The Centre had made consistent efforts to develop technical co-operation activities targeted

for the development of the weaker section of the population, including women. To this end, the internal evaluation of all technical co-operation projects within the Centre include such components as active participation by women, impact on women and any corrective actions needed in devising future technical co-operation projects.

The experience of the past repeatedly points out that women have not only been put at a disadvantage by development projects, but their situation has even become worse. In order to formulate programmes that do indeed promise to bring improvements for women, it is necessary to incorporate special elements that benefit women, and this in turn requires intensified training of more women at both national and local levels as well as the women inhabitants of project areas. Training has thus become a significant instrument in ascertaining that development benefits do reach the women.

The Food and Agriculture Organization of the United Nations in co-operation with national governments, is co-operating with appropriate non-governmental organizations in order to identify and strengthen rural service centres for women and their families.

D. Monitoring, review and appraisal

The United Nations Centre for Human Settlements (Habitat) is seeking to develop and re-inforce approaches towards an improved distribution of benefits from development activities and a systematic evaluation whereby women themselves also evaluate their own impact from such activities. A primary means of achieving this is to employ a feedback information system through evaluation and monitoring based on experience.

III TOURISM

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. Among the themes to be examined will be that of the present topic. A resource paper on this topic will be prepared for discussion at the Meeting, which will indicate further research which might be undertaken by the Branch, INSTRAW and other United Nations organizations and specialized agencies.

The Economic and Social Commission for Asia and the Pacific has made efforts to assess the participation of women in tourism, and a project has been included in this regard in the work programme for 1982-1983. It will involve the study by the Integrated Rural Development Section of the effects upon women of a Pilot Atoll Development Project in Maldives which includes a tourism component.

B. Policy formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria in early December 1981.

C. Implementation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably

the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria from 24 February-5 March 1982. It will contain a section on activities concerning this present topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this present topic.

IV OTHER SERVICES

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs rountinely collects information as part of its operation of the United Nations Integrated Reporting System on the Status of Women.

The Social Development Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has undertaken research on women and cooperatives which suggests that one way to ensure the effectiveness of women's participation would be to provide technical assistance to the organization of cooperatives specifically to meet the needs of women engaged in retail-trading and in the provision of social services.

The United Nations Population Division is investigating the implications for women's employment of rapid growth in the large cities of developing countries, particularly as tentative findings suggest that there are large concentrations of women in service and sales occupations in such cities.

The Economic Commission for Latin America is undertaking regional and national studies on the role of women in commerce.

The Economic Commission for Western Asia began action-oriented research on self-help activities in regard to non-formal services among women in peri-urban areas in Egypt, Jordan and Syria.

B. Policy formulation

The World Food Council's food strategy concept aims to bring together all the elements of food production, distribution and consumption in an action-oriented framework which will facilitate government decision-making and priority allocation and will serve as a vehicle for mobilizing external assistance. Preparation of national food strategies is anticipated to focus attention on the key role of women in all aspects of food production, distribution and consumption and should make it easier for decision-makers and development assistance agencies to keep in mind both the role of women in the food system and the impact on them of changes in that system.

C. Implementation

In the area of wholesale and retail trade, the Voluntary Fund for the United Nations Decade for Women supports a farm produce marketing project of the Kumasi Cooperatives Society in Ghana which links rural cooperatives with their urban counterparts and permits the exchange of services between these two. Such arrangements enable rural women in the Kumasi district to market the agricultural and garden produce of the women's cooperatives in the main towns.

The African Training and Research Centre for Women of the Economic Commission for Africa organized a workshop on the marketing of farm and marine in Dakar, Senegal, in June 1981.

The Asian and Pacific Women's Centre for Development of the Economic and Social Commission for Asia and the Pacific (ESCAP), continued studies of women in the informal sector, 1/ in business investment in Papua New Guinea and in transportation services in Tuvalu. 2/

The United Nations Department of Technical Cooperation for Development includes an additional component on women in an increasing proportion of the projects for which it is the executing agency, and these in most cases involve training. In Burundi women are trained to work in a mineral survey project with newly installed atomic absorption equipment in the laboratory of the Ministry of Mining. A public administration project for training of civil servants has a special componenet for in-service training of female personnel to qualify them for better paid jobs.

The United Nations Centre for Human Settlements (Habitat), during implementation of the draft medium term plan for 1984-1989, will emphasize the development and maintenance of the built environment as a means of accommodating and integrating the growth of population and economic and social activities in urban and rural areas. This policy will involve improvement in the status of women by complete integration within overall settlement development, including improvement of infrastructure and community services. It is intended to provide training to prepare women for active and meaningful participation in decision-making in this regard.

The United Nations Children's Fund, pursuant to the 1980 session of its Board, will expand its work of helping to develop income-generating programmes for women in the area of trade. This will include training in marketable skills and management, making available cash grants for credit schemes and

1/ Case studies on women in the informal sector (Bangkok, APCWD, 1980).

2/ Case studies on women in the Pacific (Bangkok, APCWD, 1980), pp. 34-37.

working with other sources of aid, such as the development banks.

The Food and Agriculture Organization has included women within training programmes on such subjects as radio installation and maintenance.

The United Nations Educational, Scientific and Cultural Organization (UNESCO) approved programme and budget for 1981-1983 includes support for training in public administration, notably in such sectors of traditional concern to women as education and health. With regard to the education sector support will be provided for national and regional training activities for women administrators as a follow-up to the suggestions of consultative panels to continue the identification of educational inequalities which affect girls and women, and to make suggestions which will facilitate the formulation of policies aimed at eliminating such inequalities, which will meet in Africa, Latin America and the Carribean and the Arab States in 1982 and to those made by the similar panel which met in Bangkok in 1979.

The United Nations Educational, Scientific and Cultural Organization gives particular attention to the improvement of access and employment and conditions of employment for women in the education sector. The recommendation on the Status of Teachers adopted by the Special Intergovernmental Conference on the Status of Teachers (Paris, 5 October 1966), defines teachers as "all those persons in schools who are responsible for the education of pupils". It is addressed to teachers of both sexes and specifically includes special provisions aimed at preventing any attempt at discrimination. The third questionnaire on the application of the Recommendation was submitted to Member States in 1980 and contains a general question on the changes which have taken place since the previous report with regard to promoting equality of opportunity and treatment between men and women. In addition, as a special question, it contains a section concerning women teachers and teachers with family responsibilities. The six questions put in this section concern equality of opportunity and treatment as regards: in-service training, advancement and promotion, security of employment, remuneration, part-time work, the effects of marriage and pregnancy on security of employment and conditions of work of women teachers, maternity leave, additional leave to care for their children, and other facilities for teachers of either sex with family responsibilities.

Substantial efforts are made to improve teacher training for young women. The UNESCO/Funds-in-Trust/UNICEF project in Peru of assistance to the Programme

of Rehabilitation of Schools in the Earthquake-affected Zones (PROYEZA) continued organizing training courses for in-service teachers as well as vocational courses in home economics, etc. for women. The project is expanding its geographical area to cover more local communities.

The International Civil Aviation Organization provides within its technical assistance programme training through the award of scholarships. In 1979 five training fellowships were awarded to women, in 1980 this number had increased to 40. In the first quarter of 1981 six fellowships were awarded. These fellowships cover a wide spectrum of civil aviation activities including air law, air transport economics, air traffic control, communications operation and maintenance, aerodrome engineering and maintenance, airport administration, pilot training and instructional techniques.

The World Intellectual Property Organization gives preference to the canditures for fellowship in its training programme to women whose qualifications meet the selection criteria established by the International Bureau. The number of women participating increased from 32 (27 per cent) of 120 trainees in 1979 to 45 (23 per cent) of 200 trainees in 1981. At least one half of all women applying to the training programme were awarded fellowships in 1979 (58 per cent) and 1981 (55 per cent). The augmentation in the number of women trained in industrial property and copyright is considered an important contribution to the advancement of women given the important role that intellectual property plays in economic and social development. The planning and supervision of development cooperation projects consistently involves women staff members and consultants from the International Bureau. For example, from 1979 to 1981 seven positions in an ongoing project to modernize the Brazilian patent system were filled by women employed in the capacity of experts.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND HEALTH, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with women's health. A short bibliography is appended, as is an index which will allow for identification of the activities of each of the specialized agencies and other United Nations organizations.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATION COLLECTION AND RESEARCH

The Office for Development Research and Policy Analysis, Department of International Economic and Social Affairs, will continue to study women's health, together with women's employment and education, in conjunction with other issues of international concern and in the context of the objectives and policy measures recommended in the International Development Strategy for the Third United Nations Development Decade.

The United Nations Division of Human Rights undertakes as an integral part of its efforts the promotion and protection of every human being. At the same time, human rights organs are mindful of, and pay particular attention to, the needs of vulnerable or disadvantaged groups, such as women and children. Among recent activities of concern to women are the activities of the Sub-Commission on Prevention of Discrimination and Protection of Minorities, and its Working Group on Slavery, which included examination of traditional practices affecting women.

The African Training and Research Centre for Women (ATRCW) of the Social Development Division, Economic Commission for Africa has recently published the study Mozambique: Women, the Law and the Agrarian Reform [1/] (published in English) and Portuguese which presents the results of an eight month field study undertaken in Mozambique and which includes the impact of agrarian reform measures on the situation of rural women, including the aspect of health.

The Economic and Social Commission for Asia and the Pacific had two officers supported by the Voluntary Fund for the United Nations Decade for Women who were involved in assisting member countries to initiate project proposals many of which were geared to health issues.

The United Nations Institute for Training and Research sponsored a seminar on "Creative Women in Changing Societies", held in Oslo Norway in July 1980, which addressed inter alia the role of women in scientific-technological and medical change. Nineteen recommendations were made including the suggestion that the national research councils being established as a follow-up to the United Nations Conference on Science and Technology for Development should be specifically mandated to serve the needs of women and that international organizations should formulate programmes to arrange exchanges of women scientists from different regions.

The World Health Organisation's Special Programme in Tropical Disease Research recognizes that women's economic and domestic responsibilities put them in contact with the disease vectors, especially water-borne vectors: washing clothes, bathing, fetching water, farming lead to greater risk. The Tropical Disease Research Programme develops research capabilities and management strategies for controlling these diseases as well as evaluating their social and economic causes and consequences. There are 8 women of a total of 50 on the Joint Coordination Board, and the steering committees have 5 women among 139 members. WHO's Statistics Progarmme conducted studies to monitor the health status of women.

II. IMPLEMENTATION

The Voluntary Fund of the United Nations Decade for Women undertook a project in Bolivia where rural women and their families participated in a health training project. Credited as successful due to an innovative training of trainers programme, the project aims to improve the health conditions of rural families in six most densely populated areas in the country by diesseminating appropriate knowledge on health and environmental hygiene. The health programme is part of the activities of the Maternal and Child Division of the Ministry of Social Security and Public Health. One significant observation has been a reported increase in the use of medical assistance in the communities where the project is implemented. The project, to be completed in August 1981, serves as a preparatory phase in the formulation of operational models for the government's over-all health policy.

A project in Oman provides the women's component in community development and primary health services in the rural areas. Through this project, the Omani government has been able to attract Omani women to participate in various community activities, initially by using women from Sudan and Egypt as trainers. Together with the male project staff, these women began community development work in 25 villages in the Nizwa province and particularly attended to health issues involving mothers and children. The success of their first efforts has led the Government to pursue the work in the Ibza and Rustag areas and to expand the number of villages served by these front-line workers.

The Fund financed in Lebanon a project on radio for women's non-formal education in health, undertaken with the Beirut University College's Institute for Women's Studies in the Arab World. Thirty-six sessions of 15 minute radio

programmes each have been broadcast dealing with health, medical care, nutrition, personal hygiene, environmental health, and communicable diseases. A survey is underway to determine the effectiveness of the programmes.

The United Nations Children and Education Fund's Board agreed in 1980 to continue to support individual and organized participation of women as active initiators, leaders, and managers in the provision of basic health services;/stressing involvement in all phases of the programme - problem identification, implementation, monitoring and evaluation. It also signalled the need to collaborate with Governments in the eradication of the practice of female circumcision, supporting national initiatives and taking cognizance of cultural and religious sensitivities in this subject area.

The United Nations Fund for Population Activities, in addition to provision of support to training programmes for women relating to different aspects of maternal and child health and family planning services, also supported women's groups to provide them with better professional and managerial capabilities required for their increased involvement in development and implementation of activities at community and national levels.

The Food and Agriculture Organization of the United Nations, in accordance with the mandates given by the World Conference on the United Nations Decade for Women and the World Conference on Agrarian Reform and Rural Development (WCARRD), ensured the integration of women in its development programmes in a number of ways.

FAO's programme of work had been oriented so as to give particular attention to disadvantaged groups and to promote equity and people's participation in the development process. Within this framework, increased resources were directed towards programmes for women in rural development.

In the area of nutrition, assessment of agricultural and rural development projects to ensure that nutritional considerations were taken into account was being undertaken and it was likely that women would be one of the largest groups to benefit from this assessment.

The World Health Organizations's programmes are developed to achieve health for all by the year 2000 by promoting primary health care (PHC) - a new approach to health requiring the integrated actions of all development sectors based on social justice and equity. The PHC strategy increases community-based resources

so that people participate actively in the management of health care. PHC is prevention oriented, giving priority to health education and care which is socially relevant to the needs of communities.

In general women are not explicitly identified in WHO's programme; however, since PHC is based on the recognition that the social injustices of people's lives create conditions of ill health, the need to change women's status is closely related to improving women's health. Women's working and living patterns, their income and educational levels, the social traditions and customs which define their status are some of the important factors influencing the transmission and control of the major communicable disease, the extent of non-communicable diseases, and other health problems of worldwide concern. The special elements of the PHC approach give priority to health issues specific to women, e.g. nutrition, fertility and reproductive health and infections. The active participation of women and women's organizations based on traditional women-to-women health care networks is the key to mobilizing community health actions and to developing support for women's role as the main agent of health care in the family. All PHC efforts interrelative with women's significant role in other development sectors.

WHO implements specific attention to the issues of Women, Health and Development in three main areas. In regard to health needs specific to women, the WHO Family Health Programme supports the components of maternal and child health, family planning, nutrition, and health education in approximately 80 countries concerning health systems management and training. In each region, the emphasis may vary. The South-East Asian Region is giving increased attention to educational methods and technologies for treating infections and for early cancer detection. The Eastern Mediterranean Region supports activities on traditional practices affecting women's health, including female circumcision. The African Region identifies fatigue and over-work as factors contributing to women's ill health.

With regard to promoting women's role as health care provider, WHO is carrying out an international study on the policy issues relating to women as health care providers. At the regional level WHO supports women's organizations in PHC; for example the African Region views women as entry points and women's organizations as bases to develop village activities for improving primary health care within the context of rural development, including a programme to involve women in dispensing essential drugs. Programmes in the Western Pacific Region

strengthen the role of women's committees. The Americas include the role of women in water supply and sanitation. In the South-East Asian Region, the training of traditional birth attendants is emphasized.

The Health Statistics Programme conducted studies to monitor the health status of women.

With regard to developing social support measures, WHO supports activities to develop social measures in WHD with special attention to maternity legislation, breastfeeding and day care facilities. Activities in the Family Health Legislation programmes develop social measures to support women especially those who are migrant, refugees, head of household, or encountering occupational hazards in an urban or depressed rural area in large agricultural establishments. The Americas Region is studying alternatives to alleviate women's health problems resulting from migratory and urbanization patterns. The Western Pacific Region gives attention to safeguards for the occupation health of women workers and the control of exploitative labour situations.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN'S STATUS IN REPRODUCTION AND CHILD CARE, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with women's reproductive activities and women's role in child care. A short bibliography is appended, as is an index which will allow for identification of the activities of each of the agencies and organizations.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I INFORMATION COLLECTION AND RESEARCH

The Population Division, DIESA studied relationships between women's work history and fertility, using data from the World Fertility Surveys; the demographic impact of status of women policies with emphasis on the interrelationship between policy motivation and effective implementation in the context of a country's overall development strategy, in order to identify the conditions under which status of women policies are more likely to be adopted and effectively implemented; and sex differentials in mortality, focusing on critical points in the life cycle and comparing patterns across regions and between countries at different levels of development.

The Economic Commission for Europe has undertaken thorough-going research on certain demographic aspects affecting women. A study was being completed under the title Monitoring of Nuptiality and Fertility Trends in Europe in the 1970's. Moreover, additional work on fertility levels and trends, family planning and other aspects affecting women's life and work was being carried out in the course of preparation of the ECE/WFS Comparative Fertility Study. Both studies are intended for publication in 1982/1983 and for wide dissemination not only to other agencies of the U.N. System, but also to ECE Governments, governmental and non-governmental organizations, as well as to academic institutions and to the general public.

The United Nations Fund for Population Activities provided considerable support to research activities at the national and international levels to identify most effective and acceptable methods of delivery of mother and child health care and family planning services, through community-based approaches involving women's groups, institutional or educational and training programmes most appropriate within the various socio-economic, cultural and political situations.

Assistance has also been given to research aimed at identifying or improving simple methods and most appropriate contraceptive techniques usable by women in developing countries. Support has also been provided to a number of research

programmes aimed at improving utilization of the services of auxiliaries, extension workers and lay persons in delivery of information and services related to family planning, child care, basic health of the family, etc.

In addition to provision of support at the national level, the Fund has assisted a large number of interregional and global projects relating to women. Included in this group are research, training, conferences and publications. Research activities have focused, for example, on women's labour participation and demographic changes, and women as providers of health care. Newly prepared guidelines specifically emphaize the need for increased participation in research.

Considering the importance of reliable data for all economic, social and population planning purposes, and recognising the need for improvement of the methods of data collection and analysis in many developing countries, particularly the relevant data on women, the UNFPA has allocated resources to strengthen national capacities for the collection of basic data and analysis on various aspects of women's life as well as promotion of the use of such data in population and development planning.

Included in this category of programme support are activities relating to development of methodological and conceptual framework to assist governments in collection of reliable data on the situation of rural women, eliminating sex-biased definitions, categorization and analysis of statistical data as well as promotion of the use of such data for population and development planning and formulation of projects. The Fund also supports the conduct of research on the status and roles of rural women within the family and the community and the interrelationships between those activities and demographic factors such as fertility, mortality and migration.

The World Health Organization's Special Programme of Research, Development and Research Training in Human Reproduction researches the safety and effectiveness of current methods of birth control, the development of new techniques, and the psychosocial and service aspects of family planning and infertility. The Programme emphasizes contraceptive methods used by women. As such, it is addressing itself in a major way to the health of women. A large number of the scientists with whom it is collaborating are obstetricians and gynaecologists who, in many developing countries, are primarily women. Similarly, many of

the leading family planning administrators with whom the Programme works are women. There is one woman on the 12 member Advisory Group; on the steering committees of the individual task forces dealing with specific subjects within the Programme, there are 26 women out of a total of 160 members.

United Nations Educational, Scientific and Cultural Organization within its research programme on Status of Women in Relation to Development and Demographic Behaviour undertook a number of country studies on family structure, status of women and demographic correlates of education and labour force participation. In 1979, two country studies were completed in Bolivia and Tunisia on family structure and the changing roles of women. These studies examined the impact of different family types and kinship structures on the status of women within the family setting.

In compliance with resolution 3/8. 1/2 and in collaboration with the European Centre for Co-ordination of Research and Documentation in the Social Sciences, Vienna, the programme will be extended to include research on rural families in European countries - again with emphasis on the status of women.

Five other studies were completed in 1979 on the changing roles and function of women in Argentina, Bangladesh, Costa Rica, Morocco and Thailand, concentrating on (i) the role of social, economic and cultural factors conditioning the access of women to education and employment, and (ii) the interrelationships between women's educational and employment status and population trends. Six further studies in Barbados, Greece, Republic of Korea, Saudi Arabia, Senegal and Uruguay are in progress and are expected to be completed by the end of 1980.

These country studies are being carried out by researchers from the respective countries and in collaboration with national research institutes. In November 1980, an international meeting (30 participants) will be held to review the results and implications of the above projects, with emphasis on the widespread diversity in the status of women in different cultures, and the interactions between the changing roles of women and population trends.

Another project analyses female education and its effect on marriage patterns, age at marriage and child-bearing. The purpose is to determine the universality and variety of the effect of education as it operates in different cultures and at varying stages of development. Basic information is provided through the

World Fertility Survey programme which has offered an excellent opportunity to itilize comparative data on women from a substantial number of countries. The project consists of two major parts: (i) An internationally comparable cross-cultural analysis of the following 14 countries: in Latin America and the Caribbean - Colombia, Costa Rica, Mexico, Panama, Peru, Guyana; in Asia - Indonesia, Malaysia, South Korea, Pakistan, Sri Lanka, Thailand; in Africa - Kenya; and in the Arab States - Jordan; and (ii) in-depth analysis of the education-fertility relationship in six countries (Costa Rica, Guyana, Kenya, Mexico, Indonesia and Turkey).

Countries for both parts of the project were selected to represent different levels of development, geographic regions and cultures with varying demographic patterns and education systems. A workshop with the representatives of the national institutes associated with the project was held in Paris in May 1979. This meeting had the task of reviewing research designs and co-ordinating plans of analysis of the country studies. It is planned in the future to continue multidisciplinary research concerning the status of women, to include women's participation in the labour market and migration processes, the demographic consequences of the processes of technological and economic change, with special references to family structure, household composition and women's roles.

The study and degrees of awareness in respect of human rights, particularly women's rights, and population issues, together with the preparation of materials to develop consciousness of those rights, which were the subject of a pilot project in Egypt in 1978-1979, were to be undertaken in other regions: in Asia by the Mass Communication Institute of the University of the Philippines; in Africa by the Mauritius Family Planning Association and the University of Mauritius; and in Latin America by a research institute. The materials were to be tested by reseachers from communication training institutes with a view to their being adapted to local conditions.

In the framework of the International Year of the Child, the Regional Office for Education in Africa (BREDA) organized, in collaboration with UNICEF, a seminar in Dakar from 5 to 9 November 1979 on "The needs of the African child and the adaptation of pre-primary education to his cultural, economic and social environment". It was attended by thirty-five delegates from eleven countries and from African intergovernmental organizations, twenty-eight of whom were women. The aims of the seminar were to take stock of pre-primary education in Africa, laying emphasis on the obstacles to its promotion; to draw the attention of the participants to the specific problems raised by the cultural, economic and social environment of

the African child; to outline possible lines of emphasis and appropriate forms for such education and to identify subject areas. The seminar confirmed that pre-school education was almost entirely in the hands of women, particularly in rural areas where institutions of pre-primary education were rare. It thus became clear to what extent the promotion of pre-primary education constituted an important contribution to the promotion of women's participation in social life.

In the context of its sectoral programmes in the field of population communication, financed by the United Nations Fund for Population Activities (UNFPA), UNESCO continued to organize at subregional and national levels training courses in which the personnel and those actually receiving the training are in the large majority women. A Workshop to promote integrated communication for population programmes was organized in collaboration with the International Federation of Home Economics in Mexico City in February 1980.

II. POLICY FORMULATION

United Nations Fund for Population Activities programme assistance has been related to formulating effective policies and programmes to deal with various population-related issues such as population redistribution, growth, size, the magnitude and types of these issues, their interrelationships with socio-economic factors as well as their effects on women's responsibilities, roles and reproductive behaviour.

III. IMPLEMENTATION

The Department of Public Information completed a vignette on family planning in Indonesia.

The African Training and Research Centre (ATRCW) of the Social Development Division, Economic Commission for Africa conducted a three-weeks' training course in Improving the Quality of Rural Life for Women Trainers and Planners from Lusophonic countries (Addis Ababa, 4-22 May), which stressed among other topics training in nutrition and child development. For this workshop special translations into Portuguese of the Centre's Manual on Child Development, Family Life and Nutrition were produced. The Centre also recently published the study "Mozambique: Women, the Law and the Agrarian Reform"[1/] (published in English and Portuguese) which presents the results of an eight-month field study undertaken

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1/ ATRCW/SDD/Resol/80, Addis Ababa, Ethiopia.

in Mozambique and includes the impact of agrarian reform measures on the situation of rural women, including health and family planning.

The United Nations Children's Fund gave priority in its co-operation in programmes for low-income women in developing countries to those activities that had the strongest positive effects on the well-being of children; strengthened social support services for women engaged in income-generating activities, including provision of suitable child-care arrangements; continued to support individual and organized participation of women as active initiators, leaders, and managers in the provision of basic services through health, nutrition, water supply, sanitation, and responsible parenthood and family planning - this included their involvement in all phases of the programme - problem identification, implementation, monitoring and evaluation.

The United Nations Fund for Population Activities, taking into consideration the available evidence on the negative effects of high fertility on the health situation of women and the direct relationship between the latter and the health of children as well as the total well-being of the family, supported a number of family planning-related activities as an integral part of mother and child health (MCH) programmes in rural areas of many developing countries. Very often these programmes constituted part of a comprehensive rural population and development plan aimed at improving the situation of women. In addition to provision of assistance to family planning and MCH services, the UNFPA supported related information, education and training programmes. An example of this group of activities was training programmes for traditional birth attendants and dais, whose activities in many rural areas cover almost all aspects of MCH services. Another example was assisting projects concentrated on training of women for supervisory and management positions within health and family planning programmes.

Based on the established relationship between rural women's economic condition and demographic factors, the Fund supports, on a pilot and demonstrative basis, project activities aimed at training of rural women in order to provide them with skills and knowledge required for increased participation in economically productive activities as well as organising, managing and evaluating specific women's programmes in the rural areas. The UNFPA also provides assistance to women's non-governmental organizations that are involved at the grass roots level with training and other activities aimed at improving the condition of women and providing them with better opportunities for self-development and community participation.

About 45% of all UNFPA financial assistance was allocated to mother and child health care and family planning-related activities in all the regions. The involvement of women in such activities was of two kinds: (i) women as beneficiaries or recipients of some information or services, (ii) women as active participants in the development, implementation and monitoring aspects of the programmes. While there was little doubt that women had been involved as beneficiaries of such programme support, the extent of their participation had not been the same. Therefore, special efforts had been directed towards identifying techniques and procedures, including training programmes, to increase women's participation at all levels and stages of programmes.

In addition to provision of support to training programmes for women relating to different aspects of maternal and child health and family planning services, the Fund also supported women's groups to provide them with better professional and managerial capabilities required for their increased involvement in development and implementation of activities at community and national levels.

Technical and financial assistance have also been given to a variety of economic and social programmes mostly in the rural areas to provide women with better job opportunities, skills, health and education. These are among the factors identified as being interrelated with the total well-being of the family as well as with demographic factors such as mortality, fertility and migration.

Training programmes have dealt with training of women for supervisory and managerial positions as well as delivery of health and family planning services.

United Nations Educational, Scientific and Cultural Organization participated as executing agency on behalf of UNFPA and the Governments concerned in operational activities in the field of population communication and family welfare. These increasingly revealed that social development, and particularly public health, family welfare, the preservation of the natural environment and the improvement of the human environment, called for the implementation of programmes for the promotion of women, planned and executed with the active participation of women themselves. Thus, the number of projects proposed by Ministries for the Status of Women or women's organizations, financed by UNFPA and implemented with UNESCO's participation, continued steadily to increase.

During 1981-1983 UNESCO will participate in the activities of member states

aimed at promoting the new social roles of men and women, particularly in the upbringing of children and the performance of household tasks.

World Health Organization gave priority to several special elements within the Primary Health Care approach, including health issues specific to women, which included fertility and reproductive health and infections.

WHO gave specific attention to the issues of women, health and development in relation to the interactions of unregulated fertility with malnutrition and infections which result in high rates of maternal and infant mortality and morbidity an constitute the major area of women's health needs. The Family Health Programme supported activities in maternal and child health, family planning, nutrition, and health education in nearly 80 countries. Each region and country in the Organization identified the specific health needs of its own women.

WHO supports activities to develop social measures in women, health and development with special attention to maternity legislation, breastfeeding and day care facilities.

IV. MONITORING, REVIEW AND APPRAISAL

United Nations Fund for Population Activities considered that while it was rather easy to provide accurate information on the involvement of women in project activities supported by the Fund, it would require a more thorough investigation to assess the magnitude of each programme's impact on women. In a general way, it could be said that based on the assumption that women had benefited from such activities, the impact had been positive. However, this was a rather simplistic approach. To accurately measure the impact, it would require specific investigation with respect to each programme. Moreover, with regard to some programmes, the real impact could be identified and measured only after the related activities have been going on for a considerable time.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND HUMAN RIGHTS, LEGAL STATUS, THE BUILDING OF INTERNATIONAL PEACE, AND PHYSICAL SAFETY 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are concerned with protection of women's physical and mental safety in the face of various forms of discrimination, in conditions of political and natural emergencies and armed conflicts.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. WOMEN AND HUMAN RIGHTS

A. Information Collection and Research

The Division of Human Rights receives information on all aspects of human rights questions affecting both men and women (see section D following). The Advancement of Women Branch, CSDHA/DIESA, includes this topic in its routine collection of information as part of the Integrated Reporting System on the Status of Women.

The United Nations Educational, Scientific and Cultural Organization was to continue to study women's rights and population issues, together with the preparation of materials to develop consciousness of those rights, which were the subject of a pilot project in Egypt in 1978-1979, in other regions; in Asia by the Mass Communication Institute of the University of the Philippines; in Africa by the Mauritius Family Planning Association and the University of Mauritius; and in Latin America by an as yet unidentified research institute. The materials were to be tested by researchers from communication training institutes with a view to their being adapted to local conditions.

B. Policy formulation

No specialized agency or other organization is known to be undertaking such work.

C. Implementation

The United Nations Division of Human Rights considers that advancing the status and the rights of women is an integral part of the efforts undertaken within the United Nations human rights programme to promote and to protect the rights of every human being. At the same time, human rights organs are mindful of, and pay particular attention to, the needs of vulnerable or disadvantaged groups, such as women and children. Among recent activities of concern to women, the following may be noted. The activities of the Sub-Commission on Prevention of Discrimination and Protection of Minorities, and its Working Group on Slavery include consideration of the exploitation of the prostitution of women and the examination of traditional practices affecting women. These matters are looked at during the annual sessions of the Working Group. The activities of the Sub-Commission and its working group on subjects such as the sale of children and the exploitation of child labour are also matters which affect the rights of women. Similarly, the convention on the rights of the child, which is currently under preparation in the Commission on Human Rights is relevant to the concerns of women and to the rights of mothers vis-a-vis their children.

The rights of migrant women and the families of migrant workers continue to receive attention in the Commission on Human rights and in the General Assembly, which is now engaged in the drafting of a convention on the human rights of migrant workers. Similarly, the Working Group on Disappeared Persons is mindful of the situation of the wives, mothers and children of persons who have involuntarily disappeared.

A United Nations Educational, Scientific and Cultural Organization Committee of Experts (Paris, France 25-28 June 1979), included the development of education for girls and women in the plan for the teaching of human rights which it prepared following recommendation made by the International Congress on the Teaching of Human Rights (Vienna, 12-16 September 1978) to the effect that"women's rights and rules in society should be a specific component of university curricula on human rights".

During 1981-1983, and in accordance with the resolutions adopted by the General Conference at its nineteenth and twentieth sessions concerning the improvement of the status of women, extra-budgetary funds and voluntary contributions (in particular under the Voluntary Fund for the Development of Human Rights Teaching and Information) will be mustered in order to expand the field of activities in this area. UNESCO will participate, at the request of Member States, in their activities aimed at promoting information and training aimed at the effective exercise by girls and women of political, economic and social rights.

D. Monitoring, review and appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, in co-operation with the United Nations Division of Human Rights, prepares for the Commission on the Status of Women at its biennial sessions, confidential and non-confidential lists of communications received from, or on behalf of, individual women or groups of women who have suffered from threats to, or denial of, their human rights.

II. WOMEN'S LEGAL STATUS

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is undertaking a series of studies of women's legal status, which will be published in the form of national monographs and a compendium of family law. In co-operation with the ILO the Branch is preparing a compendium of national legislation relating to rural women workers, with particular emphasis upon labour legislation and the protection of maternity. The Branch routinely includes this topic in its information collection activities as part of the United Nations Integrated Reporting System on the Status of Women. In 1979, the Food and Agriculture Organization of the United Nations completed a study of the legal status of rural women. 1/

B. Policy Formulation

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, provided substantive secretariat services to the General Assembly during its preparation of the Convention on the Elimination of All Forms of Discrimination Against Women. The Convention came into force upon ratification by the twentieth member state, in September 1981.

1/ The legal status of rural women (FAO Economic and Social Development Paper No. 9). Rome, FAO, 1979.

C. Implementation

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, provided assistance to a Joint Seminar of the International Federation of Women in Legal Careers and the International Federation of Women Lawyers (non-governmental organizations in consultive status with the United Nations and UNESCO) held at Vienna, Austria in July 1981 on the subject of the legal and practical consequences of the coming into force of the Convention on the Elimination of All Froms of Discrimination Against Women.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will act as the substantive secretariat of the Committee which will be shortly established to monitor implementation of the Convention on the Elimination of All Forms of Discrimination Against Women, which came into force in September 1981. The Branch reports annually to the General Assembly on the status of the Convention (A/35/...and A/36/...). As part of its routine activities, the Branch monitors women's legal status and reports thereon to the Commission on the Status of Women.

The Secretariat of the World Conference of the United Nations Decade for Women reviewed and evalued progress made during the period 1975-1979 and reported thereon to the World Conference. 1/

III. WOMEN IN BUILDING OF MUTUAL UNDERSTANDING AND INTERNATIONAL PEACE

A. Information Collection and Research

The Advancement of Women Branch, CSDHA/DIESA routinely includes this topic within its information collecting activities which form part of the United Nations Integrated Reporting System on the Status of Women. The Branch is undertaking, as a major component of its work programme, studies on women and peace. Information is being collected, research undertaken, and consultations maintained with interested organizations within and outside the United Nations system. In 1980 the UNESCO published a general study in five languages on this topic. 2/

B. Policy Formulation

The Advancement of Women Branch, CSDHA/DIESA continued its work as the substantive secretariat of the Commission on the Status of Women and the General Assembly in regard to these matters by preparing a report of the Secretary-General transmitting the views of member states upon a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, apartheid,

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2/ Scilla McLean and others. The role of women in peace movements, in the development of peace research and in the promotion of friendly relations between nations (Paris, UNESCO, 1980)

all forms of racism and racial discrimination, foreign agression, occupation and all forms of foreign domination (A/36/...).

C. Implementation

United Nations Institute for Training and Research training programmes are open to women as both discussion leaders and participants. Such programmes include the drafting of plurilinguial instruments, treaties and resolutions and the study of prospects for disarmament.

During 1981-1983, United Nations Educational, Scientific and Cultural Organization will participate, on request, in the activities of member states connected with projects designed to promote equality of educational opportunity for women to allow them to play a more prominent role in the education of young people for peace, mutual understanding and respect for human rights.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch, CSDHA/DIESA, includes this topic within its routine activities.

The Secretariat of the World Conference for the United Nations Decade for Women received and evaluated progress made in this field during the period 1975-79 in a report submitted to the Conference. 1/

IV. PROTECTION OF WOMEN IN EMERGENCY AND ARMED CONFLICT

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is collecting information, undertaking research and engaging in inter-organizational consultations on this matter.

B. Policy Formulation; Implementation; Monitoring, Review and Appraisal

No specialized agency or other United Nations organization is known to have undertaken work in these areas.

V. WOMEN IN LIBERATION MOVEMENTS IN SOUTHERN AFRICA AND IN THE STRUGGLE AGAINST APARTHEID

A. Information Collection and Research

The Special Committee against Apartheid paid particular attention to the plight of women and children under apartheid. In 1980, it co-sponsored two seminars on women under apartheid and was represented at a seminar in the Netherlands organized by the Dutch Anti-Apartheid Movement.

1/ Review and evaluation of progress achieved in the implementation of the World Plan of Action: political participation, international co-operation and the strengthening of international peace (A/CONF.94/13).

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, undertook the collection of information and preparation of a research report on the situation of women in southern Africa and in occupied Arab territories. 1/ The Secretariat of the World Conference of the United Nations Decade for Women undertook comprehensive research reviews for that Conference. 2/

In October 1980, the ILO supported a seminar on equality of treatment for women workers in southern Africa at Arusha, United Republic of Tanzania, 3/ and prepared its regular reports on the situation of workers in South Africa. 4/

B. Policy Formulation

The Centre against Apartheid reported that, at the proposal of the Special Committee against Apartheid, the General Assembly adopted at its 35th session resolution 35/206N which deals with the situation of women and children under apartheid. In its report to the 35th session of the General Assembly, the Special Committee had made concrete recommendations concerning the oppression of women and children under apartheid. It recommended, inter-al , to:

(a) Encourage women's organizations and other organizations concerned with women in South Africa to proclaim an International Day of Solidarity with the Struggle of Women of South Africa and Namibia in order to promote the widest mobilization of world public opinion in support of the righteous struggle of the women of South Africa and their national liberation movement, as well as all necessary assistance to them to ensure the speedy triumph of that struggle;

(b) Recommend that the United Nations and specialized agencies, Governments and organizations assist women from the national liberation movements and from women's organizations in the front-line States to attend conferences, seminars and educational and other institutions in different regions of the world;

(c) Request the Special Committee to encourage regional and national organizations to hold meetings focusing on the plight of women under apartheid appropriate;

(d) Invite women's organizations all over the world to intensify action in solidarity with the struggle for liberation in South Africa and eonsider greater co-ordination of their efforts in co-operation with the Special Committee against Apartheid;

C. Implementation

The Centre against Apartheid reported that the Special Committee against Apartheid and its Task Force on Women and Children under apartheid is implementing these recommendations. In order to mobilize world public opinion in support of women and children in their struggle against apartheid, the Centre, in consultation with the Special Committee, has put out large quantities of publicity material which were widely disseminated through

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3/ Report (Geneva, ILO, 1980), (ILO/UNDP/NIM/79/001)

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United Nations Information Centres, anti-apartheid movements and non-governmental organizations actively engaged against apartheid, the media and educational institutions.

This publicity material includes (a) the following issues of Notes and Documents which have come out in both English and French.

> The role of women in the South African trade union movement (7/80: April 1980); Health situation in South Africa (17/80: May 1980); African women and apartheid in labour matters (20/80: July 1980); Special issue: The impact of apartheid on family life (November 1980)

Pictorial facsimiles of exhibits on children and women under apartheid were produced and distributed in English, German and Spanish by the International Defence and Aid Fund (IDAF), London, in co-operation with the Centre against Apartheid. Booklets on children under apartheid, produced and distributed in English, French, German and Spanish by IDAF in co-operation with the Centre against Apartheid. Arabic and Japanese editions were in preparation. Exhibits on women under apartheid, produced by IDAF in co-operation with the Centre against Apartheid, were displayed at the World Conference of the United Nations Decade for Women held in Copenhagen, in July 1980, on the premises of the European Parliament in Strasbourg and in various United Nations Information Centres throughout the world.

A leaflet on children under apartheid was issued in large quantities in English, French and Spanish by the Centre against Apartheid. A printed brochure on women and apartheid was to be issued in English and French by the Department of Public Information.

TV spots on women and children under apartheid were produced by the Department of Public Information in co-operation with the Centre. These spots which have come out in Arabic, English, French and Spanish have been used by many TV stations throughout the world, including commercial stations that do not normally use political material. A 16 mm colour film entitled "You have touched a woman: you have struck a rock" was completed. This historical documentary on the women's anti-pass campaigns in South Africa was produced by Ms. Deborah May in co-operation with the UN Department of Public Information and the Centre against Apartheid. Radio programmes for broadcast to South Africa were produced by DPI to which the Centre contributed documents and resource persons from time to time.

The Office of the United Nations Commissioner for Namibia, acting as the substantive secretariat unit for the United Nations Council for Namibia, as the legal administering authority for Namibia until independence, initiated two major programmes: the United Nations Institute for Namibia and the Nationhood Programme for Namibia. In addition the Council maintained a scholarship programme for Namibians. In each of these educational programmes, which group training or scholarship components, a variety of formal and non-formal educational experiences for both women and men are available in a wide range of fields.

The Nationhood Programme for Namibia, a comprehensive assistance programme within the United Nations System, had among its 46 pre-independence projects, one specifically devoted to women (SWF/78/004 Participation of Women in Development) which was financed under the UNDP IPF for National

Liberation Movements. In May 1981, the project was in the last stages of completion. It was expected that a follow-up project would be initiated. The immediate objectives of the present project were to upgrade the developmental and political skills of a group of Namibian women and to strengthen the institutional capabilities of the SWAPO Women's Council. The project activities comprised two principal components: (a) a sequence of training courses, seminars, meetings and study tours designed to provide participants with basic skills in development and politics; and (b) strengthening of the institutional capabilities of the SWAPO Women's Council through financial support for information activities and human resource development in such areas as English and Journalism.

The African Women's Volunteer Task Force, which is part of the African Research and Training Centre for Women of Economic Commission for Africa supported a study tour to Kenya of programmes in better family living for members of liberation movements from southern Africa.

The United Nations Educational, Scientific and Cultural Organization continued to pursue its twofold objective concerning the role of women in the strengthening of world peace: firstly, to provide support for women in national liberation movements on their present struggle and in paving the way for their participation in national reconstruction, and secondly, to promote a better understanding of the role of women in fostering peace and to encourage their efforts in this field.

In pursuance of resolution No. 3 of the World Conference of the International Women's Year (Mexico City, 1975), UNESCO undertook a series of studies and research projects concerning the situation of women victims of apartheid in southern Africa. Taking peace-promoting activities to include those aimed at creating a state of non-war and non-violence as well as measures to eliminate the sources of conflict, and in particular those aimed at inequalities within societies and nations, these studies dealt with the economic, social and cultural effects of racialism and apartheid upon the status of women. Two works were published in 1979 on this question: one on women and racial discrimination in Rhodesia (English only), concerning the role of women in pre-colonial and colonial society and in the national liberation struggle in Zimbabwe, 1/ and the other on the effects of racial discrimination on women in southern Africa (Arabic, English, French, Russian, Spanish). 2/ On the basis of these studies, a report has been presented by UNESCO to the World Conference on the United Nations Decade for Women (Copenhagen, July 1980). 3/

UNESCO will participate, during 1981-1983, in the activities of member states aimed at promoting the role of women in national liberation movements in countries under colonial domination and in the strengthening of peace. Under the United Nations Nationhood Programme for Namibia, a UNDP-financed project was undertaken in 1979-1980 in collaboration with SWAPO with the principal object of increasing Namibian women's knowledge of politics and development problems and providing institutional support for the SWAPO Women's Council. This project included in particular study tours to two African countries for the purpose of analysing the role of women's

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organizations and the measures taken to involve women in national reconstruction and development, as well as surveys conducted by Namibian women and seminars aimed at studying women's contribution to the liberation struggle and their development needs. Teaching and information materials were prepared on the basis of the results of these surveys and seminars, and support was provided for the creation of a SWAPO Women's Council News-sheet. Other projects involving collaboration with women in liberation movements will be prepared in response to requests addressed to UNESCO by the movements of national liberation. It will continue to serve as executing agency for this UNDP-financed project, supportive of SWAPO and aimed at promoting the status of women in development. It is expected that UNESCO will assume responsibility for the execution of additional projects in the same field during 1981-1983.

D. Monitoring, Review and Appraisal

The United Nations Division of Human Rights reported that in the course of their activities, fact-finding bodies in the field of human rights paid particular attention to the situation of women and children. Thus, the treatment of women in South Africa and Namibia received regular attention from the Commission on Human Rights' Ad Hoc Working Group of Experts on human rights in southern Africa.

VI. WOMEN IN OCCUPIED ARAB TERRITORIES

A. Information Collection and Research

The Advancement of Women Branch, CSDHA/DIESA continued to study the situation of women in occupied Arab territories.

In 1979, the Economic Commission for Western Asia prepared two studies of the situation of Palestinian women, which were transmitted also to the World Conference of the United Nations Decade for Women. 1/

The Special Unit on Palestinian Rights considers that United Nations activities concerning women do not fall within the purview of its mandate. The purposes of the Special Unit are the following: (a) prepare under the guidance of the Committee on the Exercise of the Inalienable Rights of the Palestinian People, studies and publications relating to: The inalienable rights of the Palestinian people; relevant resolutions of the General Assembly and other organs of the United Nations; the activities of the Committee and other United Nations organs, in order to promote the attainment of those rights; (b) promote maximum publicity for such studies and publications through all appropriate means; and (c) organize, in consultation with the Committee, commencing in 1978, annual observance of 29 November as the International Day of Solidarity with the Palestinian People.

B. Policy Formulation

The Special Unit on Palestinian Rights prepares material for policy formulation by the Committee on the Exercise of the Inalienable Rights of the Palestinian People, but does not include therein matters specifically concerning women.

1/ Effects of the Israeli occupation on Palestinian women inside and putside the occupied territories: Social and economic conditions of the Palestinian women (E/ECWA/SDHS/CONF.4/6/Rev. 1 and A/CONF.92 94/21); Effects of the Israeli occupation on Palestinian women inside and outside the occupied territories: special measures of assistance to the Palestinian women (E/ECWA/SDHS/CONF.4/5 and A/CONF.94/4).

C. Implementation

The United Nations Relief and Works Agency for Palestine Refugees in the Near East is charged by the General Assembly with providing services to the Palestine refugees in the Near East. These services are broadly grouped within the education, health and relief programmes.

The education programme offers basic schooling to all eligible refugee children, regardless of sex. UNRWA has never found it necessary to mount a special drive to enrol girls in its elementary or preparatory (lower secondary) schools, where they have been represented since 1965 in the same proportion as their numbers in the 6-14 age-group of the refugee population. In 1980-1981, 48.7% of the pupils in the elementary cycle (6-11 years) are girls, and 47.7% of those in the preparatory cycle (11-14 years). Similarly, 49.6% of the students in UNRWA's pre-service teacher-training centres are young women.

In the sphere of vocational training a particular effort is being made, as a matter of policy, to increase the enrolment of women students. At present, only 16.6% of the trainees in UNRWA's seven vocational training centres are women, although this is some improvement on the position at the start of the UN Decade for Women, when the percentage was 15.5%. Enrolment was entirely male at the Damascus Vocational Training Centre, Syrian Arab Republic until 1976 and at the Wadi Seer Training Centre, Jordan until 1979. In 1980-1981, 45 and 41 young women are following courses at these two centres respectively, from which they will graduate as quantity surveyors, architectural draughtswomen, construction technicians, medical laboratory technicians and assistant pharmacists. (Another 499 women are following courses in which the enrolment is entirely female, and which prepares them for the more traditionally accepted occupations of dressmaking and clothing production, beauty culture, home and institutional management and business and office practice). The speed with which the Agency will be able to implement the policy will depend in part on the responsiveness of industry in the Middle East to women applicants for posts employing these skills; and even more on UNRWA's receiving the necessary financing to expand the programme.

The health programme focusses on preventive medicine, particularly maternal and child care. Women receive special attention and nutritional supplements during and after pregnancy, and are actively encouraged to breast-feed their babies. Health education classes for mothers are held at the maternal and child health centres. A "Health and Family Life" course, first introduced into girls' preparatory schools in 1965 was extended in 1977 to boys' schools, to develop a more informed understanding among tomorrow's husbands and fathers of their own roles and the biological and psychological needs of their wives and children. A family planning programme which had been offered for several years in the Gaza Strip began in 1980 at two centres in Jordan and one in the Syrian Arab Republic.

The relief programme provides a basic minimum of support to refugees in need. Since 1978, priority for food rations has been given, in Jordan and the occupied territories of the West Bank and Gaza where income can be checked, to those in particular hardship. The largest single group of beneficiaries are widows with young children, who also receive blankets and small cash grants. It is hoped that it will shortly become possible to extend this programme Agency-wide. Women who have left school without formal qualifications are offered training in literacy, dressmaking and other skills at special activities centres. Given the funds, the Agency would expand this provision also,

In response to the UN Decade for Women, the Agency issued a special edition of its quarterly Newsletter, Palestine Refugees Today, devoted to the problems and education of Palestine refugee women. The Newsletter is circulated world-wide in Arabic, English, French and German. A special exhibition of photographs of women, prepared for the 1980 Copenhagen conference, is now circulating throughout the Nordic countries under the auspices of the UN Information Centre in the region. It will afterwards be available for display elsewhere. In July 1980, a photo feature on Palestine refugee women was sent to newspapers, magazines and news agencies throughout the world.

D. Monitoring, Review and Appraisal

The Economic Commission for Western Asia monitors the situation of Palestinian women inside and outside occupied Arab territories.

VII. WOMEN REFUGEES

A. Information Collection and Research

The United Nations High Commission for Refugees began to prepare research projects to study the conditions which specifically hinder women refugees from achieving durable solutions to their problems, and the role of refugee women in development. In preliminary reviews the Commission has noted that women and girls constitute a majority of the over 10 million refugees in the world - a number which is increasing daily. Women refugees are exposed to severe strees as a result of the destruction of their home environments, the loss of family members and the rigors of life in refugee camps. These conditions combine to disrupt, or alter radically, their traditional roles. The Commission prepared a report to the World Conference of the United Nations Decade for Women (A/CONF.94/24) on the situation of women refugees, and published information material (UNHCR News, No. 2 June/July 1980).

B. Policy Formulation

The United Nations High Commissioner for Refugees advised governments in the formulation of policies with regard to refugees, the majority of whom were women and children.

C. Implementation

The United Nations Children's Fund, pursuant to decisions taken by its Board in 1980, will give priority in its co-operation in programmes for women in developing countries to those activities that had the strongest positive effects on the well-being of children, and that considered especially the needs of women and girls in disadvantaged groups, including women refugees.

The United Nations High Commissioner for Refugees, within the framework of its dual function of providing legal protection to refugees and promoting durable solutions to their plight, is increasingly devoting attention to women refugees in view of their numbers, their social and physical vulnerabilities and their frequent difficulties in adapting to different surroundings. Programmes have been organized specifically for women refugees aimed at enhancing their social and economically useful skill, thereby increasing their participation in camp or settlement life and facilitating their eventual integration into new communities. These programmes include training in handicrafts, agriculture-based activities and training in such fields as

hygiene, sanitation, pre-natal and child care, nutrition, food preparation and storage.

The UNHCR financial and technical support activities comprise assistance to Governments of asylum countries in the formulation, operation and co-ordination of programmes, both for care and maintenance of refugees and durable solutions to their problems. Within this general framework of material assistance to refugees the UNHCR has taken measures to encourage: (a) the involvement of women refugees in the administration and management of refugee camps and centres; and (b) the enhancement of their social and economic potentials through participation in literacy, health, hygiene, nutrition and child care programmes as well as in training and income-generating activities. A training programme for women refugees to organize women's centres and conduct activities in the fields listed above has also been introduced.

UNHCR has established a focal point for women's programmes charged with the responsibility of reviewing the existing UNHCR programmes for refugee and displaced women, undertaking research and studies on their needs and problems, recommending and assisting in the development of needed programmes and promoting co-ordination of similar activities of other concerned agencies. It also took measures to: (a) encourage governments to compile relevant statistical information on refugee populations specifically on women and girls, female heads of households and other categories of refugee women; (b) ensure that women refugees have equal access to resources and relief assistance and, to that end, that they are involved in the administration and management of camps and refugee centres; (c) increase the availability and quality of counselling services to women refugees and organize skill-training programmes for them; and (d) ensure closer co-operation with governments with a view to eliminating pirate attacks and incidents of rape, physical violence and exploitation of women among refugees. UNHCR is seeking to share information and experience with other agencies and among its own field offices in different parts of the world.

D. Monitoring, Review and Appraisal

The UNHCR will in 1982 conduct a review and evaluation of existing programmes and studies on specific needs and problems as well as possible measures to meet them and of recently introduced measures on behalf of women and the results of their participation in various activities. The results of such studies will be used to develop further programmes for the benefit of women refugees.

VIII. WOMEN AND CRIME

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is currently collecting information and conducting research on battered women and violence in the family. It is engaged also in examining the economic and social factors relevant to the prostitution of women. During 1981, reports on progress made in these areas were prepared for submission to the Commission on the Status of Women at its 29th session

The Crime Prevention and Criminal Justice Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, has proposed a new programme element

in the programme budget for the period 1982-1983 "Crime Prevention and Women" in order to consider the problem of women as offenders and as victims of crime. The expected outputs of this programme element will be a report on the fair treatment of women by the criminal justice system and a report on the relationship between Socio-economic factors and the exploitation of and traffic in persons, with policy and planning implications.

This was in accordance with recommendations of the Sixth UN Congress on the Prevention of Crime and the Treatment of Offenders, as endorsed by General Assembly resolution 35/171, and with the view to implement resolution 35/136. In pursuance of resolution 43 of the Copenhagen Conference the Sixth UN Congress stressed the need for the Committee on Crime Prevention and Control "to give specific and continuing attention to the relations between development and traffic in persons". In addition, the Congress unanimously adopted resolution 9 entitled "Specific needs of women prisoners" (A/CONF.87/14). The Latin America Regional Institute on the Prevention of Crime and the Treatment of Offenders organized a regional Seminar on "Women as perpetrators and victims of crime", in San José,Costa Rica.

The United Nations Social Defence Research Institute reported that it had not undertaken research on women and crime.

B. Policy Formulation: implementation: Monitoring, Review and appraisal

No specialized agencies or other United Nations organizations are known to have undertaken activities in these areas.

IX. PROTECTION OF WOMEN FROM NATURAL DISASTERS

A. Information Collection and Research

No specialized agency or other United Nations organization is known to have undertaken work in this area.

The work of the Office of the United Nations Disaster Relief Co-ordinator contains no element specifically designed to have a particular impact on, or involvement of, or benefit to, women as a group in society. Its work, whether in the co-ordination of international disaster relief, the advancement of disaster preparedness or the promotion of disaster prevention, is undertaken for the benefit of all who have suffered, or who may suffer, from disasters or the threat of disasters.

B. Policy Formulation: Implementation: Monitoring, Review and Appraisal

No specialized agency or other United Nations organization is known to have undertaken work in these areas.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN'S STATUS IN THE FAMILY AND IN SOCIETY AND IN NATIONAL CULTURAL LIFE, 1980 - 1981.

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with general aspects of women's status in society. Information is presented in respect of four aspects: information collection and research, policy formulation, implementation and monitoring, review and appraisal. A short bibliography is appended, as is an index which will allow for identification of the activities of each of the specialized agencies and other United Nations organizations.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. WOMEN IN SOCIETY AND CULTURAL LIFE

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, routinely collects information as part of its operation of the United Nations Integrated Reporting System on the Status of Women.

The African Training and Research Centre for Women of the Economic Commission of Africa published studies of Women and the Law in Ethiopia and Women, the Law and Agrarian Reform in Mozambique (ATRCW/SDD/Resol /80), the latter in both English and Portuguese.

In 1980, the Asian and Pacific Centre for Women and Development of Economic and Social Commission for Asia and the Pacific published the report of an international workshop on feminist ideology and structures in the first half of the Decade for Women, held at Bangkok in June 1979. 1/

The United Nations Institute for Training and Research utilizes an integrated project design. Such a comprehensive approach is aimed at ending the narrow confinement of matters affecting women to social and humanitarian issues. UNITAR endeavours to include in its work an integral component on the situation and role of women in connection with the subject under study in its research activities. A recent UNITAR seminar on, "Creative Women in Changing Societies" which was held in Norway in July 1980 identified the psychological and structural determinants that allow or prevent creativity from flourishing in women. The seminar also explored the similarities and differences among creative women of different cultures and professions and discussed how contemporary political and other structures could be effectively utilized for the advancement of women.

A number of discussion groups were established concerned respectively with creative women in political change, in economic and social change, in scientific, technological and medical change and in artistic and literary change. The report of the seminar will be published shortly by UNITAR.

UNITAR intends to establish an independent International Commission on Alternative Development with Women utilizing a modus operandi similar to that of the Brandt Commission. The proposed Commission will analyse problems and propose solutions to unequal power relationships between the sexes; bring women to the forefront of international debate such as the North-South Dialogue; explore and promote measures especially those that focus on the needs of the poorest women and integrate these new perspectives into their development strategies of the 1980's and beyond.

The United Nations University, upon the recommendation of the programme advisory committee, established in 1979 an interprogramme study group on gender and age with the following objectives: (a) to examine all projects of the University and provide comments as appropriate on how their relevance

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1/ Report, Bangkok, APCWD, 1980.

to gender and age might be enhanced, and suggest where further evaluation of their relevance would be desirable; (b) to assess the potential for and obstacles to the participation of women scholars in the work of the University, and the participation of women in societies under study: (c) to study existing research approaches of the University and their underlying theories and assumptions, and help evolve a reconceptualization of the roles of gender and age in all societies; and (d) to increase the understanding of the structures, attitudes and other constraints to which the participation of women in all aspects of society is subjected, in order to remove such obstacles.

The establishment of this interprogramme study group to focus on both gender and age is an important reflection of the University's commitment to the re-examination and rethinking of existing policies and practices both in academic work and in the application of knowledge to the solution of concrete problems.

The University is exploring a proposal that it undertakes studies of the historical experience of human and social development of children, women, men, the elderly, and families in all regions of the world, and evaluate current or contemporary models of economic and social development and accompanying gender and age roles as these have emerged from civilizational traditions in the light of that historical experience.

The United Nations Educational, Scientific and Cultural Organization's activities to promote the integration of women in the overall development effort pertain chiefly to the fields of education, socio-economic studies, statistics for development and communication media, in-so-far as they reflect the place of women in the socio-economic evolution of societies.

With a view to promoting the equality of men and women in all areas of social life, studies on the socio-cultural obstacles to the application of innovatory legislation adopted to protect the rights of women will be carried out and published in 1983. Side by side with these publications, which will be used for the teaching of human rights and aimed at a wide public, information material on these rights will be prepared, taking into account the historical, social and cultural situation of each region, and distributed for the use of the most underprivileged women.

Studies analysing the trends of social science research concerning women have been carried out in South-East Asian, African and Arab countries. An international study on women's education in faculties of law and political science has also been carried out. At the same time, with the co-operation of National Commissions, university institutions and non-governmental organizations, a questionnaire on multidisciplinary curricula within and outside universities has been widely distributed. The results of these different activities will be used for the preparation of a teaching handbook for studies relating to women. It will be published in three languages (Arabic, English and French).

A meeting of experts on the development of multidisciplinary teaching and research programmes on women was organized by UNESCO in 1980. It brought together experts from different regions of the world who drew up a programme of action in this field. A report was prepared at the conclusion of the meeting and transmitted as UNESCO's contribution to the World Conference on the United Nations Decade for Women (Copenhagen, July 1980).

Studies on the methodologies of research on women in the Arab world, dealing with certain specific aspects, were carried out in 1980 and will serve as working documents for a meeting of Arab women research workers which will be held early in 1981. With the same concern for regionalization, a similar seminar will be organized in an African country, in co-operation with the Association of African Women for Research and Development.

UNESCO has also strengthened its collaboration with international and regional social science research organizations such as the International Political Science Association, the International Sociological Association and the International Union of Anthropological and Ethnological Sciences, and more particularly their research group on the status of women. For example, as part of its biennial subvention to the International Social Science Council, UNESCO provided assistance for a research project on the psychological factors influencing the role of women in a developing world (United States of America, France and Mexico) conducted by the International Union of Psychological Science.

In 1980 the Office of UNESCO's adviser for social sciences in Asia and the Oceania published a status report on studies on women in south-east Asia. 2/

Within its programmes in culture and communication UNESCO will undertake studies in collaboration with specialized institutions, and a consultation will be organized with a view to synthesizing research with contributes to the historical and cultural assessment of relations between the sexes. Comparative studies will analyse the cultural variants which impede the complete fulfilment and creativity of women. Statistical analyses will be made of women's participation in artistic and cultural activities, and support will be given to women's organizations and groups working to promote increased participation by women in cultural life. A craft workshop for women will be organized in a developing country. Consultative services will be provided for women's organizations, and scholarships will be granted to women artists who wish to develop their artistic abilities.

UNESCO will participate, at the request of Member States, in their activities aimed at promoting multidisciplinary teaching and research programmes on women.

B. Policy Formulation

The Economic and Social Commission for Asia and the Pacific has given major emphasis to the creation of an awareness of the significance of women's issues among governments in the region, in order that legislation might be enacted designed to support their improved basic status in society.

C. Implementation

None of the specialized agencies or other United Nations organizations is known to have undertaken activities in this matter.

2/ Leela Dube, Studies on women in south-east Asia: a status report (Bangkok, UNESCO: Office of the Regional Adviser for Social Sciences in Asia and Oceania, 1980).

D. Monitoring, Review and Appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, Department of International Economic and Social Affairs, undertakes routine activities, reporting bienially to the Commission on the Status of Women.

II. PORTRAYAL AND PARTICIPATION OF WOMEN IN THE MEDIA

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, Department of International Economic and Social Affairs, will continue its work on the representation of women and women's participation in the media by the holding of an Expert Group Meeting on this topic in the third quarter of 1981. The Branch will continue to collect information on this matter as part of its operation of the United Nations Integrated Reporting System on the Status of Women.

B. Policy Formulation

None of the specialized agencies or other United Nations organizations are known to have undertaken activities in this area.

C. Implementation

The Voluntary Fund/United Nations Decade for Women, through numerous projects, has intensified the dissemination of information within regions. In total it has supported 15 country and regional projects on information and communication, including publications. Through earmarked grants, the Fund has also financed information and communication activities of the Branch for the Advancement of Women/Centre for Social Development and Humanitarian Affairs, such as the publication of a press kit, the Plan of Action, the Bulletin of the Decade, NGO Booklet and the preparation of a television programme promoting women.

In Africa, a project on women in the mass media and development promotes the interchange of information and the identifications of strategies for greater media coverage of women's development work. It involves two separate sub-regional study tours for anglophone and for francophone women journalists and a workshop for 20 senior radio producers.

The United Nations Department of Public Information will continue to produce a weekly radio programme in English, providing additional raw material for those broadcasting organizations who also produce local language adaptations. Monthly French, Spanish and Arabic radio programmes will also be produced reflecting the same themes, based on the priorities of the UN Decade for Women, the Programme of Action, resolutions of the Copenhagen Conference and other issues of concern to women. All these programmes are broadcast widely, over national networks and other independent stations, in Asia, the Pacific, Africa, Latin America the Caribbean, North America, Eastern and Western Europe, and the Middle East.

The African Training and Research Centre for Women of the Economic Commission for Africa conducted in April 1981 a regional-level laboratory workshop for senior producers of radio programmes in Nairobi, Kenya, to produce radio programmes on women and development.

The United Nations Centre for Human Settlements (Habitat) considers it important to use mass media to remove prejudices and stereotypes and to foster the acceptance of women on terms of equality with men in the general area of human settlements development.

The United Nations Educational, Scientific and Cultural Organization provided assistance in 1978 to the African Training and Research Centre for Women, Economic Commission for Africa, for the organization of a seminar for African women journalists. In the same year, a study was completed on "Mass Media: the Image, Role and the Social condition of Women", which has been contracted to the Centre of Communication Science, Catholic University of Louvain, Belgium. A study on the "Portrayal and Participation of Women in the Media" was completed in 1979 by a consultant from the Open University, United Kingdom.

At the same time, assistance was given towards the planning of a course in women's studies using a multidisciplinary approach, including written and broadcast material. In order to compare societal perceptions of sex roles with televised portrayal of sex roles among and across the Asian and Western cultures, assistance was given to the East-West Communication Institute in Honolulu, Hawaii, to prepare an initial research design and conduct preliminary research for a multinational research study on television and sex-role socialization.

Comparative research has been undertaken on "the effects of cultural industries in the audio-visual field on the socio-cultural behaviour of women". This comparative work was conducted by women communication specialists in the following countries: Canada, Hungary, Jamaica, Japan and Senegal. It resulted in a consolidated report presented at a meeting on this subject which was held in Hanasaari, Finland, in December 1979. At that meeting, organized by the Finnish National Commission in collaboration with UNESCO, the participants proposed a whole series of recommendations concerning the following: (a) improvement of the cultural content of programmes for women; (b) the establishment of national or regional data centres on the specific problems of women; (c) the framing of clear-cut policies concerning the image and participation of women in the media; (d) the training of professional women communicators, especially in the developing countries; (e) the development of research taking account of the specific character of women in its conceptual, analytical and interpretative framework.

At the meeting on "The place and role of cultural industries in the cultural development of societies" (Montreal, 9-13 June 1980), organized by UNESCO in co-operation with the Canadian National Commission, an important topic on the agenda was the cultural practices of women, particularly in the audio-visual field.

The interrelationship between the elimination of discrimination towards women and social development is the subject of many articles regularly appearing in the mass circulation press in Latin America and the Caribbean and in Asia, thanks to the women's news services set up by Interpress Service, Christian Action for Development in the Caribbean (CADEC) and the Press Foundation of Asia respectively, in the framework of the UNESCO/UNFPA project entitled "Features Services and Audio-Visual Banks on Women and Population". This activity is being continued in close collaboration with the organizations of the United Nations system and with governmental and non-governmental organizations engaged in efforts to promote equality between men and women. Thus, the operations of the women's news services of Latin America and the Caribbean are on the agenda of the seminar on "Women, Communications, Community Development" which will be organized by the National Commission for UNESCO of the United States of America, Canada, Dominican Republic, Jamaica and Mexico,

with assistance under the Programme of Participation in the activities of Member States. The role and impact of news services were also studied at the seminar on "Women and the media" organized jointly by the Secretariat of the World Conference on the Decade for Women and UNESCO in New York in May 1980.

In 1978, the United Nations Centre for Social Development and Humanitarian Affairs invited UNESCO to explore the possibility of organizing a joint United Nations/UNESCO seminar on women and the media. This seminar took place in New York in May 1980, organized jointly with the Secretariat of the World Conference, as a preparatory sectoral meeting for the Conference.

In addition, the Organization provided its assistance, in the form of documentation and by defraying certain expenses, to the Special Rapporteur appointed by the President of the United Nations Economic and Social Council, for the drafting of his report, entitled "influence of the mass communication media on attitudes towards the roles of men and women in present-day society" which was published in 1980 (Doc. E/CN.6/627).

During 1981-1983 the study on the image and role of women in the media undertaken in the previous biennium will be followed up, and support will be given to national and regional initiatives in this field, including assistance to seminars and workshops. In particular, a contribution will be made to the organization of a television workshop for women media professionals on the cultural content of television programmes for women, and on better use of leadership and participatory techniques. Steps will be taken to give effect to recommendations made by regional intergovernmental and non-governmental meetings on women and the media; special attention will be paid to issues on which resolutions are adopted by the World Conference of the United Nations Decade for Women (1980).

D. Monitoring, Review and Appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, undertakes routine activities, reporting biennially to the Commission on the Status of Women.

III. WOMEN AS HEADS OF HOUSEHOLDS

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, routinely collects information as part of its operation of the United Nations Integrated Reporting System on the Status of Women.

The Economic Commission for Latin America has undertaken studies of the social condition of women who have assumed the headship of households.

The United Nations Educational, Scientific and Cultural Organization undertook studies to highlight changes in the status of women, in different societies, brought about at specific points in time determined by historical or economic circumstances and to ascertain to what extext and under what conditions women are called upon to exercise power within the family, the family group and the community.

B. Policy Formulation

None of the specialized agencies or other United Nations organizations are known to have undertaken activities in this area.

C. Implementation

The United Nations Department of Technical Co-operation for Development, in a project on women in development in Swaziland, has focussed on income-generating activities for families headed mainly by women as the vast majority of adult male population is seeking employment elsewhere, leaving financial and other family matters to women.

The United Nations Children's Fund has given special support to women heads of households. It has given priority in its co-operation in programmes for low-income women in developing countries to those activities that had the strongest positive effects on the well-being of children, and that considered especially the needs of women and girls in disadvantaged groups, such as women heading households.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, undertakes routine activities in this regard, reporting biennailly to the Commission on the Status of Women.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN IN POLITICAL LIFE AND IN PLANNING AND DECISION-MAKING, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with women in various fields of decision-making at various levels and in both the public and non-public sector. Information is presented in respect of four aspects: information collection and research; policy formulation; implementation; and monitoring, review and appraisal. A short bibliography is appended, as is an index which will allow for identification of the activities of each of the specialized agencies and other United Nations organizations.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. WOMEN IN INTERNATIONAL POLITICAL RELATIONS

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department for International Economic and Social Affairs, collects information on this topic as a routine part of its operation of the United Nations Integrated Reporting System on the Status of Women.

B. Policy formulation

None of the specialized agencies or other United Nations bodies is known to have undertaken activities in this field.

C. Implementation

The UNITAR opens all its training programmes to women, who participate in them as both discussion leaders and participants on a basis of equality with men. Programmes include the drafting of plurilingual instruments, treaties and resolutions.

D. Monitoring, review and appraisal

The Advancement of Women Branch United Nations Department of International Economic and Social Affairs, Centre for Social Development and Humanitarian Affairs includes this topic within its regular activities, reporting biennially to the Commission on the Status of Women.

II. WOMEN IN NATIONAL POLITICAL LIFE

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs is currently undertaking a research programme on women in political life and public administration (as part of a broader programme on all forms of decision-making). A consultant will shortly begin initial research on these topics, which will continue during 1982-1983. It is planned to publish the results of this research in a series of studies. The Branch collects information on this topic as a routine part of its operation of the United Nations Integrated Reporting System on the Status of Women.

The Secretariat of the World Conference of the United Nations Decade for Women prepared a report reviewing progress made in this area between 1975 and 1979 1/

The United Nations Institute for Training and Research, considering that a new international eocnomic order is unlikely to be achieved unless the inequality between men and women is eliminated, has included within its project on progress in the establishment of the new international economic order several studies prepared by women in such subjects as the condition od women and the exercise of political power in the context of the new international economic order.

The United Nations Educational Scientific and Cultural Organization carried out studies on the socio-cultural obstacles to the participation of women in political life and decision-making and also on the innovatory measures which have enabled such obstacles to be overcome. These studies should make it possible to draw up strategies capable of strengthening the power of women within the community and enable them to enjoy the results of their contribution to the development of nations both as salaried productive workers and as educators and mothers. Other research work, aimed at elucidating the interrelationship between women's participation in public life and attitudes and behaviour in respect of kinship, will be undertaken during the period 1981-83.

B. Policy formulation and implementation

None of the specialized agencies or other United Nations organizations is known to have undertaken such activities.

C. Monitoring, review and appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs includes this topic within its regular activities reporting biennially to the Commission on the Status of Women.

1/ Review and evaluation of progress achieved in the implementation of the World Plan of Action: political participation, international cooperation and the strengthening of international peace: report of the Secretary-General (A/CONF.94/13 and Corr. 1).

III. WOMEN IN NATIONAL DEVELOPMENT PLANNING AND PUBLIC ADMINISTRATION, INCLUDING PLANNING FOR WOMEN'S ADVANCEMENT.

A. Information collection and research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs began to prepare for an Expert Group Meeting on Development Planning, to be held in mid-1982 at Vienna, Austria, which would be concerned with planning at all levels in a manner which would simultaneously satisfy the need to secure the advancement of women in all fields (The Secretariat of the World Conference of the United Nations Decade for Women prepared a number of reports on this topic 1/; The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) prepared case studies of national machineries for the advancment of women 2/) and simultaneously reach other sectoral, topical and global objectives. The Branch collects information on this topic as a routine part of its operation of the United Nations Integrated Reporting System on the Status of Women.

B. Policy formulation

It is anticipated that the Expert Group Meeting to be organized by the Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs in mid-1982 will provide substantial guidance in the area of policy formulation.

C. Implementation

The Voluntary Fund for the United Nations Decade for Women has supported preparation of regional pulications such as case studies of the impact of modernization on women, two manuals on participation and decision-making skills and a manual for project identification formulation and development in Asia.

In Africa, the Fund is supporting the production of a 16mm film on national machineries for the integration of women in development in the region. The film will be used as a training and information aid for workshops and seminars, to motivate women to establish and strengthen national machineries and provide information on the ECA's African Training and Research Centre for Women.

The United Nations Department of Technical Cooperation for Development introduces the issue of women into programmes and projects in the field of public administration and local government. The Department has responded to requests from member states by rendering technical cooperation assistance for the purpose of supporting efforts to plan and formulate national programmes aimed at the extensive involvement of women in the planning, management and implementation of national development plans and projects.

1/ Review and evaluation of progress achieved in the implementation of the World Plan of Action: reports of the Secretary-General: national machinery and legislation: (A/CONF.94/11 and Corr.1); Descriptive list of national machineries (A/CONF.94/11/Add. 1 and Add. 1 Corr. 1 and 2); note of the Secretary-General: National planning (A/CONF.94/12).

2/ National machineries for the advancement of women: selected case studies. New York, United Nations, 1980).

The Asia and Pacific Centre for Women and Development and the Economic and Social Commission for Asia and the Pacific published a number of reports and studies during 1980. 3/

Training courses on project identification, formulation and development were held in August 1979 in Papua New Guinea, in Thailand in March-April 1980.4/ Training courses on research methodologies and research administration were held in Indonesia in November-December 1979 and in India in April-May 1980. 5/

ATRCW of ECA is sponsoring a three-month training course that will take place semi-annually on women, management and development planning for men and women in middle- and upper-level training posts with the first course to take place June-August 1981 at the East and Southern Africa Management Institute in Arusha, Tanzania.

The Centre also involves women in technical support activities through its programme for machineries for the integration of women in development. The Centre supports short information seminars to promote the establishment of national machineries for the integration of women in development; after their formation it assists in strengthening their technical competence by offering consultancies of experienced women to build up their programmes and by conducting study tours for them to see other successful machineries in action.

The United Nations Centre for Human Settlements (Habitat) considers it necessary to adjust human settlements programmes aimed primarily at disadvantaged groups in both urban and rural areas, to assure the involvement of women in training and to prepare them for active participation in decision-making relevant to the development of human settlements.

3/ Participation of women in decision-making .... some guidelines (Bangkok, APCWD, 1980); The special needs of women: a plea for an integrated approach and some programme proposals (Bangkok, APCWD, June 1980); Notes on women's participation in development planning (Bangkok, APCWD, June 1980). Selected country papers presented at the ACPWD Expert Group Meeting on the identification of the basic needs of women of Asia and the Pacific and formulation of a programme of work, Tehran, Iran, December 1977 (APCWD, Bangkok, June 1980).

4/ Report of the training course on project identification, formulation and development, 6-31 August, 1979, Goroka, Papua New Guinea(APCWD, Bangkok, June 1980); Report of the training course on project identification, formulation and implementation, 31 March - 25 April 1980, Bangkok, Thailand (APCWD, Bangkok, June 1980).

5/ Report of the training course on research methodologies and the administration of research, Bogor, Indonesia, November-December 1979 (Bangkok, APCWD, 1980); Report of training coxrse on research methodologies, 7 April - 2 May 1980, National Institute of Rural Development, Hyderabad, India (Bangkok, APCWD, June 1980).

The International Labour Organization is giving additional emphasis to the involvement of women in development, especially through national institutional machinery.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, includes this topic within its regular activities, reporting biennially to the Commission on the Status of Women.

IV. WOMEN IN LOCAL DEVELOPMENT PLANNING AND PUBLIC ADMINISTRATION INCLUDING PLANNING FOR WOMEN'S DEVELOPMENT.

A. Information collection and research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department for International Economic and Social Affairs collects information on this topic as a routine part of its operation of the United Nations Integrated Reporting System on the Status of Women.

B. Policy formulation

None of the specialized agencies or other United Nations organizations are known to have undertaken activities in these areas.

C. Implementation

The Voluntary Fund for the United Nations Decade for Women assisted a project in the South Pacific on basic rural community services, enabling community workers and trainers from selected Pacific countries to participate in a skill building workshop aimed at developing the capabilities of South Pacific women to undertake social and community responsibilities.

The African Training and Research Centre for Women of ECA conducted in May 1981 at Addis Ababa, Ethiopia, a three-week training course in improving the quality of rural life for women trainers and planners from African lusophonic countries.

ESCAP prepared a number of case studies which highlighted the kind of agencies that could be set up to increase the participation of women in rural development. The Philippines case study discussed nutrition programmes in a Philippines village as an entry point for setting up rural organizations. In Indonesia, the role of views of formal and informal leaders was studied as the motivating factor in such organizations, while in India and Malaysia the role of rural women in community life was highlighted.

ECLA, with the support of the Voluntary Fund for the United Nations Decade for Women supports the training of local community planners.

The United Nations Children's Fund supported women's increased participation in community affairs. For example, in Bangladesh efforts were directed towards greater attention to the needs of women by providing opportunities for more women to participate in village management committees (in part through leadership training workshops and training in appropriate technology). Projects in Ethiopia and the United Republic of Tanzania stressed leadership skills.

The Fund continued to support individual and organized participation of women as active initiators, leaders and managers in the provision of basic services including their involvement in all phases of the programme: problem

identification, implementation, monitoring and evaluation.

The United Nations Fund for Population Activities provides assistance to women's non-governmental organizations that are involved at the grass roots level with training and other activities aimed at improving the condition of women and providing them with better opportunities for self-development and community participation.

D. Monitoring, review and appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department for International Economic and Social Affairs routinely includes this topic within its activities, reporting biennially to the Commission on the Status of Women.

V. WOMEN IN DECISION-MAKING IN NON-PUBLIC SECTORS

A. Information collection and research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department for International Economic and Social Affairs is currently undertaking a research programme on women in management (as part of a broader programme on women in all forms of decision-making). A consultant will shortly begin initial research on these topics, which will continue during 1982-1983. It is planned to publish the results of this research in a series of studies. The Branch collects information on this topic as a routine part of its operation of the United Nations Integrated Reporting System on the Status of Women.

B. Policy formulation

None of the specialized agencies or other United Nations organizations is known to have undertaken activities in this field.

C. Implementation

The United Nations Industrial Development Organization has prepared a number of project proposals specifically aimed at women, including interregional projects for upgrading their managerial and entrepreneurial role. These are not yet operational, but at various stages of negotiations for financing by donor countries.

D. Monitoring, review and appraisal

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department for International Economic and Social Affairs includes this topic within its regular activities, reporting biennially to the Commission on the Status of Women.

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- Review and evaluation of progress achieved in the implementation of the World Plan of Action: descriptive list of national machineries. A/CONF.94/11/Add.1 and Add.1/Corr.1 and 2.

- Review and evaluation of progress achieved in the implementation of the World Plan of Action: national planning. Note by the Secretary-General. A/CONF.94/12.

- Review and evaluation of progress achieved in the implementation of the World Plan of Action: National Machinery and Legislation: report of the Secretary-General. A/CONF.94/11 and Corr. 1.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND RURAL DEVELOPMENT, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationship between women and rural development. Information on activities concerned with rural industrialization is included in the working paper on women and industrialization (No. 11); information on women and food systems, largely concerned with rural women, is included in working paper No. 9; on activities concerning general aspects of vocational and technical training, in the working papers on women and education (No. 14) and activities concerning health, reproduction and family responsibilities and women in local level planning in the working papers on those topics (Nos. 15, 16 and 19).

This working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATIONS COLLECTIONS AND RESEARCH

A. General aspects 1/

The Office for Development Research and Policy Analysis of the United Nations Department of International Economic and Social Affairs undertakes regular surveys of world economic, social and demographic trends and policies. Issues such as employment, internal migrations, urbanisation, agricultural production and the introduction of new techniques in the production process, which have a direct bearing on the situation of women in rural areas, are analyzed in these surveys. For instance, the latest issue of the report on the world social situation included a discussion on the role of women and changes in family life styles with particular reference to women in agriculture. The Office also conducts research projects on rural development and the distribution of income, services and economic opportunities between regions and social groups. This research identifies some factors and policies shaping the changing conditions of women in urban and rural areas.

The Statistical Office of the United Nations Department of International Economic and Social Affairs identifies, as the most fundamental sources of statistics on the role and status of women in rural areas, population, housing and agricultural censuses, household surveys and vital statistics. Few if any other sources are feasible for timely, periodic and reliable statistics which directly concern women and provide urban-rural breakdowns. Consequently the Office assists countries in the development of these statistics and of these basic statistical sources in the following ways:

a) development of statistical concepts and methods for carrying out these basic collection programmes in countries, particularly developing countries and with special attention to the problems of statistics collection in rural areas; 2/

b) provision of substantive (technical) backstopping, including direction of the National Household Survey Capability Programme, to the Department of Technical Co-operation for Development for all technical co-operation projects in statistics and statistical data processing executed by the United Nations. 3/

1/ See also working paper No. 10 on women and macro-economic processes and policies.

2/ Major United Nations publications prepared by the Statistical Office in this field include Principles and Recommendations for Population and Housing Censuses, Sales No. E.80.XVII.8, Principles and Recommendations for a Vital Statistics System, Sales No. E.73.XVII.9, and Handbook of Household Surveys Draft Revision), English only (DP/UN/INT-79-2 and Adds. 1 and 2).

3/ United Nations work in this area is described in more detail in the following reports of the Secretary-General to the Statistical Commission at its twenty-first session: "Progress report on the 1980 World Population and Housing Census Programme" (E/CN.3/546), "Progress report on civil registration and vital statistics" (E/CN.3/547) and "Progress report on the National Household Survey Capability Programme" (E/CN.3/556).

These projects accounted for about $US35 million of expenditures in 1980, of which about two-thirds was for population and housing censuses, vital statistics and household surveys;

c) promoting the co-ordination, through the ACC-Sub-committee on Statistical Activities, of international statistical services, with special reference to the development of social indicators, including particularly indicators on women of rural development and agrarian reform. 4/

Currently the Office is working with the FAO to ensure the development of appropriate indicators on women within the FAOs overall programme for the development of socio-economic indicators of agrarian reform and rural development, undertaken pursuant to the Programme of Action of the World Conference on Agrarian Reform and Rural Development.

The Population Division of the United Nations Department of International Economic and Social Affairs published in 1979 a major study which included a major analysis of the impact of urbanization on women's occupational distribution. 5/ One of the findings suggested that women's role in agriculture tended to decline with the level of development in both rural and urban areas in developing countries, whereas the opposite appeared to be the case in developed countries.

The Advancement of Women Branch, of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has undertaken significant activities in the area of policy-oriented research. Throughout the period refinements of the system of monitoring international strategies and instruments concerning women by means of the system-wide procedures of the Integrated Reporting System on the Status of Women which the Branch operates has made possible clearer identification of the special problems of women in rural development. The reference centre and data bank maintained on all aspects of women's role in development will be expanded and refined. It includes substantial material on this topic. The Branch is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. Among the themes to be examined will be that of the present topic. A resource paper on this topic will be prepared for discussion at the Meeting, which will indicate further research which might be undertaken by the Branch, INSTRAW and other United Nations organizations and specialized agencies. Consultants' reports have been prepared for this meeting on women in development on Ghana and Sri Lanka, and these give substantial attention to this topic. In 1981-83 the Branch will continue preparation of a series of country studies on national experience in the formulation and implementation of policy designed to improve women's status and effective participation in development. It will prepare also a comprehensive intersectoral and multi-disciplinary World Survey of the role of women in over-all development. In each of these, the matter of women's contribution to rural development and women's conditions in rural areas will be fully examined.

The Branch has contributed inputs to international conferences and programmes relevant to women in rural areas, notably the United Nations Conferences on New and Renewable Sources of Energy and on the Least Developed Countries.

In a major study to be completed during 1981, the Branch is undertaking a study of rural women workers with special reference to labour legislation and maternity protection.

4/ "Report of the ACC-Sub-committee on Statistical Activities on its Fifteenth Session (Washington, 27 April - 1 May 1981)".

5/ Patterns of Urban and Rural Population Growth (United Nations publication, sales No. E.79.XIII.9)

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has published since July 1981 an Annotated Bibliography on Women and Development in the United Republic of Tanzania which gives special attention to women and rural development. It has sponsored research on the situation and needs of women and agriculture in Nigeria and women and rice production in Sierra Leone.

The Economic Commission for Latin America has undertaken national and regional studies analysing the condition of women in rural Latin America. These have included examination of the role of women in agriculture and the social and sexual division of labour. Comprehensive studies have been published which contain specific sections concerning rural women. 6/ A directory of institutions and research activities concerning rural women has been prepared 7/ and a bibliography was under preparation in May 1981 8/.

The Economic Commission for Western Asia undertook a review of the situation of women in the region which formed the basis for a chapter on rural women in its study prepared for the Regional Preparatory Meeting for the World Conference of the United Nations Decade for Women held at Damascus, Syria, in December 1979. 9/

The Commission will begin in July 1981 a project supported by the Voluntary Fund for the United Nations Decade for Women which will undertake action oriented research on the nature, appropriateness and effectiveness of social services for rural women in Democratic Yemen, Iraq, Jordan and Yemen. Research will be followed by the preparation of guidelines for provision of appropriate rural social services and for the re-training of social workers.

The United Nations Development Programme, in response to numerous international resolutions and recommendations, emphasizing the need to pay special attention to the problems of rural women in developing countries, took the initiative to organize a joint Agency/UNDP action-oriented assessment of rural women's participation in development in the fall of 1978. It enjoyed the substantive collaboration of FAO, the ILO, the United Nations, UNESCO, UNIDO, WHO, the regional commissions, UNFPA, UNICEF and WFP. Although the assessment was initiated prior to WCARRD, its general objective was to improve the capability of the United Nations development system to offer practical advice to governments concerning women's participation in rural development. As such, it is congruent with the Programme of Action approved by WCARRD, as far as the latter addresses itself to the mandate of UNDP, which is that of funding technical co-operation activities. To the extent that governments choose to devote their technical co-operation programmes to the implementation of the WCARRD Programme of Action, UNDP may also be directly involved in this work.

A report of the assessment was published in time for presentation to the World Conference of the United Nations Decade for Women in 1980.10/

6/ La situación de la mujer en América Latina y el Caribe en relacion con el cumplimiento del Plan de Acción Regional (E/CEPAL/CRM.2/L.2); Aportes para el diagnóstico y la promoción de la integración de la mujer en el desarrollo de América Latina y el Caribe (E/CEPAL/CRM.2/L.3).

7/ Integración de la mujer en el desarrollo de América Latina: Directorio (E/CEPAL/G.1102).

8/ E/CEPAL/G.1100.

9/ Recent changes and trends in the situation of women in the ECWA region

10/ Evaluation Study No. 3, New York UNDP, 1980. Available in English, French and Spanish.

It contains a conceptual framework for the study; regional reviews of technical assistance projects involving rural women; four intensive country case studies covering one country for each of the main developing regions: Rwanda for Africa, Syrian Arab Republic for the Arab States, Indonesia for Asia and the Pacific, and Haiti for Latin America; a review of relevant parts of the interregional and global programme of UNDP; and a summary of findings and recommendations.

The most important finding of the assessment is that government understanding of and interest in programming for rural women's participation in development have reached the point where action is in most instances not only possible but welcome and opportune. This is amply illustrated by the numerous proposals for projects and project activities that were prepared in close consultation with respective governments by the programming missions that constituted an integral part of the above-mentioned country case studies. Many of these proposals concerned women's participation in large-scale rural development programmes designed to assist small-scale farmers to increase their output through the provision of extension services, fertilizers, credit and markets, etc. Others involved much needed education and training facilities and the provision of community-based health delivery and other public services. All of these proposals are consonant with the WCARRD Programme of Action.

In respect of the United Nations development system, the assessment notes that heightened awareness is not enough. Recognizing the importance of women's participation in development will not of itself ensure that such participation takes place. Obstacles in the form of lack of experience and competence, bureaucratic inertia, persistent attitudinal barriers within United Nations organizations as well as governments still need to be overcome. To deal with these problems, the study recommends more effective programming assistance concerning women's role in development. To effect the necessary changes, steps have been taken to introduce the necessary new elements in the UNDP staff training programme and to modify a number of administrative and operational procedures including emphasis on the potential for special programming assistance from the Voluntary Fund for the United Nations Decade for Women (UNDP/PROG/79 and UNDP/PROG/79 Add. 1).

Several substantive findings of the assessment challenge the validity of various current ideas in development planning: others confirm new ideas that have emerged in recent years. The following may be mentioned: the data base for planning for women's participation in development is deficient as illustrated by substantial discrepancies in the information obtained from census and survey programmes compared with intensive village-level studies; much of women's productive work goes unrecorded; children become net economic contributors to the family income at a very early age; in the face of increasing shortages of cultivable land, women's productive efforts may switch from cultivation towards distribution, thereby creating an efficient marketing system for foodstuffs and making a highly significant contribution towards the survival pattern of the poor - Haiti is an extreme case of this type of adaptation; there is an urgent need for rural industrial development as a means of increasing the productivity of rural employment, a large portion of which already consists of non-agricultural work, and stemming the excessive flow of rural-urban migration; the facilities for education, training and health care, not least preventive health care, are urgently needed.

Since completion of this major study, and as part of its interregional programme, UNDP is contributing to an action-oriented study of the role of women in rural development in five different countries. Its basic modus operandi consists of 11 village studies, conducted by researchers from the participating countries.

The United Nations High Commissioner for Refugees has proposed research projects to study conditions which specifically hinder women refugees from achieving durable solutions to their problems, and the role of refugee women in development.

The United Nations Institute for Training and Research contributes to the integration of women in rural development through the analysis and dissemination of information on the situation of rural women as it relates to changes such as those in land distribution, technology, crops and production structures. The problems experienced by women as a result of migration from rural to urban areas, the need for training programmes which will enable women to take advantage of all aspects of new agro-technology and the impact of agro-business on women's traditional work in rural areas are among the topics examined in a recent UNITAR study.1/ A UNITAR Conference in New Delhi, 11 - 17 March 1980 on "Alternative Development Strategies and the Future of Asia" inter alia formulated strategies for the integration of women within the context of overall rural development planning. The situation of rural women was examined in connection with such subjects as the growth of urbanism, urban/rural links, and the pauperization of the villages; the effects of contemporary agrarian development in creating alienation, landlessness, dependency and the breakdown of domestic and community solidarity; the transition from a small commodity producing peasant agriculture to large scale collective farming and the access of the rural masses to land, credit, marketing facilities, extension services and decision-making processes.

The United Nations Research Institute for Social Development has analysed the usefulness of available information on women's conditions and made an exploratory study in the Ivory Coast: a preliminary report was finished in 1978. During 1979 a more comprehensive research programme had been designed to analyse the impact of socioeconomic changes on the role and status of women in Africa South of Sahara. 2/

Considering the many facets of the problem to be investigated and the diversity of the conditions in different African countries, different basic themes for research had been proposed for the following selected countries: Upper Volta: the effects of internal and external migration on women; Ivory Coast: the impact of plantation export economy on the sexual division of labour on the role and status of women; Senegal: the impact of agricultural modernization on the role of women; United Republic of Tanzania: role and status of women in Ujama villages; Mozambique: role and status of women in the post-liberation period; Swaziland: the impact of male migration (towards either the mines or to South African industry) on women's role in agriculture.

Research in Senegal is currently in its last phase of data analysis. Research on the two case studies in Upper Volta and the Ivory Coast started respectively in August 1980 and February 1981, and will reach the last stage during the coming biennium 1982-1983.

The Institute considers that results of this research should help governments, international organizations and other representatives of relevant social forces to formulate development projects which take into account the roles of both men and women in different contexts and social classes. They should also help in defining realistic programmes specifically for women, which would permit them to rationalize their domestic activities, the formulation of programmes providing peasant cultivators (who are frequently women) with technical aid necessary to increase yields for their land.

The International Labour Organization continued its substantial activities

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1/ Z. Tadesse, Women and Technological Development in Agriculture: An Overview of the Problems in Developing Countries, UNITAR Science and Technology Working Paper Series, No. 9, (New York: UNITAR 1979).

2/ For more detailed information, see project proposal "The impact on women of socioeconomic changes in Africa South of Sahara", UNRISD/79/C.25.

supportive of rural women. Research is being planned which will include a series of studies associated with ILO projects concerning the promotion of employment of rural women. An anthology of studies will shortly appear under the title "Women and Development and the Sexual Division of Labour in Rural Societies".

The Food and Agriculture Organization of the United Nations is promoting the development, as part of national data systems, of a data base on the situation of rural women at the national level for planning, as well as monitoring and evaluation purposes. Special considerations on the life and work of rural women are emphasized in a global programme of socio-economic indicators. Guidelines for the preparation of baseline studies on women in rural households have been revised.

B. Application of science and technology

The Voluntary Fund for the United Nations Decade for Women supported in Sierra Leone, a case study on the effects of introducing improved palm oil presses in the rural villages which showed up the technical inadequacies of certain types of technology.

The African Training and Research Centre for Women (ATRCW) of the United Nations Economic Commission for Africa undertakes socio-economic studies of existing projects aimed at introducing new technologies in villages and of the role of women and technology in agriculture (Ethiopia, Ghana, Nigeria and Sierra Leone); surveys are undertaken of traditional and existing technolgies aimed at providing data on which to make recommendations for future courses of action (Egypt, Ethiopia, Nigeria, Sierra Leone, Sudan and Zambia).

The Economic Commission for Latin America, aware of the substantial impact which scientific and technical developments have had upon the situation of women in agriculture and livestock raising, has attempted to study this impact, and the resultant changes in women's role in society.

The Economic Commission for Europe prepared a summary report for the World Conference of the United Nations Decade for Women which contained pertinent findings on women, science and technology in the ECE region. 2/

The Economic and Social Commission for Asia and the Pacific hopes that by 1982 or early 1983 it will be possible to initiate an inter-regional project which would lead to the development of some appropriate technology in the various regions on an experimental basis and which would also serve as demonstration projects. Based on this experience, it is visualized that a major funding organization could be motivated to carry out research with the primary purpose of developing appropriate technology for women in the field of agriculture in particular and in other fields in general.

The United Nations Conference on Trade and Development considers that there is strong indication that present technological trends in developing countries, in terms of imported and nationally developed technology, which move against the equal integration of men and women in the development process of this sector. This bias is particularly evident in the area of upgrading and formation of skills linked to technological innovation. Whereas women constitute the largest segment of the labour force, in particular at the rural production and processing level, their participation in skill formation is minimal including that provided through extension services. To alleviate the situation, the developing countries need to adopt specific and urgent measures to ensure equal benefits to both sexes in the introduction of new, tangible and intangible technologies. 3/

2/ A/CONF. 94/14, para. 56

3/ For its activities undertaken in this regard, see working paper on women and food systems, No. 9.

The United Nations Institute for Training and Research project on "Science and technology for Development : responses to and implementation of the Vienna Programme of Action (UNCSTD)" included the recent preparation of a series of studies which included one on the effects on rural women of the implantation of modern technology in agriculture 1/.

The International Labour Organization, as a sequel to its initial phase of research on technological change and rural women, is undertaking a regional research - cum - operational project on Africa, entitled "technological change, basic needs and the conditions of rural women". 2/ Under this project, a multi-disciplinary team of professionals consisting of a development/agricultural economist, a village technology expert, and a rural sociologist/anthropologist will work together to determine how technological change can improve the condition of rural women in terms of both providing sources of income and employment as well as how it can reduce the strain, drudgery and burden of household or other types of non-remunerated and unpaid domestic work. Two case studies are planned for Ghana and Sierra Leone.

C. Vocational and technical training

The United Nations Educational, Scientific and Cultural Organisation undertook considerable activities in this matter during the period 1978 - 1980.

Inequalities in education, especially those based on sex, constitute one of the priority research themes of the International Institute for Educational Planning which has already carried out several studies in this field. 3/

As regards regional co-operation, a regional advisory group recommended that the Asian Programme of Educational Innovation for Development organize a seminar bringing together those responsible for programmes of studies on the status of women and high-level social scientists, in order to study means of launching programmes for girls and women in Member States of the region. The programmes proposed by this Programme as part of its contribution to the further promotion of women include special studies on the interrelationship between formal and non-formal education as a means of enhancing the involvement of women and youth in rural development.

D. Co-operatives

The Social Development Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and

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1/ Z. Tadesse, Women and technological development in agriculture : an overview of the problems in developing countries (Science and technology working paper series, No. 9 (New York, UNITAR, 1979); reprinted in Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds.) Science and Technology in a Changing International Order, Volume II Scientific-Technological Change and the Role of Women in Development (Boulder, Colorado, Westview Press, forthcoming 1981)

2/ See: Iftikhar Ahmed, "Technology for Women", Women at Work (Special Issue/ After Copenhagen) Vol. 2 (International Labour Organization: Geneva, 1980) p. 10.

3/ R. de Souza, Le rôle de la formation scolaire et extrascolaire dans la contribution des femmes au développement rural: l'exemple de Bénin.

Social Affairs has undertaken research on this topic 4/, which has shown that women's involvement in co-operatives was linked to the degree of their participation in society as a whole. In countries where only the male head of household could be a co-operative member and participate in co-operative decision-making, or where only a landholder might legally join a co-operative, the scope for women's participation in co-operative activities was limited even though the bulk of farm work was often done by them. There was, therefore, the understandable tendency for women to avoid selling their crops through co-operatives, since income automatically accrued to their husbands' accounts and they were ineligible for co-operative credit for their own production activities.

One way in which this situation could be remedied was to organize co-operatives on the basis of family rather than individual membership. Moreover, co-operatives organised specifically to meet the needs of women engaged in agriculture provided them with opportunities of earning additional income through improvements in provision of necessary inputs, including technical advice, and in marketing final products. Equally important was that such co-operatives, if possible with the financial help from the Voluntary Fund for Women, should provide a training ground for women in participation and decision-making.

Technical assistance to co-operatives therefore should strengthen those types of co-operatives that could improve:

- income and employment opportunities for women in agriculture;
- the living conditions of women by the distribution of food products or other basic commodities, by encouraging thrift and credit, by providing equipment and services to lighten the daily work load.

Where it was not possible to establish co-operatives of mixed membership or where a male majority might place a cultural brake on the active participation of women, the establishment of women co-operatives should be encouraged. However, the main emphasis should be rather on integrating women into the development process and all related stages of co-operative activity rather than isolating women by treating them separately.

Programmes in respect of women's access to co-operative education and training should be organized in order to encourage an informed membership of women, to permit women to take on managerial and other staff positions in co-operatives, and to be employed by agencies responsible for co-operative development.

II. POLICY FORMULATION

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria in early December 1981.

This will, inter alia, examine the relationship between women and rural development and will make recommendations concerning the design of comprehensive rural development strategies, in countries at differing levels of development, which will ensure both that women's condition is safeguarded and that the full potential of women's contribution is realised.

4/ National experience in promoting the co-operative movement: Report of the Secretary-General (A/36/115), paras. 37 - 41.

The technical and operational aspects of policy formulation and planning for women's effective participation in rural development will be taken up in detail by an expert Group Meeting on Policy Formulation and Planning to be held in 1982. The recommendations will be used in preparation of a manual on the formulation of development plans which fully take into consideration the role of women in national development. Meeting and manual will both include specific sections on the question of comprehensive planning for women in rural development.

The Economic Commission for Asia and the Pacific considers that its activities concerning women and rural revelopment should emphasize policy formulation. Thus the holding of expert group meetings and workshops is stressed because it feels that the subject is such that it still needs a breakthrough on the policy making level. Unless policy makers are aware of the input of women in the field of agriculture and are convinced that women should be trained to discharge this responsibility with greater expertise, the Commission feels that extension programme for women farmers will not be initiated by governments.

III. IMPLEMENTATION

The Voluntary Fund for the United Nations Decade for Women provides substantial assistance to rural women. Out of the nearly 200 Fund assisted projects, 37 are in the exclusive field of rural and community development. Numerous others are implemented in rural areas.

The mandate of the Fund and the guidance of its Consultative Committee have led to using the majority of its resources for support of the activities of rural and poor urban women in developing countries, in particular for the following:

- Innovative or experimental activities that may, if successful, later be funded from other sources;
- Small projects that might not be acceptable to larger funds;
- Supplementing other work without waiting for the negotiations which would precede an additional phase of an ongoing project;
- Assistance with identification and development of projects, and with the formulation and review of national development plans and country programmes.

Thus, a major purpose of the Fund is to stimulate action in areas where sufficient support of women has not as yet been forthcoming, and where assistance to women can make a positive contribution to the development process. Consequently, when requests are made to VFDW in fields where a special interest fund already exists, such as population or children, they are forwarded to those established funds. Once such referrals are made, and each relevant organization and body in the United Nations system has reviewed co-operation activities to assess both the involvement of women and the impact on them, the gaps in support for women are increasingly visible. The experience of VFDW over three years of operational activities has already pointed up several gaps - areas in which women have had insufficient access to financial and technical assistance. Among them are: energy resources; technologies; programme, project and development planning; income-raising group activities including credit and loans; and technical and economic co-operation between developing countries (TCDC and ECDC).

A specific example of a project financed by VFDW which are expected to serve as models for funding from other sources are in the field of forest conservation. In Asia, an ESCAP Expert Group Meeting on Women and Forest Industries was convened to support women's involvement in the production and appropriate utilization of forest resources. A number of national projects resulted from the Meeting. In Thailand and in Indonesia, a project on improving agro-forestry activities for women to reduce shifting cultivation introduces selection, cultivation

As major collectors and users of wood as fuel, women are also introduced to time saving devices so they can do other income producing activities. A five year project on village woodlots improved stoves and forest industries in Thailand will develop improved stoves which can conserve energy from 10 % to 30 %. Forest related small-scale activities, such as beekeeping and handicrafts are also being looked into. Another consequence of the Experts Group Meeting is a project that provides credit to groups of women in Burma, Indonesia, India, Nepal and Thailand who are engaged in forest resources-based industries such as bamboo processing and weaving, silk worm raising, dairy and poultry farming. This provision is significant particularly since lack of capital inhibits rural women's involvement in and development of these industries.

Other innovative projects among the 184 financed by VFDW offer village women access to credit through provision of revolving loan funds or collateral for income-raising activities, surveys and seminars on technologies appropriate to women's work, and studies of the viability of newly introduced technologies. These projects are well distributed in different regions. Information on training projects, on co-operative development and or application of science and technology is included in the following sections. Information on related activities concerning rural women and energy, health, nutrition, food systems and women in local level planning is included in companion working papers (Nos. 10, 15, 9 and 19 respectively).

In Jamaica, a three-year project called supporting grass roots initiatives for rural women provides training to 1,200 women, The major tasks are to get women in non-traditional jobs, and to improve their skills so that they earn higher incomes. The project is mobilized through the Women's Bureau.

The United Nations Department of Technical Co-operation for Development was in May 1981 executing several projects which aim at the integration of women into the mainstream of development activities, with special emphasis on training and self-help approaches. It is executing a project "Women in Development - SWA/75/R40" in Swaziland which has focused on income-generating activities for families headed mainly by women as the vast majority of adult male population is seeking employment elsewhere in large cities and towns; whereby the financial and other family matters have been left to women family members. This project has successfully trained women in the management of new enterprises and taught them new skills in making decisions and managing selected enterprises. Most importantly, the project has built, through the support and co-operation of other agencies and local authorities not only physical infrastructures, but also an appropriate institutional framework for financing the production and marketing of consumer articles. The project has already expanded its activities, through local organizations and associations, to several of the neighbouring areas. In addition, this projects has made some modest contribution to TCDC in the region.

A similar project has recently commenced activities in Liberia with a view to promoting the integration of women in the development process through income-generating activities.

The Department is also executing three other projects in co-operation with the Centre for Social Development and Humanitarian Affairs, Department of International Economic and Social Affairs, located in Bahrain, Oman and Saudi Arabia. These deal with the integration of women in the context of overall development of rural communities. Projects of this kind train women so that they can better avail themselves of new technologies that are being introduced in their communities, and so that they can more effectively participate in new and changing institutional structures. Women in these projects are being taught not only technical skills to enhance their economic roles and ease domestic workloads, but

also how to involve themselves and assume leadership in community affairs. Women in fact are often targeted as key people through whom assistance can be directed to the community as a whole.

The Economic Commission for Europe, and more particularly its Committee on Agricultural Problems, does not have any specific activities or programmes on the subject of women in rural development. It co-operates closely with the FAO European Commission of Agriculture on the programmes in question.

The African Training and Research Institute for Women (ATRCW) of the Economic Commission for Africa has a mandate to provide technical assistance to women in the region, with emphasis upon rural women. The Centre has undertaken comprehensive programmes supportive of rural women. In addition to those relating to aspects covered in companion working papers (health, nutrition, training, food, cooperatives, migration) which have been, for the most part, concerned with rural women, the Centre has undertaken the following activities. Special efforts have been made on behalf of the needs of women in rural areas of lusophonic countries of Africa. In May 1981 the Centre was undertaking a mission to Guinea-Bissau to assess the needs of women in rural areas in order to facilitate their integration in development. The Centre has also developed integrated rural development projects focusing on women's needs in Ethiopia and Egypt.

The Economic Commission for Latin America has given high priority to activities supportive of rural women. Technical meetings and seminars have been held as a means of exchanging experience and of identifying new activities which are required. A substantial proportion of its activities has been undertaken in close cooperation with the Food and Agriculture Organization of the United Nations, with the financial support of the Voluntary Fund for the United Nations Decade for Women.

The Economic and Social Commission for Asia and the Pacific has confined its efforts with regard to the need to increase women's participation in the cooperative movement and to ensure their access to land, credit and marketing facilities, to the creation of an awareness and understanding of women's input into agriculture and the obstacles that they face. Recently, at a meeting in Sri Lanka organized by the Marga Institute, a paper was presented on unemployment among rural women and discussions were held on this very subject before senior policy makers from a number of countries in the region. Projects have been accepted by the Voluntary Fund for the United Nations Decade for Women which concern the role of women in livestock development; in paddy cultivation; the growing of gherkins; and women's involvement in fisheries.

The United Nations Development Programme, consonant with its mandate as a funding and co-ordinating organization for technical co-operation and in accordance with General Assembly and other relevant international resolutions, including decisions taken by its Governing Council, has since 1974 undertaken a series of special activities designed to promote increased participation by women in the technical co-operation activities supported by it. In recent years the collaboration between UNDP and the Voluntary Fund for the United Nations Decade for Women has become very close, with the two organizations usefully complementing each other in their common goal of integrating women's activities into the wider development effort.

On the basis of generally encouraging results of its efforts to promote women's participation in development, UNDP took the initiative, in the fall of 1978, to a joint Agency/UNDP action-oriented assessment of rural women's participation in development, designed to further enhance the effectiveness of the advisory and programming capability of the United Nations development system.

The full report has been issued as UNDP Evaluation Study No. 3 under the title Rural Women's Participation in Development. To implement the assessment's recommendations for action, which were endorsed in full by the Governing Council, detailed instructions have been issued to all UNDP staff and made available for information to Participating and Executing Agencies (UNDP/PROG/79 and UNDP/PROG/79 Add. 1). They cover such issues as the need for training to increase staff skills in the programming and implementation of project activities of special interest to women; the need to ensure that the necessary special assistance is given to the planning, design, implementation and evaluation of women's participation in UNDP-supported projects; and the need to improve the data base for planning for women's participation in development.

UNDP also supports several other global and interregional activities, such as an action oriented study of women's participation in rural development including the safeguarding of women's interest in projects initiated under the aegis of the International Drinking Water Supply and Sanitation Decade.

The United Nations High Commissioner for Refugees, within the framework of its dual function of providing legal protection to refugees and promoting durable solutions to their plight, UNHCR is increasingly devoting attention to women refugees in view of their numbers, their social and physical vulnerabilities and their frequent difficulties in adapting to different surroundings. Women and girls constitute a majority of the over 10 million refugees in the world - a number which is increasing daily. Women refugees are exposed to severe stress as a result of the destruction of their home environments, the loss of family members and the rigors of life in refugee camps. These conditions combine to disrupt, or alter radically, their traditional roles. Consequently, programmes have been organized specifically for women refugees aimed at enhancing their social and economically useful skills, thereby increasing their participation in camp or settlement life and facilitating their eventual integration into new communities. These programmes include training in handicrafts, agriculture-based activities and training in such fields as hygiene, sanitation, pre-natal and child care, nutrition, food preparation and storage.

The United Nations Fund for Population Activities organizes, manages and evaluates rural development programmes specifically concerned with women.

The Food and Agriculture Organization's programme of work has been oriented so as to give particular attention to disadvantaged groups and to promote equity and people's participation in the development process. Within this framework, increased resources are directed towards programmes for women in rural development. Special emphasis is placed in the FAO programmes upon the rural poor, the landless, small farmers and tenants and particularly women and youth in order to achieve increased food production, equity and people's participation in development through their own organizations.

The problems of rural women are dealt with under all activities in the follow-up of WCARRD. Special attention is however given to the need to improve their social and economic conditions and to integrate them as decision makers in development. This is done in a number of ways. For example there is an FAO project "Community Action for Disadvantaged Rural Women", the aim of which is to increase rural women's ability to meet their basic needs and those of their dependents and to increase food production. It is also designed to assist governments in providing rural women farmers and their families with the services they need, to increase their awareness of possible resources for assistance and to stimulate their participation in the improvement of their own living and working conditions.

FAO field projects are currently being reviewed to ensure that adequate attention is focussed on the rural poor and vulnerable groups, and on such aspects as people's participation and women's involvement. As part of this review, country programme officers have been asked to assess whether women would benefit from all project activities.

The activities of FAO to support rural women is an integral part of all its relevant agriculture, fisheries and forestry development programmes. This policy is reflected in its regular budget which provides financial support through the home economics and social programme to activities for the advancement of rural women in development. In addition, other sources of financial support are available. These include the Technical Cooperation Programme, Freedom from Hunger-Action for Development Campaign and the Money and Medals Programme. These sources aim at providing catalytic funds to promote greater participation of rural women, encourage their organizations and initiate projects for the socio-economic advancement of women.

In the light of resolutions arising from the World Conference on Agrarian Reform and Rural Development (WCARRD) and the 1980 World Conference of the UN Decade for Women, and in response to government requests, FAO is directing greater efforts towards meeting priority needs of rural women and families in all regions. Extra-budgetary funds are required and therefore increased sources of financial support are being sought for a special community action programme for disadvantaged rural women. The FAO/UNDP collaboration is influencing country programming exercises to include rural women's concerns in rural development plans. Continued support from UNFPA is expected for the Population Education, Research and Communication Programme (PERC) and other population/rural development supported activities. The Voluntary Fund for the UN Decade for Women has provided limited support to a few FAO projects for innovative work approaches involving women in the community forestry sector; new employment, and income earning opportunities.

In terms of technical support, FAO Divisions/Departments, together with the Regional and Country Offices, are being encouraged to study the implications for rural women of WCARRD and the World Conference on the United Nations Decade for Women held in Copenhagen in 1980 and to give attention to the involvement of rural women. More concerted efforts are being made during the 1975-85 decade to agricultural production resources, marketing, credit and banking, and other rural support services.

The FAO Fisheries Department is promoting extension training for women in aquaculture and in a combination of small-scale coastal fishing and fish-farming-cum-crop and livestock production programmes. The Forestry Department through the Community Development Programme is increasing its activities for rural women and rural families by providing assistance in family wood plots and in the implementation of the energy saving projects on improved wood stoves, and is giving special training in forestry related occupations.

Support is also given by FAO to Governments in their efforts in favour of rural women. These activities are conducted in collaboration with government planning units and NGOs.

The World Bank's operational activities in support of national development programmes in its developing member countries are not primarily addressed to women. However, as a result of policies which focus more and more on poverty alleviation particularly in the poorest countries, the Bank is giving more explicit consideration to the role of women in economic and social development than had been the case in the past. The Bank's approach to the objective of strengthening the

integration of women in rural development, as in other sectors, is to treat the concern for women as an integral part of the project concept, and to consider the impact on women as an element of the costs and benefits of the project.

The International Fund for Agricultural Development's primary purpose is to mobilize financial resources in order to help increase food production in developing countries in general and particularly to alleviate poverty and malnutrition of the poorest segments of the rural populations in the poorest countries. Its main preoccupation is to benefit directly the most vulnerable of the rural population, the small and landless farmers, who constitute IFAD's target groups. Women cannot be disassociated from this target group.

During its first cycle of operations (1978/80), IFAD financing in rural development concerned about sixty projects totalling US$ 870 million. A high percentage of the Fund's loans were given on highly concessional terms (annual service charge of 1 % and maturity period of 50 years). While IFAD financing has been concerned with the rural poor as a group, there is, however, a growing awareness within IFAD not just to integrate women within the various projects but to see that these programmes do have a positive impact on the economic and social wellbeing of poor women as they often form the most vulnerable section of the Fund's target groups.

In northern Senegal, where women cultivate their own parcels of land and yet have been excluded from access to credit and technical information, the Integrated Rural Development Project of M'Bour Louga has a special training of groups of women to prepare village women for administering the facilities to be provided for collective use at the village level and to develop their skills and thereby ensure their fuller participation in the development process. Moreover, the Project envisages the development of domestic woodlands.

In Lesotho, where women are the heads of most small farm households because males expatriate in search of work, IFAD's loan includes agricultural credit facilities to assist women farmers.

In East Mpanda Rural Development Project in Burundi, which is basically a settlement project, there is a training programme for new families and the participation of women. This was identified as a felt need because, settling in a new area with all its economic advantages does, however, have initial problems before adequate arrangements for a satisfactory life for the families can be made and here women can play a critical role for the success of the project.

In Magbosi Rural Development Project in Sierra Leone, the emphasis is on the local organization of agricultural and community work to make the active participation of all concerned possible and to give all members of the household more equal access to the required resources of land, credit, inputs and equipment to be brought from outside.

B. Application of science and technology 1/

The Voluntary Fund for the United Nations Decade for Women, Centre for Social Development and Humanitarian Affairs, has reviewed the more than 180 projects which it has supported until May 1981, and has found that there is a heavy concentration in areas involving access by women to scientific knowledge and to technologies. This concentration results from the Fund's mandate and guidelines,

1/ This section is concerned with activities specifically undertaken to encourage support, and make more effective women's participation in rural development. Broader issues of the relationships between developments in science and technology, national policies in the area and women's status and participation in societal change are the subject of a section in a separate working paper (No. 10).

that its resources be used to supplement, and not to be a substitute for financing from other United Nations development co-operation funds. It has thus become a primary responsibility of the VFDW to identify gaps in current support from United Nations Sources, and to finance innovative and experimental activities that may, if successful, later be funded by them. For these reasons, VFDW projects include 46 in the fields of technologies including income-raising activities. A few examples of these follow.

As well in Asia, a series of workshops resulted in a number of national activities on improving the technology of existing traditional activities. The Workshop on Women's Participation in Dairy Cooperatives for five most seriously affected countries - Bangladesh, India, Nepal, Pakistan and Sri Lanka - emphasized technology transfer for co-operative milk production. Participants judged that the project could be easily transferable to many women in the sub-continent where milk and milk products form a major portion of the diet and more so, could result to higher levels of nutrition and health. The activity will be duplicated in a subregional Workshop on Women's Participation in Paddy Production and Processing held in Malaysia.

In Western Asia, a project in the Yemen Arab Republic on improving animal and poultry stock and processing food products is expected to make up for the country's lack of manpower in utilizing modern production methods and in developing and benefiting from social services. The project supports the priority of the Five-Year Development Plan, to improve women's conditions in agricultural and rural development through the acquisition of modern agricultural skills.

The African Training and Research Centre for Women of the Economic Commission for Africa undertakes activities related to women, science and technology bearing in mind that rural women in Africa spend up to 16 hours a day producing, processing and marketing food, collecting and carrying water and fuel as well as cooking, washing and generally caring for their families. They carry out these tasks without access to improved technologies which could reduce effort and increase productivity of their work. In recognition to this fact the village/ appropriate technology programme of ATRCW was started in 1975 to provide assistance to African governments with the identification and implementation of projects and programmes relating to improved appropriate technologies for women. The type of technologies covered include labour-saving devices such as grinding mills, oil presses, water catchments, rice hullers, peanut decorticators, etc.; income-generating equipment such as improved looms and bee-hives; and home-improvements such as raised stoves, pit latrines, and improved housing construction.

The ATCRCW programme expanded largely due to the support of the Intermediate Technology Development Group (ITDG), which obtained funds from British Christian Aid to second one of its staff members to ATRCW for three years, and UNICEF which has provided funds for the employment of the relief of the ITDG staff. Many of the projects also identified have been sponsored by UNICEF. The Ford Foundation, the Rockefeller Foundation and the Voluntary Fund for the United Nations Decade have also contributed support. Additional support has come from USAID.

Activities in which the programme has been engaged in fall under six categories:

- Socio-economic studies of existing projects aimed at introducing new technologies in villages and of the role of women and technology in agriculture. These were carried out in Ethiopia, Sierra Leone, Ghana and Nigeria.

- Surveys of traditional technologies and existing technology projects aimed at providing data on which to make recommendations for future courses of action. One survey has been completed in Sierra Leone and another in Ethiopia, and four more are underway in Nigeria, Zambia, Sudan and Egypt.

- Pilot projects aimed at introducing improved technologies for women into selected villages and to study the acceptability and utility of these devices. Pilot projects are ongoing in Upper Volta, Sierra Leone, The Gambia, Niger and Kenya.

- Workshops and study tours aimed at increasing the understanding of extension workers and other government officials in respect of appropriate technologies for women and/or giving training in a specialized aspect of improved technology. A general orientation workshop was held in Kenya in 1977. A series of specialized workshops on improved methods of storage and preserving food was held in Tanzania. Two training workshops for trainers and planners on appropriate technology was held in 1979 and 1980. The 1979 workshop held in Sierra Leone was for four English-speaking West African countries namely, Sierra Leone, Ghana, The Gambia, and Nigeria. The 1980 workshop held in Senegal was for seven French-speaking countries namely Benin, Guinea-Bissau, Guinea-Conakry, Mali, Mauritania, Niger and Senegal. A study tour was organized for personnel from various walks of life from Somalia and Zambia to visit Kenya to study appropriate technology programmes and see how the villages accept the technologies. An appropriate technology skills upgrading training workshop has been carried out in Somalia.

- Collection and dissemination of information on village technology for women aimed at producing articles and documents for distributing to governments, women's organizations and other interested persons, and at answering requests for information on technologies from governments and field workers is being done. The Centre is still building its information system and can only answer limited enquiries. To date eight publications have been produced and distributed.

- Scholarships to provide specialized training for African women and engineers. Funds have been obtained to send one woman to IDDG for a month and other funds have been obtained to enable a Gambian engineer to visit the Technology Consultancy Centre in Ghana for three months.

Given the enthusiasm with which most countries have responded to existing village technology projects, it is expected that similar projects will be repeated in other countries. This applies particularly to pilot projects for the introduction of improved technologies; surveys of rural technologies; and workshops for orientation of extension workers in the concepts of village technology. It is also expected that the Centre will become more involved in organizing specialized technology workshops for training of extension workers in improved methods of storing and preserving food; and low-cost building techniques; improved soap making, candle making, etc.

Other plans include two joint programmes with the Science and Technology Unit of the ECA Natural Resources Division. The first is a bilateral assistance project between ECA and the Government of India entitled identification, formulation development and demonstration of technologies suitable for rural use in food preservation storage and transportation, energy and other specialized

programmes including training. Preliminary field missions have already been undertaken to six countries to identify individuals and institutions doing work in these three areas. Three Indian experts in the three areas are now expected to come to Africa and go to the field. The second is a project for the promotion of technical co-operation among UDEAC countries with special emphasis on rural women. Its objective is to identify technology suitable for rural areas in UDEAC member States with emphasis on:

- Food preservation, storage and processing and;

- General agriculture and development of agro-industries.

In both these areas special attention will be paid to women.

The Economic and Social Commission for Asia and the Pacific, given the large numbers of women engaged in agriculture in the region, is engaged in discussions with other regional commissions with the purpose of undertaking an inter-regional project to initiate and develop appropriate technology for women in three countries of each developing region. Application of appropriate technology would be geared to increasing productivity and reducing work burdens. The Governments of India and Indonesia had expressed interest in this project. It was hoped that the project would begin in late 1982 or early 1983. Experimental projects designed as demonstration projects would be developed. A Round Table Discussion on Participation of Women and Their Emancipation Through the Application of Science and Technology to Development was held in Banglore, India (1979) by the Asian and Pacific Centre for Women and Development and the ESCAP Regional Centre for Technology Transfer (ESCAP Division of Industry, Human Settlements and Technology).

The United Nations Department of Technical Co-operation for Development supported projects in integrated rural development which offered special opportunities to introduce new or adapted technologies in order to ease domestic workloads and promote community self-help efforts, including income-generating activities.

The United Nations Children's Fund has assisted the Women's Revolutionary Socialist Movement of Guyana, with an appropriate technology project, intended as a model for similar programmes in the region, four of which emphasise the integration of appropriate technology with development of women's roles and responsibilities. In Senegal over 50 per cent of UNICEF funds, or approximately US$ 600,000, is devoted to support for women's activities, which include the reduction of women's work burdens by providing such appliances as grinders, millet huskers and simple pumping equipment. In Bangladesh a seminar on appropriate technology was held for 120 women cooperative members.

The United Nations Development Programme administers the Interim Fund for Science and Technology (IFSTD) which became operational in May 1980 and which was established for a period of two years during 1980 and 1981 pending the establishment of long term financing arrangements for science and technology for development. Of over 800 project requests received by UNDP by May 1981 43 had been approved. From requests covering a wide range of activities, care was taken to include in those approved projects designed to meet the urgent problems of the least-developed, land-locked, island and most seriously affected developing countries.

Special attention has been given to women's interests in the evaluation of project requests. Thus, several of the approved projects concern the promotion of appropriate rural technologies: the implementation of programmes designed to improve the nutritional and health standards of rural communities, and a more

efficient use of wind energy. The greatest beneficiaries of these programmes were very often women, and IFSTD has taken special care to ensure that every project work plan includes the participation of women at all stages of implementation. Arrangements are being made to involve women's organizations in project activities. In May 1981 IFSTD staff includes a full-time woman consultant.

Various Food and Agriculture Organization field projects contribute wholly or partly to the integration of rural women in development by developing extension activities for women on appropriate technology for food production, water collection, food preservation and the training of women village leaders and by providing technical assistance in the installation of small grinding mills to alleviate women's work. An ongoing project is concerned with the establishment of a network of countries to promote TCDC activities with full participation of host and recipient countries.

C. Vocational and Technical Training

The United Nations Department of Technical Co-operation for Development has, especially since 1979, increased the proportion of the projects for which it is executing agency which include a woman's component, in most cases involving training. Special elements supportive of women have been introduced within integrated rural development projects which combine multidisciplinary actions at the community level. Such projects in Bahrain, Democratic Yemen, Liberia, Oman and Saudi Arabia train women to make better use of new technologies. A similar type of project, now funded from bilateral sources, trains women in Swaziland in income-generating avtivities.

The Voluntary Fund for the United Nations Decade for Women has supported in Africa a series of training workshops for trainers and planners of village technology for rural families for five anglophone and five francophone countries - Gambia, Ghana, Liberia, Nigeria and Sierra Leone; Benin, Mali, Niger, Senegal and Upper Volta. The project served as a forum for member States to exchange experiences in introducing, developing and disseminating information on technologies in villages.

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa organized in May 1981 in Addis Ababa a workshop on Improving the Quality of Rural Life for Women trainers and leaders from Portuguese speaking African countries, co-hosted by ECA and the Revolutionary Ethiopian Women's Association. A national-level workshop on income-generating activities was held in Niamey, Niger in February 1981. A study tour of innovative projects for women from commonwealth countries was held in October 1980. The Centre conducted during 1980-1981 training courses for women involved in liberation movements in southern Africa in nutrition and other aspects of improving life of families in hardship camps, held a three-weeks workshop for senior producers of radio programmes on material related to women and rural development and institutionalized at the Pan African Institute for Development in Douala, United Republic of Cameroon a course for intermediate-level nutrition and rural development workers from Francophone African countries. Workshops and study tours are aimed at increasing the understanding of extension workers and other government officials regarding appropriate technologies for women and for training for women in a specialized aspect of improved technologies. In 1979 a workshop for Ghana, Nigeria, Sierra Leone and The Gambia was held and in 1980 a workshop for Benin, Guinea-Bissau, Guinea, Mali, Mauritania, Niger and Senegal. A training workshop was held in Somalia. Information is collected and disseminated on village technology for women (eight publications). Scholarships provided for specialized training for African women engineers (two grants). The Centre is now giving priority attention to

workshops for training extension workers in improved methods of storing and preserving food; low cost building techniques; and improved soap and candle making. Study tours in agro-technology had been held for women's groups from Somalia and Zambia to the Appropriate Technology Centre established by UNICEF in Karen, Kenya.

The Economic Commission for Latin America has given priority to training for women in non-traditional rural sectors which will permit more effective use of developments in science and technology. The Commission has assisted governments in the formulation, management, execution and evaluation of integrated rural development projects, in which emphasis has been placed upon training for women and their families in income-generating activities. Training projects have been undertaken in bee-keeping, agriculture and horticulture. For the most part these projects have been financed by the Voluntary Fund for the United Nations Decade for Women.

The Economic Commission for Western Asia is supporting the assignment of an audiovisual expert during 1981 in Bahrain for the preparation of proto-type educational material for women in rural extension programmes. Beginning in July 1981 technical assistance will be given for one year to one expert and one female national extension worker in Yemen to train rural women in improving income generating activities. Special attention will be given to improvement of animal and poultry stock and to the processing of food products. Beginning in June 1981 a multi-service project for one year on "Alternative skills and services for women's non-governmental organizations" includes training and provision of equipment and advisory services for community development in rural southern Lebanon. A regional training workshop was held in July 1980 in Yemen on training for women participants in urban and rural development. In September 1980 a workshop on experimantal training methodologies was held at Allan, Jordan, for trainers of rural development workers. It included field training in local villages. Training in community development and health activities are also being undertaken (see working paper on health).

The Economic and Social Commission for Asia and the Pacific has been very much concerned with training programmes that will enable women to take advantage of all aspects of agro-technology and programmes are now underway. It considers it necessary to create a greater awareness within member governments that women are involved substantially in all aspects of agriculture both in on farm and off farm activities.

The United Nations Children's Fund is giving new priority to programmes which enable women to engage in income-earning activities. These include training in management and marketing skills. For example, a project in Bangladesh is designed in part to enable women to engage in income-generating activities through individual and co-operative efforts in livestock raising. Women in 85 villages in Thailand undertook training in livestock raising and production of local foods such as soy milk, and a high-protein mix of rice, sesame seeds and soya beans. In Sudan a project emphasised skills training for village women. In several Latin American countries, programmes provided support for small income-generating and appropriate technology projects for women. In the Western Asia and African regions, skills development and income generating programmes have been undertaken, particularly for women in areas suffering from high out-migration of the male labour force.

The United Nations Fund for Population Activities, based on the established relationship between rural women's economic condition and demographic factors, supports, on a pilot and demonstrative basis, project activities aimed at training of rural women in order to provide them with skills and knowledge required for increased participation in economically productive activities.

The International Labour Organization's technical co-operation activities include support for increasing rural women's access to non-traditional training.

The Food and Agriculture Organization's Inter-Departmental Working Group on Training has been established to advise on training policies that are more responsive to national needs. Traditional extension training had perpetuated the stereotype of men dealing with agriculture and women with household activities. Currently, increasing numbers of agricultural projects take women as their target groups and FAO is providing training to ensure better understanding of how to meet rural women's needs. Efforts are being made to increase rural women's incomes through involving them in agricultural production. Recognition is given to the importance of the role of women as food producers, and efforts are being made to ensure that they have increased access to credit and marketing facilities. FAO is also involved in efforts to improve family life by means of training in nutrition, home economics, water supply, environmental hygiene and other related topics.

The Voluntary Fund for the United Nations Decade for Women has provided limited support to a few FAO projects for innovative work approaches involving women in the community forestry sector; new employment, and income earning opportunities; and training projects including small animal husbandry, food production, handicrafts, childcare and hygiene. Support is also given to the training of agricultural extension and rural development workers to deal more effectively with the needs of rural women in relation to agricultural productivity, equitable distribution of resources and rural family living conditions through agricultural education, extension and training and family life education. For this purpose, an expert consultation on mobilization of agricultural and educational institutions to accelerate rural women's participation in development was held with Latin and Central American experts. This consultation recommended policies and action programmes for agricultural and educational institutions.

In addition to the above, various FAO field projects contribute wholly or partly to the integration of rural women in development by:

(a) providing rural women with training that will promote their individual development and generate new knowledge and skills to increase their earning capacity, test and introduce appropriate technology at village level, and provide intensive in-service training for women development workers;

(b) using video-based training for rural women in agricultural production, migration, health and simple book-keeping;

(c) giving assistance to extension activities in training for income generation, back-yard poultry production, and vegetable production;

(d) providing research grants to analyse the nature and scope of technical cooperation among countries in education and training for rural women to stimulate their participation in rural development programmes;

(e) rendering assistance to national institutions in developing curricula and training programmes for rural development and extension workers.

The United Nations Educational, Scientific and Cultural Organization is providing assistance for the implementation of a number of co-operative projects with Member States aimed at promoting the participation of women in development, particularly in rural areas. The organization undertakes also substantial programmes in rural development which are supportive of its programmes specifically concerned with women. 1/ The greater part of its activities is designed to improve

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education for rural women. These were concerned with vocational and technical training and broad adult education and literacy programmes designed to facilitate women's more equitable and effective integration in rural society.

Three regional raining courses for those responsible for women's education in rural areas in French-speaking Africa, Latin America and the Caribbean were organized in 1980 by the Regional Offices for Education in co-operation with Headquarters, with the object of:

- stimulating efforts as regards both the programmes and the infrastructures of formal and non-formal education, with a view to ensuring equality of opportunity in education for young people and adults of both sexes;

- promoting formal and non-formal programmes of education and training (long programmes, special short courses, etc.) with a view to helping women to meet their basic needs better and to participate effectively in rural development efforts.

The training course in French-speaking Africa was held in Dakar, Senegal, from 6 - 16 February 1980 and was attended by 22 women from 19 countries.

In the case of the Africa region, the UNDP-Unesco project in Burundi, "Community education for integrated rural development", accords particular attention to the female population. In Upper Volta, the project "Education and participation of women in development" is the continuation of an experimental project launched in 1967 under Unesco's Regular Programme which produced very encouraging results. UNDP, Unicef, IBRD, UNFPA and other organizations co-operated in it. Coming under the Ministry of Social Affairs since early 1979, this project has been assigned new and more ambitious aims and, as a result of radio broadcasts devoted to it, several villages have become convinced of the usefulness of their participation in it. In Mozambique, the UNDP/Unesco project "National Institute of Educational Development" also concerns the promotion of the education of women and their participation in development. In Togo, a project on literacy teaching for women and girls started up in 1977 thanks to the technical assistance of Unesco and the financial aid of NORAD. The main objective of this project is to provide functional literacy training for the greatest possible number of women, with a view to their participation in the development process. From 1977 to 1978 and 1979 the number of village literacy centres increased from 45 to 77, and then to 184. Ninety voluntary instructresses at present provide training for 3,300 women. This project has also had a regional impact: the Regional Council for Adult Education and Literacy in Africa (CREAA) in Lomé, organized, in collaboration with Unesco, a subregional workshop in 1979 on postliteracy programmes for women.

In Sudan, the funds-in-trust project "Integrated Rural Education Centre" started in 1978 will continue until 1981. In Maridi (Southern Sudan), the expert in charge of women's education started her activities in October 1978.

In Ecuador, the UNDP-financed project in support of the nuclearization of education for rural development, initiated in 1978, has focused attention on the situation of peasant women and their role in the community (report on the situation of peasant communities in the Malimpia Nucleo of the Esmeraldas Intensive Action Zone, concerning community organization and participation) as well as the determination of the role of peasant women in the production and the reproduction of labour force, in the generation and diffusion of cultural and ideological values". It has undertaken activities to encourage and guide the participation of women, through "clubes de Amas de Casa", in the integrated rural development nuclei.

In Nepal, very encouraging results were achieved by the project launched in 1979 as an experimental project under the Regular Programme. Similar activities

(improvement in the number and quality of primary-school teachers assigned to rural areas that are difficult of access) have been extended to other regions where the school enrolment rate among girls is still low.

A Regional Workshop on Rural Life Education through Co-operatives was organized in collaboration with FAO, ILO and the International Planned Parenthood Federation (IPPF) in Syria in 1980. This Workshop examined the advantages of a potential for increasing the involvement of women in co-operatives.

The operational activities carried out in Togo revealed that the role devolving upon women was such that is was necessary for them to receive all-round training. In the hierarchy of needs identified, pride of place was given to the lightening of household tasks, the creation of additional income, family protection and all activities bound to foster the full development of women.

In the context of its sectoral programmes in the field of population communication, financed by the United Nations Fund for Population Activities (UNFPA) UNESCO is continuing to organize at subregional and national levels training courses in which the personnel and those actually receiving the training are in the large majority women. Thus, a workshop on "Education and communication for family welfare in the context of integrated rural development" was organized in collaboration with the World Health Organization (WHO), the Food and Agriculture Organization of the United Nations (FAO), the International Labour Organization (ILO) and the International Planned Parenthood Federation (IPPF) in Ouagadougou in November-December 1978. Workshops to promote integrated communication for population programmes and home economics were organized in collaboration with the International Federation of Home Economics in Freetown, Sierra Leone, in November 1978 and in Mexico City, Mexico, in February 1980.

Pursuing its activities in connection with the United Nations Decade for Women, the UNESCO Co-operative Action Programme continued to give priority to assistance to projects in the least developed countries to improve the status of women and their participation in education for rural development. A new project to build a "Women's Centre" in Ouagadougou for the Fédération des Femmes voltaiques has been added to the nine projects for the promotion of the status of women already supported by the Co-operative Action Programme.

UNESCO has provided technical and financial support for activities undertaken by non-governmental organizations during this period. In Africa, the Associated Country Women of the World was helped to provide two training courses each lasting two weeks for women in charge of education in rural areas (Lesotho and Swaziland, September 1980).

In Latin America and the Caribbean, the World Young Women's Christian Association was aided in the organization of three courses in Belize, as part of the nutritional education project. The World Association of Girl Guides and Girl Scouts was aided in providing technical training for women in rural areas (Brazil, 1979/1980). During the period of the 1981-1983 programme budget special emphasis will be placed on the intensification of regional activities and the training of women in rural environments. In the implementation of these activities, the outcome of the World Conference of the United Nations Decade for Women: Equality, Development and Peace (Copenhagen, 1980) will be taken into account. An effective co-ordination of activities in this field with other organizations within the United Nations system on the one hand and with the other sectors within the Secretariat on the other will be fostered.

A regional training course for those in charge of women's education in rural areas will be organized in the Asia and the Pacific region in 1981, and another similar course will be held in Africa in 1983 for English-speaking participants.

Contracts will be given to National Commissions and/or non-governmental organizations in order to provide support for local projects intended, by means of literacy activities and/or civics education, to enable women in rural areas and those belonging to other disadvantaged social groups to play a greater role in shaping their own futures and those of the societies of which they are a part.

A contribution will also be made to an experimental project designed, through education, to increase women's participation in rural development in Democratic Yemen.

UNESCO will continue to serve as executing agency for a UNDP-financed project aimed at promoting the status of women and executed by SWAPO. UNESCO will continue to administer a literacy project for women in rural areas financed by Norway under funds-in-trust arrangements in Togo.

The World Bank considers that, given the important contribution which women make to food production in most parts of the developing world, policies to improve agricultural performance in overall national development must aim to enhance the technical skills of women in this vital sector. Bank assistance for training programs includes the selection of women for training as extension workers under Bank-financed projects, and in the urban sector, the provision of job-related skills for the informal sector is of special importance to women. More generally, Bank-financed education and training projects contribute to the rising school enrolment of girls, to the development of curricula designed to enhance vocational skills, as well as to the expansion of opportunities for non-formal adult education for women.

D. Co-operatives

The Voluntary Fund for the United Nations Decade for Women provided assistance to several projects for rural women's co-operatives. In Africa, a Fund-supported farm produce marketing project of the Kumasi Co-operative Society in Ghana links rural co-operatives with their urban counterparts and permits the exchange of services between these two. Such arrangements enable the rural women in the Kumasi district to market the agricultural and garden produce of the women's co-operatives in the main towns. In Asia, the National Women's Co-operative Development Programme of the Philippines received assistance to organize women's co-operatives for economic enterprises, namely, swine production, sweet potato processing and integrated small-scale fish processing. The co-operatives likewise provided auxiliary social services such as education for health, nutrition and responsible parenthood. By 1979, it was reported that 68 women participants from 13 contiguous Barangays, had received training in swine management and medication, co-operative management and group dynamics.

The Voluntary Fund supported a workshop on women's participation in dairy cooperatives for five most seriously affected countries - Bangladesh, India, Nepal, Pakistan and Sri Lanka, which emphasized technology transfer for co-operative milk production. Participants judged that the project could be easily transferable to many women in the sub-continent where milk and milk products form a major portion of the diet, and more so, could result in higher levels of nutrition and health.

The Economic Commission for Africa has recently published in English and Arabic a study of the participation of women in cooperatives. 1/

The Economic Commission for Latin America is undertaking integrated rural development programmes which include organization of co-operatives.

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The Economic Commission for Latin America has given priority to the development of producer and consumer co-operatives.

The Economic and Social Commission for Asia and the Pacific, through its Agriculture Division, organized a work-shop on the role of women in diary co-operatives in India, and is considering a follow-up in Sri Lanka and Pakistan. Through the assistance given by the Voluntary Fund for the United Nations Decade for Women, income generating projects have been initiated. Successful co-operative organizations have been used as a model for these. With the setting up of the revolving fund through the United Nations Development Programme Women's Bank, we hope that more work will be initiated to help women to set up cooperatives.

The United Nations Children's Fund assisted 10 women's cooperatives in Senegal with appropriate technology to ease household tasks (by providing grain grinders), the carriage of water, wood and agricultural produce (by providing carts) and the irrigation of food crops (by providing pumps).

The Food and Agriculture Organization of the United Nations has set up new programmes to enhance women's participation on cooperatives and farm organizations have been set up.

In meeting the need to encourage women's participation in the cooperative movement and to facilitate their access to land, credit and marketing facilities, the FAO Committee on Agriculture has stressed that people's organizations, especially cooperatives and similar small farmers' organizations, should become a primary component in the design and implementation of rural development programmes and projects. The committee emphasized the importance of enhancing the involvement of rural women and families in food production and distribution and their access to and participation in the agricultural services and rural resources system. In its work on people's participation and organization FAO encourages rural people's organizations to aim at reaching all small farmers, rural labourers and their families, involving men and women on equal terms. Special possibilities for income generating and social development activities for women, which have been proved to be better carried out initially in separate women's organizations, are also being considered. To this end, a catalytic programme on people's participation in rural development through promotion of self help organization has been developed, involving initially some 20 countries.

The United Nations Educational, Scientific and Cultural Organization supported a workshop held in Syria in 1980 which examined the advantages of increased involvement of women in co-operatives. Assistance is being provided to a number of co-operative projects aimed at promoting rural women's participation in development.

The World Bank's experience in fostering the development of cooperatives has been limited. However, in a number of cases, the technical assistance components in agricultural and rural development projects have been redesigned to promote the establishment of farmers' cooperatives in order to increase access to credit, generate additional income, improve marketing facilities, and reap the benefits of economies of scale resulting from bulk-purchase of agricultural inputs. Some projects offer support to existing women's groups which in project areas provide the framework for traditional cooperation among women in production activities.

IV. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary General on the activities of specialized agencies and other United Nations organizations to implement current

international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this present topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this present topic.

For the General Assembly at its 36th session the Branch prepared the Secretary General's report on the role of United Nations agencies and organizations in assisting governments to facilitate the integration of women in rural development (A/36/...). This was prepared pursuant to General Assembly resolution 34/204.

The Economic and Social Commission for Asia and the Pacific is beginning to study the effects of integrated rural development programmes on women. One such activity was undertaken by the Integrated Rural Development Section in connexion with the establishment of a Pilot Atoll Development Project in Maldives. In this connexion the study was associated with examination of the effects of tourism projects upon women.

The Food and Agriculture Organization of the United Nations considers that, whilst it was impossible to review the impact of an agricultural research project on women as women, it was currently evaluating the impact of a world-wide sample of such projects on farmers. Inasmuch as untold millions of the world's farmers were women, then the results of that survey would be valuable as a means of evaluating their impact on women in rural areas. In addition, various FAO field projects contribute wholly or partly to the integration of rural women in development by assessing the state of existing information on rural women and identifying on-going development activities to which a component on rural women could be added, and developing proposals for action. The stress is on the need for baseline studies on rural women to monitor and evaluate the impact of development on rural women and recognize the rural household as an explicit target in rural development programmes.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND FOOD SYSTEMS, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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INTRODUCTORY NOTE

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationship between women and food systems. It does not include information on such related activities as rural development in general, employment of women in food industries, nutrition, employment in the household sector or broader aspects of the production, processing , distribution and consumption of food commodities and products. These are the subject of separate working papers. Information is presented for the following categories of activities: information collection and research; policy formulation; implementation; and monitoring, review and appraisal. A short bibliography is appended.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATION COLLECTION AND RESEARCH

The United Nations Research Institute for Social Development has undertaken research since 1978 on the impact on women of socio-economic changes in Africa South of the Sahara. Different research themes are being examined in several African countries, and although none are specifically concerned with women and food, the research programme is perceived to contribute to a closer co-ordination between various of the Institute's projects, including that on "Food Systems and Society".

The United Nations University began in 1979, upon recommendation of the programme advisory committees, a special study of Women in Food Systems. The study was undertaken in recognition of the central role of women in the food systems of all societies, and particularly in developing countries. This places women in a crucial position in any strategy or effort to meet the basic needs for food and the satisfaction of nutritional requirements. Therefore, it was considered essential to understand the role and participation of women in food systems within a wider socio-economic and political context.

It was recognized that modern technological development had often affected women and men differently. In particular, women had been especially vulnerable to many technological development that tended to undermine the economic and social basis for their contributions to community and national development, and that may have had detrimental effects on their own and their dependents' health and nutrition. Social studies, however, had not paid enough attention to the role of women in food systems, and nutritionists had concerned themselves mainly with consumption and related matters. Equally, nutritionists and food scientists had frequently ignored women as major economic and social actors. Therefore, the University was carrying out his analysis of the role of women in food systems by studying also the ecological and socio-economic conditions under which women lived.

At the initiative of the University, five case studies have already been carried out in Costa Rica, India, Indonesia, Sri Lanka, and Tanzania. A workshop was to be held in Costa Rica in early August 1981 to discuss the findings of these case studies and to make recommendations for the University's future work on Women in Food Systems.

II. POLICY FORMULATION

The World Food Council which meets annually at ministerial level, is essentially concerned with reaching agreement on policies related to food issues - production, consumption, trade, aid and security. It is not an operational body and does not directly undertake research, projects or programmes, but draws on the work of other organizations.

The food strategy concept launched by the Council two years ago at its fifth session in Ottawa, aims to bring together all the elements of food production, consumption and distribution in an action-oriented framework which will facilitate government decision and priority and serve as a vehicle for mobilizing external assistance. Already some 30 developing countries are involved in the preparation of food strategies with assistance from multilateral and bilateral agencies arranged by the World Food Council. This concept has clearly met a deeply-felt need and, in addition to those which have sought assistance through the Council, many developing countries are now adopting more integrated food plans, systems or strategies within their over-all national development programmes.

It is anticipated that the preparation of a food strategy will, inter-alia, focus attention on the key role of women in all aspects of food production, distribution and consumption. By facilitating a rational view of food problems, it should make it easier for decision-makers and development assistance agencies to keep in mind both the role of women in the food system and the impact on them of changes in that system.

Guidelines will shortly be issued on the preparation of food strategies and these will give appropriate attention to the role of women.

The Council's food strategy work is the focal point at which the integration on women in development is most relevant to its work.

Developments relevant to the on-going food strategies were reviewed at the forthcoming seventh ministerial session in Novi Sad (Yugoslavia) from 25-29 May. The report of the session will be submitted to ECOSOC and the General Assembly.

III. IMPLEMENTATION

The Food and Agriculture Organization of the United Nations, within the framework of its comprehensive programmes in support of rural women, provides regular budget financial support through the home economics and social programmes. In addition, other sources of financial support are available. These include the Freedom from Hunger-Action for Development Campaign.

Within the FAO Programme for the Prevention of Food Losses (PFL) emphasis has been given to the role of women in food preservation, food processing and family resource management.

The FAO Inter-Departmental Working Group on Training has been established to advise on training policies that are more responsive to national needs. Traditional extension training had perpetuated the stereotype of men dealing with agriculture and women with household activities. Currently, increasing numbers of agricultural projects take women as their target groups and FAO is providing training to ensure better understanding of how to meet rural women's needs. Among other areas recognition is given to the importance of the role of women as food producers, and efforts are being made to ensure that they have increased access to credit and marketing facilities.

Since the inception of the FAO Prevention of Food Losses Programme (PFL) efforts have been made to ensure that the concerns of rural women and their responsibilities for storage and processing of food are considered in the planning of PFL training programmes. FAO is conducting a series of studies on socio-economic effects of PFL projects and one of the indicators being studied is the division of labour within the rural family regarding processing and storage of food kept for family consumption or for marketing.

Furthermore, a certain number of women have participated in FAO training courses on such subjects as food hygiene and control of environmental contamination of food.

The World Food Programme utilizes food as investment capital for the social and economic development of developing countries. In so doing it plays an active part in promoting the advancement of women. At its Ninth Session in April 1980 the Committee on Food Aid Policies and Programmes (CFA) unanimously agreed that in the context of its main objectives as defined in its general regulations the Programme should provide assistance to projects designed to integrate women in the development process in a significant way, through enhancing their economic production, increasing their earning capacity and promoting their participation in the social, cultural and political life of their communities.

The Programme, apart from providing assistance to no less than 88 projects (to a total cost to the Programme of $ 556 million) aimed at feeding, or improving the nutritional status of expectant and nursing mothers, is supporting with food aid projects in the field of rural community development which include special training for women and girls in local handicrafts and other income-generating activities aimed at enhancing their financial status, and independence. Extension workers engaged in the implementation of certain WFP-assisted projects have succeeded in organizing cooperatives run for and by rural women, to utilize the funds raised, or savings effected by the project itself.

WFP was represented at the World Conference on Women in Copnehagen in July 1980, and a document was presented outlining the Programme's priorities for the second half of the Decade for Women, and providing specific guidance on types of projects in which food aid could be effective in improving the situation of women and on re-orienting projects towards integration of women in the development process.

When the International Fund for Agricultural Development (IFAD) was established in 1978, it was understood that the primary purpose of this new Organization would be to mobilize financial resources in order to help increase food production in developing countries in general and particularly to alleviate poverty and malnutrition of the poorest segments of the rural populations in the poorest countries. Therefore, IFAD's main preoccupation was to benefit directly the most vulnerable of the rural population, the small and landless farmers, who constitute IFAD's target groups. Women cannot be disassociated from this target group. Their contribution covers a variety of tasks which go, in some countries, beyond the traditional and fetching of water and wood, often from remote places. IFAD recognizes amidst the under-employment prevailing in many developing countries, in many areas women are overworked with tasks, many of which are unremunerated. It is also aware of the role and responsibility of women caring for and nursing the most vulnerable groups, the young, the old and the handicapped, in a situation where malnutrition or undernourishment afflicts them all. Moreover, in areas where are seasonal food shortages, pregnant women, nursing mothers and young children become even more vulnerable.

During its first cycle of operations (1978/80), IFAD financing in rural development concerned about sixty projects totalling US$ 870 million. A high percentage of the Fund's loans were given on highly concessional terms (annual service charge of 1% and maturity period of 50 years). While IFAD financing has been concerned with the rural poor as a group, there is, however, a growing awareness within IFAD not just to integrate women within the various projects but to see that these programmes do have a positive impact on the economic and social wellbeing of poor women as they often form the most vulnerable section of the Fund's target groups.

At its 198 session the Board of UNICEF agreed that the Fund should, among other things, help develop income-generating programmes for women that derived from food production activities, including training of women in marketable skills and management, making available cash grants for credit schemes and working with other sources of aid, e.g. development banks.

The African Training and Research Centre for Women of the Economic Commission for Africa is conscious of the fact that rural women in the region spend up to 16 hours a day in production, processing and marketing activities.

A substantial proportion of this period consists of activities related to food, and are carried out without acess to technologies which could reduce effort and increase productivity. Consequently, in 1975 the Centre started a village appropriate technology programme, which included labour-saving improvements in grinding mills, oil presses, rice hullers, peanut decorticators and provision of income generating equipment such as bee-hives.

ATRCW (ECA) sponsored during the second quarter of 1981 in Ethiopia a three-month training programme in optimal nutritional use of foods donated for relief for women. This was a joint project with the Ethiopian Nutrition Programme. Sponsored by the Voluntary Fund for the United Nations Decade for Women the project included a survey of food habits, the impact of food aid programmes, and techniques of food preparation. This provided the basis for an evaluation of the progress of food aid programmes and for recommendations to the Government Food Relief and Food for Work Programmes. In order to promote selfreliance as soon as food aid is terminated, training in nutrition, food preparation and health was given to 10 trainers from the Ethiopian Nutrition Institute and the Extension Project Implementation Department and to three different groups of 60 local people from different provinces.

The African Women's Volunteer Task Force is a part of the Centre that operates on the principles of Technical Cooperation between Developing Countries (TCDC). It is a corps of African men and women who volunteer to extend their skills and abilities to teach others less fortunate in other parts of the region. The Task Force conducted a Workshop to Improve the Quality of Rural Life for Women Leaders and Trainers from newly-liberated Lusophonic Countries of the Africa Region (Addis-Ababa, 4-22 May 1981). As part of this workshop women from Angola, Cape Verde, Mozambique, Sao Tome and Principe and Guinea-Bissau travelled to Addis Ababa to study, among other things, food preservation and storage. For this workshop ATRCW (ECA) reprinted its free publication "Workshop on Food Preservation and Storage" in English and Portuguese. The Task Force is also conducting projects in improved techniques of smoking fish in the Ivory Coast and on training in catering in Ghana. The Voluntary Fund for the United Nations Decade for Women is supporting the project in the Ivory Coast. The project on improved techniques for fish curing, smoking, preservation and marketing supports the position of the Ministry of Women's Condition that traditional and inexpensive technologies which have already been succesful should be perfected, rather than introducing new techniques which cannot be accessible to the majority of women.

In June 1981 a workshop on food preservation and storage was held in Dakar for participants from Francophone countries in West Africa. A Rural Development Officer, with training at the doctorate level in food crops produced by women, has just joined the African Training and Research Centre for Women, and it is envisaged that her presence will add greatly to the capabilities of the Centre in this field.

Currently the Centre is working out the details of the implementation of a project involving reducing food losses through appropriate technology in collaboration with the ECA/FAO Joint Agricultural Division. It has also developed a project in improved food production through improved extension services for women.

In the areas of research related to women and food production, the Centre has sponsored research on the situation and needs of women food producers in Zambia, women and agriculture in Nigeria and women and rice production in Sierra Leone.

The area of work of the United Nations Conference in Trade and Development which appears to be of greatest direct relevance to the integration of women in rural development is that of its Technology Division relating to technology policies and planning in the agro-food industry, including food processing. This sector is viewed by most developing countries as one of the most critical for their economic and social development in the light of its direct impact on nutritional levels and to industrialization in general. The aim of UNCTAD's work in this area is to assist developing countries in adopting an integrated approach to national food systems, covering the broad spectrum of interlinked economic activities ranging from production of food crops and their processing to marketing and distribution to comsumers.

There is strong indication that present technological trends in developing countries, in terms of imported and nationally developed technology, move against the equal integration of men and women in the development process of this sector. This bias is particularly evident in the area of upgrading and formation skills linked to technological innovation. Whereas women constitute the largest segment of the labour force, in particular at the rural production and processing level, their participation in skill formation is minimal including that provided through extension services. To alleviate the situation, the developing countries need to adopt specific and urgent measures to ensure equal benefits to both sexes in the introduction of new, tangible and intangible technologies. Such measures could be integrated in a broader national food strategy consistent with overall development objectives.

A new Intergovernmental Group of Experts on Food Processing has been formed by the Trade and Development Board of UNCTAD which will hold its first meeting during the second quarter of 1982. The Group has as its mandate to deliberate on all technology related issues in the food processing sector, including human resources development.

The United Nations Industrial Development Organization considers that one of the main recommendations of the Programme of Action relevant to its work include the need to alleviate the traditional burden of food production by means of application of appropriate technology. This recommendation, among others, is being incorporated in UNIDO's technical assistance programmes by means of a circular addressed to field staff concerning women's role in development. Technical assistance to women in rural areas was a priority within its programme. Certain of its activities were considered to have a direct impact on rural development, for instance, activities oriented towards provison of food.

D. Monitoring, Review and Appraisal

As part of its systematic review of projects in order to improve future policies and operations concerning women in development the World Bank reviewed the situation of women in agriculture, with particular reference to their contribution to food production in a number of developing member countries in which Bank support for agricultural policies was designed to raise the level of self-sufficiency in food production.

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND MACRO-ECONOMIC PROCESSES AND POLICIES, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs
United Nations Secretariat

VIENNA

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Introductory Note

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationships between women and macro-economic processes and policies. Information is presented for a number of broad aspects: water, fuel and energy, natural environment, international trade, monetary and fiscal processes and policies, science and technology, the activities of transnational corporations, and general aspects of the relationships between women, development and the restructuring of international economic relations. Information is arranged in four categories: Information collection and research, policy formulation, implementation and monitoring, review and appraisal. A short bibliography is appended as well as an index of references to the activities of specialized agencies and other United Nations organizations.

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. WOMEN AND FUEL AND ENERGY

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. Among the themes to be examined will be that of women and energy, concerning which a consultant will prepare a review paper. The Meeting will indicate further research which might be undertaken by the Branch, INSTRAW and other United Nations organizations and specialized agencies. The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

B. Policy Formulation

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, prepared a statement and informal inputs on this topic to the United Nations Conference on New and Renewable Sources of Energy, held at Nairobi, Kenya, in August 1981. The Branch will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981.

C. Implementation

The experience of the Fund over three years of operational activities has already pointed out several areas in which women have had insufficient access to financial and technical assistance, one of which concerns energy resources.

Some specific examples of projects financed by the Fund which are

expected to serve as models for funding from other sources are in the field of fuel saving. In Africa, energy related concerns are intense. In the Sahel and other arid areas, serious shortages of firewood for domestic purposes have reduced people's two cooked meals a day to one. For reasons of survival and to preserve the environment and improve the lives of women, the 1980 Seminar on Fuel and Energy Development for Rural African Women was conducted in Bamako, Mali, for countries of the Sahel region. It heightened awareness of issues and solutions for improving knowledge in plantation methods of selected species, cultivation and harvesting of woodlots leading to charcoal production and possible exportation of by-products. The success of the Bamako Seminar will be duplicated in 1981 by a regional Seminar on Fuel and Energy Development for Women in Rural Areas of Eastern and Southern Africa. The Seminar has objectives similar to the Bamako Seminar, but further envisions the development and/or adoption of new techniques by forestry agents, rural extensionists and community leaders for transfer of knowledge to rural women.

Better use of firewood through fuel saving cooking stoves to ease the workload on women and effect budgetary savings are likewise given attention by the Fund. As part of a sub-regional project for Improved Use of Fire-wood, a co-ordinator-sociologist has been hired to accelerate activities in the Sahel. Initiatives at the country level are evident. The project on testing and demonstration of improved wood burning stoves in Senegal, for example, involves local women's groups in introducing stoves using locally available materials to complement activities in conservation, reforestration, fire control etc.

In Asia, an ESCAP Expert Group Meeting on Women and Forest Industries was convened to support women's involvement in the production and appropriate utilization of forest resources. A number of national projects resulted from the Meeting. As major collectors and users of wood as fuel, women are also introduced to time saving devices so they can do other income producing activities. A five year project on village woodlots, improved stoves and forest industries in Thailand will develop improved stoves which can conserve energy from 10% to 30%.

The Voluntary Fund for the United Nations Decade for Women within the Centre for Social Development and Humanitarian Affairs call for use of its financial resources to supplement financing from other development funds and

to identify gaps in current support for women from such. One of the gaps has been identified as that of women, fuel and energy. The Fund has included within 180 projects so far supported 10 involving women's use of energy resources.

The United Nations Department of Technical Co-operation for Development has made substantial efforts to introduce the issue of women into sectoral and inter-sectoral programmes and projects, including those on rural energy development. It assists in energy planning and policies, including projects which often cover most aspects of production and consumption of virtually all energy sources. As a result of a recently undertaken substantive review, and of organizational efforts which have included the issuance of guidelines and institution of a monitoring system, the Department is making efforts to widen the scope of such projects so that the possible implications for women of various technical alternatives are not overlooked. This is considered relevant particularly in connection with planning for and establishing rural energy centres in isolated communities.

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has undertaken a joint programme with the Science and Technology Unit of the Commission's Natural Resources Division, consisting of a bilateral assistance project supported by the Government of India which seeks to identify, formulate, develop and demonstrate technologies, including energy suitable for use by rural women. The Centre in co-operation with FAO, held the Voluntary Fund supported workshop on fuel and energy in Bamako, Mali in December 1980 for participants from Francophone countries in West Africa. A similar workshop for Anglophone participants was held in the Lusaka sub-region for eastern and southern Africa in the second quarter of 1981.

The United Nations Industrial Development Organization includes within its support for technical assistance to rural women inputs for technical development of non-conventional energy resources for rural women. It is ready to assist Governments in the planning and implementation of pilot projects for the development of technologies and rural production which would upgrade the standards of living and reduce the workload of rural women, as in the application of more effective domestic rural energy systems and equipment (kitchen stoves, bio-gas plants, windmills and simple solar energy equipment).

The United Nations Centre for Human Settlements (Habitat) considers that the needs of women in relation to energy demand special attention. The Centre's settlement programmes and strategies aim primarily at the most disadvantaged population groups in both urban and rural areas. A considerable proportion of these groups are women. The Centre considers that in order to further assure the involvement of women it intends to undertake programmes to train women for active and meaningful participation in decision-making concerning human settlement programmes; use mass media to remove prejudices and to foster an acceptance of women's role in this field; propogate the role of women in the development and improvement of human settlements; strengthen women's participation in technical assistance programmes; and disseminate research on standards, designs and models for shelter, infrastructure and services appropriate to women's requirements.

The Food and Agriculture Organization of the United Nations has included women within training courses on small-scale biogas production. The Organization also undertakes field projects which have included the holding of meetings and seminars on fuelwood and energy for rural women.

The International Atomic Energy Agency, due to the highly specialized and technical nature of its programmes and activities, dealing only with peaceful uses of atomic energy, considers that these matters fall outside the area of its competence.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for

the advancement of women. This will also include a section on their activities in relation to this topic.

II. WOMEN AND WATER

A. Information Collection and Research

The Branch for the Advancement of Women, Centre for Social Development and Humanitarian Affairs, in the United Nations Department of International Economic and Social Affairs is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

B. Policy Formulation

One of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

C. Implementation

The United Nations Department of Technical Co-operation for Development has made substantial efforts to introduce the issue of women into sectoral and inter-sectoral programmes and projects, including those on rural water supply development. The Department assists projects for water resource development which involves the introduction of new equipment. In such cases, additions to the projects are under discussion in order to allow for the training of women in maintenance of the equipment.

The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa published since July 1980 a re-print of its study on "Improving Villages Water Supplies in Ethiopia".

The United Nations Industrial Development Organization is ready to assist governments in formulating and executing pilot projects for the development of technologies which would include production of simple industrial inputs for agriculture, including water pumps.

The Fund's European office has co-ordinated the production of and information kit on women, water and sanitation under the aegis of the Joint United Nations Information Committee's Ad-hoc Sub-group on Women and Development.

The United Nations Development Programme supports the safeguards of women's interests in projects initiated under the aegis of the International Drinking Water Supply and Sanitation Decade.

The Food and Agriculture Organization of the United Nations has included women in its training courses, one of which was concerned with water management at farm level.

The World Health Organization's Special Programme in Tropical Disease Research recognizes that women's economic and domestic responsibilities put them in contact with water-born disease vectors, for example in washing clothes, bathing, fetching water and farming. The Programme develops research capabilities and management strategies for controlling these diseases as well as evaluating their social and economic causes and consequences. There are 8 women out of a total of 50 on the Joint Co-ordinating Board, and 5 women out of 139 members in the steering committee.

The International Fund for Agricultural Development supports many projects which include provisions for improvement in the supply of potable drinking water, as a means of reducing women's drudgery in transporting manually water over considerable distances.

III. WOMEN AND NATURAL ENVIRONMENT

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a resource paper on this topic as an input to an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, early in December 1981. The resource paper will include a refinement of a preliminary systems analytic model of the mutual relationships involved, previously prepared as part of a Secretary-General's report to the General Assembly at its 35th session on the effective mobilization and integration of women in development (A/35/82). The resource paper will review available knowledge, using a wide range of materials from both within and without the United Nations system.

The United Nations Environment Programme has taken note of the resolution on women, science and technology (No.2) adopted by the United Nations Conference on Science and Technology for Development held at Vienna, Austria, in 1979, but has undertaken no specific action in view of the particular nature of its mandate and area of activity.

The Food and Agricultural Organization of the United Nations has included women within training courses on monitoring for soil salinity and sodicity, soil conservation and control of the environmental contamination of food.

The former Asian and Pacific Centre for Women and Development (APCWD) of the Economic and Social Commission for Asia and the Pacific 1/ undertook in 1980 a Colloquium on Development Planning and Environmental Issues Affecting Women with Particular Reference to Housing, Community Facilities and Public Utilities.

1/ Now integrated within the Asian and Pacific Development Centre at Kuala Lumpur, Malaysia.

B. Policy Formulation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

C. Implementation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

IV. WOMEN AND INTERNATIONAL TRADE 1/

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a resource paper on this topic as an input to an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, early in December 1981. The resource paper will include a refinement of a preliminary systems analytic model of the mutual relationships involved, previously prepared as part of a Secretary-General's report to the General Assembly at its 35th session on the effective mobilization and integration of women in development (A/35/82). The resource paper will review available knowledge, using a wide range of materials from both within and without the United Nations system. It will evaluate the possible implications of current proposals for the restructuring of international trade as part of the establishment of a new international economic order. Special attention will be given to the implications of the recommendations within the International Development Strategy for the Third United Nations Development Decade.

The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

The United Nations Conference on Trade and Development is planning to study the measures needed to ensure the equal integration of women and men in the development process within the agro-food industry and to study at a wider level the role of women in the technological transformation of society in general. These studies will be undertaken by this organization's

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1/ Only those activities explicitly undertaken with the purpose of policy formulation or implementation in this area have been included here. The reader is referred also to other working papers in this series, particularly those concerning women and rural development, women and industrialization, women and the service sector and women and tourism. The role of women in these sectors, which are also the concern of many United Nations agencies and organizations, have obvious implications for international trade.

Technology Division within its work programme for the biennium 1982-1983. Although concerned with these specific aspects, their inclusion within the programme of an organization primarily concerned with international trade assures their relevance to this topic.

The United Nations Research Institute for Social Development, within its research programme on the impact on women of socio-economic change in Africa south of the Sahara, is undertaking research on the impact of the plantation export economy in the Ivory Coast on the sexual division of labour and the role and status of women in that country.

The General Agreement on Tariffs and Trade has indicated that its field of work does not include examination of this issue.

B. Policy Formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981. The refined statement will subsequently be circulated widely within the United Nations system for comment.

C. Implementation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24

February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

V. WOMEN AND MONETARY AND FISCAL PROCESSES AND POLICIES

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a resource paper on this topic as an input to an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, early in December 1981. The resource paper will include a refinement of a preliminary systems analytic model of the mutual relationships involved. Careful attention will be paid to the impact on women of the various types of policy in this field which have been implemented in a number of developing countries during recent years. In the light of the improved understanding of the relationships which should be gained from this analysis, an assessment will be made of the likely mutual impact between recent and current international monetary and fiscal policies and those in the field of women's advancement. Special attention will be paid to the context afforded by the International Development Strategy for the Third United Nations Development Decade.

The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

The International Monetary Fund has indicated that examination of the effects of its activities upon specific groups within national populations, including women, lies outside the scope of its mandate.

B. Policy Formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs will prepare a preliminary policy statement on this topic for examination and revision at an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, in early December 1981.

C. Implementation

The United Nations Children's Fund, pursuant to recommendations made

by its Board in 1980, is furthering income-generating programmes for women by making available cash grants for credit schemes.

The United Nations Development Programme is involved at regional and inter-regional levels with a project - "Women's World Banking" - designed to increase women's access to credit facilities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

VII. WOMEN, SCIENCE AND TECHNOLOGY 1/

A. Information Collection and Research

The Office for Programme Planning and Co-ordination of the United Nations Department of International Economic and Social Affairs is currently preparing a study on the activities of the United Nations system relating to rural women which will include an examination of the application of science and technology. The study seeks to identify shortcomings in the coverage of this activity within the United Nations system and will suggest areas in need of strengthened inter-agency co-operation 2/.

The Advancement of Women Branch, United Nations Department of International Economic and Social Affairs is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

The former Asia and Pacific Centre for Women and Development of the Economic and Social Commission for Asia and the Pacific undertook, in collaboration with the Division of Industry, Human Settlements and Technology a round-table discussion on the participation of women and their emancipation through the application of science and technology to development. This was held at Bangladore, India in 1979.

The United Nations Economic Commission for Latin America has undertaken research on the impact of technological change upon women's situation and role

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1/ This section is limited to those activities concerned with the mutual relationships at the macro-economic level between developments in science and technology and women's situation in society. Information on activities concerned with the application of scientific and technological developments to specific sectors and topics is included in the working papers describing those activities (i.e. those on rural development (No.8), industrialization (No.11), the service sector (including human settlements (No.13), and health (No.15)). Information on actions taken by policy-making organs of the United Nations system, and by the Inter-governmental Committee on Science and Technology for Development, is set out in the report of the Secretary-General to the thirty-sixth session of the General Assembly on "Implementation of resolution 2 of the United Nations Conference on Science and Technology for Development entitled "Women, science and technology" (A/36/...).

2/ A/CONF.94/BP/11 pp 21-22

in society. Particular emphasis was given to studying the implications which the process of agricultural modernization has had upon the role of rural women and their families. Analysis have been made also of the introduction of new production and commercialization technologies.

The United Nations Conference on Trade and Development's Technology Division has included in its work programme for the biennium 1982-1983 a study of the role of women in technological transformation, which has particular reference to women in the food industry. The United Nations Environment Programme has not undertaken specific activities concerning broad aspects of the mutual relationships between women and science and technology in the field of the natural environment because of the particular nature of its mandate and area of general activity. However, it has noted the resolution on the subject of women, science and technology (No.2) adopted by the United Nations Conference on Science and Technology for Development held at Vienna, Austria, in 1979.

The United Nations Institute for Training and Research, in an effort to diminish any adverse effects of technology on women and to promote the equal participation of women in the decision-making processes related to science and technology promotes the full participation of women in the planning and implementation of its science and technology-related activities. The Institute includes as an integral component in its work, the examination of the situation and role of women in connection with the subject under study in its programmes and projects, including those on science and technology. The UNITAR project on Science and Technology for Development: responses to and implementation of the Vienna Programme of Action (UNCSTD) includes the recent production of a series of studies which inter alia address scientific-technological change and the role of women in development. 1/ These studies, written by women, document the ways in which women suffer from technological development and assess how technological development perpetuates inequalities between nations, regions, classes and the sexes. They discuss the implimentation of modern technology in agriculture and its effects on rural women, examine the position of women in the basic and applied sciences and in science

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1/ Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds.), Science and Technology in a Changing International Order. Volume II. Scientific-Technological Change and the Role of Women in Development (Boulder, Colorado: Westview Press, forthcoming 1981)

policy making and analyze the place of women in selected technology-based industries. A UNITAR seminar on "Creative Women in Changing Societies" which was held in Oslo, Norway, in July 1980 addressed inter alia the role of women in scientific-technological and medical change. Nineteen recommendations were made including the suggestion that the national research councils being established as a follow-up to the UNCSTD should be specifically mandated to serve the needs of women and that international organizations should formulate programmes to arrange exchanges of women scientists from different regions.

The United Nations University recognizes that modern technological development often affects women and men differently. In particular, it considers that women are especially vulnerable to many technological developments that tend to undermine the economic and social basis of their contribution to community and national development, and that may have detrimental effects on their own and their dependents' health and nutrition. The University is undertaking research into one aspect of such an impact, that concerned with women and food systems (see working paper No.9 on "Women and food systems").

The work of the United Nations Research Institute for Social Development does not have as its main emphasis the issue of "Women, science and technology", although the choice and access to technological improvements enter its analytic work on the role and status of African women.

Within the framework of the guidelines laid down in 19 C/Resolution 16.1, new emphasis has been laid on matters pertaining to science and technology. Thus, during 1978-1980, a number of studies were carried out and a number of publications issued in this field.

A study was conducted on the role and status of women in science and technology, and particularly women research workers and technicians. It is anticipated that a document was published on this subject in 1980. A chapter on careers for women in scientific research is also to appear in a book for the general public which is due to be published in 1981. ("Scientific researchers: the nature and impact of their work").

In the context of statistics on science and technology, a study was

published in 1980 on the participation of women in research and development activities.

The UNESCO publication "Impact of science on society" came out with a special issue (Vo. 30, No. 1, January-March 1980) on women technicians in small countries.

2. Policy Formulation

The United Nations Development Programme has recently prepared issue paper on Women and Technical Co-operation among Developing Countries (TCDC); Papers reviewing TCDC activities by and for women have also been commissioned, including one from the Women and Development Unit of the University of the West Indies and one from the Association of African Women for Research and Development.

3. Implementation

The Voluntary Fund for the United Nations Decade for Women of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has reviewed more

than 180 projects supported until, revealing that there has been a heavy concentration on areas involving access by women to scientific knowledge and to technologies. This concentration results from the Fund's mandate and guidelines that its resources be used to supplement and not to be substitute for financing from other United Nations development co-operation funds. It has thus become a primary responsibility of the VFDW to identify gaps in current support from United Nations sources, and to finance innovative and experimental activities that may, if succesful, later be funded by them. For these reasons, Fund projects include 46 in the fields of technologies including income-raising activities, and 10 involving energy resources. (Further information is provided in the working papers on rural development (No.8); industrialization (No.11) and the service sector (No.13).

The United Nations Centre for Science and Technology for Development (CSTD) was established only in 1980 in pursuance of a request by the Inter-governmental Committee on Science and Technology for Development. In this regard, the CSTD submitted to the Inter-governmental Committee on Science and Technology at its third session (26 May - 5 June 1981, New York) proposals for a detailed operational plan organized into eight programme areas for the implementation of the Vienna Programme of Action. That document included, under programme area IV on "development of human resources for science and technology", a section relating specifically to the integration of women.

The United Nations Department of Technical Co-operation for Development, in order to encourage and facilitate the inclusion of women and women's concerns throughout its programme, has carried out a special review to identify actions that can be taken within projects which it normally implements. This review covered projects with potential for women's participation in decision-making processes related to technology, and for the acquisistion, adaptation and application of technology for development, as well as for women's equal access to training in this area. Based on the results of this substantive review, the Department is gradually increasing attention to the women's dimension in all its executed projects, including those related to science and technology. As of mid-1981 various project additions based on this approach were underway to promote women's participation in and benefits from technological change. To encourage the training of women in decision-making within this area and in general, letters of invitation to developing countries in connection with the organization of workshops and seminars now routinely request that consideration be given

to nominating women participants.

The United Nations Department of Public Information, published a special brochure on "Women and Science" in 1979 and distributed it during the period under review to all Member States, DPI affilliated non-governmental organizations, and United Nations specialized agencies, voluntary programmes and funds. The Radio Service of DPI likewise has produced and broadcast several interviews with women involved in science and technology for development (as part of its series on the United Nations Decade for Women) and the DPI Visual Service has produced several films which relate to women, science and technology such as "Focus on women: Women and the Media", 1980 (a case study in India, Egypt, and the Dominican Republic). The film contains excellent sequences on both the problems and opportunitues confronting women in the LDC's regarding the application of science and technology for development and the role of women in this process. The DPI Division of Economic and Social Information (DESI) has also undertaken numerous activities on this and related topics, especially under the aegis of the Joint United Nations Information Committee (JUNIC).

The United Nations Development Programme, which administers the Interim Fund for Science and Technology for Development (IFSTD), reports that in the 43 projects that have so far been approved since the Fund became operational in May 1980, special attention has been given to women's interest in the evaluation of project requests. Several of these projects concern the promotion of appropriate rural technologies, the implementation of programmes designed to improve the nutritional and health standards of rural communities in order to achieve more efficient use of natural resources, such as wood, water, animal and agricultural wastes, solar and wind energy. The greatest beneficiaries of these programmes are very often women, and IFSTD has taken special care to ensure that every project work plan includes the participation of women in all stages of implementation. Arrangements are being made to involve women's organizations in project activities. The IFSTD staff includes a full-time women consultant and a former female area officer who has been transferred to the field.

Within the World Bank Group review procedures are fully met under stringent Group guidelines for implementation and supervision of all projects. Supervision has two main aspects: one is directly operational and the other deals with the gathering of experience and with policy review. Under this system

of monitoring and review, the Adviser on Women in Development is able to continously assess the impact of Bank assisted projects of special concern to women. Increasing attention is being paid to the special concerns of the local population, including women, in the design and implementation of Bank assisted projects. In addition, Bank assistance for education and training of women lays the ground work for greater participation of women in project planning and implementation.

4. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, prepared the Secretary-General's report to the General Assembly at its thirty-sixth session on implementation of resolution 2 of the United Nations Conference on Science and Technology for Development entitled "Women, science and technology", pursuant the Assembly's resolution 34/204. (A/36/...). The report will be considered by the Assembly under Item 69 of its provisional agenda "Development and International Economic Co-operation". As the Convention on the Elimination of All Forms of Discrimination Against Women has come into force (September 1981), the Branch will serve as the Secretariat for a committee of experts, to be elected by States parties and serving in a personal capacity, to consider progress made in the implementation of the Convention. One of the issues will be "women, science and technology", referred to in Art. 10(a); 11(3); 14(d,g, and h) of the Convention.

In the World Bank the Adviser on Women in Development, responsible for monitoring all projects to ensure that their impact on women is beneficial, and the Adviser on Science and Technology, having similar responsibilities in that field, work in close collaboration. In this manner an overview is achieved of the mutual relationships between women's status and participation in development on the one hand and developments in science and technology on the other hand.

The United Nations Educational, Scientific and Cultural Organization makes strong efforts to achieve a 50% participation of women in its meetings organized in the field of science and society.

VII. WOMEN AND THE ACTIVITIES OF TRANSNATIONAL CORPORATIONS

A. Information Collection and Research

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, as part of research undertaken on the mutual relationships between women's status and rural development, industrialization and tourism, is attempting to identify specifically the influence of TNCs. The findings will be the subject of a resource paper, to be completed in 1982. **A study is being prepared of the impact of TNCs on South African women.**

The United Nations Centre on Transnational Corporations undertakes collection and analysis of information on Transnational Corporations (TNCs) at both the aggregate and corporation levels. It also conducts research on various economic, legal, social and political matters relating to TNCs. Within these activities there is generally very little opportunity for the Centre to deal with specific aspects concerning women, and it has received no mandate from the Commission on Transnational Corporations to undertake such work. However, as part of a study on the social and cultural impact of TNCs the Centre will study their impact on the role of women in developing countries. This will be done entirely on the bais of published materials, and no field work will be undertaken. The results of the study will be published in the form of a technical paper, which will contain a short sub-chapter on the impact of TNCs on women. The paper will be completed before the end of 1981.

The Branch is developing a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

B. Policy Formulation

The United Nations Centre on Transnational Corporations is undertaking the formulation of a Code of Conduct for Transnational Corporations. There are no provisions within the Code which deal specifically with women, but relate to matters of interest and concern to them: for example, those provisions concerning the social and cultural impact of TNCs as well as those relating to consumer protection. However, reference will be made in the provisions relating to employment, working conditions and industrial relations to the ILO Tripartite Declaration, as this contains many provisions

of importance to women, such as employment promotion, equality of opportunity and treatment, security of employment and also conditions of work and life. The Centre is not involved in work on the specific impact of TNCs upon rural women.

C. Implementation

None of the specialized agencies and other United Nations organizations is known to be undertaking such activities.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning this topic. A second report of the Secretary-General will convey to the Commission the results of the biennial review and appraisal of progress made by governments, inter-governmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on their activities in relation to this topic.

VIII. GENERAL ASPECTS OF RELATIONSHIPS BETWEEN WOMEN, DEVELOPMENT AND THE RESTRUCTURING OF INTERNATIONAL ECONOMIC RELATIONS 1/

A. Information Collection and Research

The Advancement of Women Branch, Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has prepared a "guide to elements of the International Development Strategy having significance for women's advancement" (IESA/BAW/WP.2).

The Branch is collecting a reference collection and data bank on this topic as part of the United Nations Integrated Reporting System on the Status of Women which it operates.

Immediately prior to the holding of the World Conference on the United Nations Decade for Women, a Round-Table Meeting on Women and the New International Economic Order was held at United Nations Headquarters, New York.

The Economic Commission for Latin America has prepared methodologies and internal discussion notes which examine the structural limitations of the incorporation of women within policies undertaken in the context of the International Development Strategy, and which proposes alternative actions.

1/ This section is concerned with the specific activities concerning mutual relationships between women and international economic processes, which have been explicitly undertaken by specialized agencies and other United Nations organizations. It should be noted, however, that all agencies and other organizations are carrying out the International Development Strategy, which contains specific reference to the International Development Strategy for the Third United Nations Decade for Women. This incorporates sections stressing the significance of carrying out the Programme of Action for the Second Half of the United Nations Decade for Women, and more specific reference to women and industrialization, food and agriculture, science and technology and social development.

The Women's Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has prepared a study on this topic (The new international economic order: what roles for women? (E/CN14/ATRCW/77/WD.3).

The United Nations Institute for Training and Research considers that a new international economic order is unlikely to be achieved unless the inequality between men and women is eliminated. Consequently its project on progress in the establishment of the New International Economic Order includes several studies prepared by women on such subjects as the condition of women and the exercise of political power in the context of the NIEO. The institute intends to establish an independent International Commission on Alternative Development with Women, which will use a method of working similar to that of the Brandt Commission. The proposed Commission will analyze problems and propose solutions to unequal power relationships between the sexes; bring women to the forefront of the international debates such as the North-South Dialogue; explore and promote measures especially those that focus on the needs of the poorest women; and further the integration of these new perspectives into the development strategies of the 1980s and beyond.

B. Policy Formulation

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy to be held at Vienna, Austria, early in December 1981. In addition to resource papers and draft policy statements on such issues as women and rural development, industrialization, tourism, the service sector, energy, water, international trade and monetary and fiscal processes, there will be prepared, in the context of the Programme of Action for the Establishment of a New International Economic Order and the International Development Strategy, a study of over-all development strategies and women appropriate for specific types of developing country: e.g. newly industrialized, petroleum exporting, middle-income, least developed and other most seriously affected countries. The Expert Group Meeting will examine and refine a number of relevant draft policy statements. It is expected that its report will contain substantial policy guidance on this issue. The Branch prepared a statement for circulation at the United Nations Conference

on the Least Developed Countries, Paris, September 1981, on women and the Substantial New Programme for the 1980s for the Least Developed Countries.

C. Implementation

In regard to public information the United Nations Department of Public Information will include in future updates of its "NIEO Press Kit" information on issues relevant to women and will include relevant articles regularly in its publication "Development Forum".

The United Nations Educational, Scientific and Cultural Organization supported a regional seminar on the situation of women and children in relation to the establishment of the "New International Economic Order" held at Antananarivo, Madagascar, 23-25 June 1980.

D. Monitoring, Review and Appraisal

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare inputs to the mid-term review and appraisal of the International Development Strategy as an extension of its function of preparing reports on review and appraisal of action taken by governments, the United Nations system, other inter-governmental organizations and non-governmental organizations to carry out the Programme of Action for the Second Half of the United Nations Decade for Women (1980), the World Plan of Action to Implement the Objectives of the International Women's Year (1975), the Declaration on the Elimination of the Discrimination against Women (1968) and the Convention on the Elimination of All Forms of Discrimination against Women (1981).

Bibliography

Women and fuel and energy

No study on this topic is known to have been prepared during this period by any specialized agency or other United Nations organization. However, it might be noted that a consultant to the Advancement of Women Branch, CSDHA/DIESA, will prepare a study on this topic for the Expert Group Meeting on Women and the IDS to be held in December 1981.

Women and water

United Nations Environment Programme. La femme, porteuse d'eau, et les maladies d'origine hydrique. Nairobi, 1980. 8 p.

The latest comprehensive study was prepared by the CSDHA for the United Nations Water Conference, Mar del Plata, Argentina, 14-25 March 1977: Water, women and development (E/CONF.70/A.19) 22 p.

Women and natural environment

Statement by Dr. Letitia E. Obeng to the United Nations World Conference of the United Nations Decade for Women, Copenhagen, Denmark, July 1980. Nairobi, 1980. 15 p. (UNEP Information/76). UNEP also prepared a series of five leaflets for the World Conference on the following topics: "Women, environment and development"; "Women, environment and water"; "Women, environment and health"; "Women, environment and food" and "Women, environment and work". Although only four pages each in length, each of these summarize the salient issues.

Women and international trade

No study on this topic is known to have been prepared during this period by any specialized agency or other United Nations organization. It may be noted that the Advancement of Women Branch, CSDHA/DIESA is preparing a resource paper on this subject for the Expert Group Meeting on Women and the IDS to be held in December 1981.

Women and monetary and fiscal processes and policies

Prates, Suzana. Women's labour and family survival strategies under the "stabilization models" in Latin America. Brighton, Institute of Development Studies, 1981. 49 p. (mimeo). Prepared for the Expert Group Meeting on Policies for Social Integration, Vienna, Austria, September 1981, organized by the Social Development Branch, CSDHA/DIESA. It might be noted that the Advancement of Women Branch, CSDHA/DIESA will prepare a resource paper on this topic for the Expert Group Meeting on Women and the IDS to be held in December 1981.

Women and the activities of transnational corporations

No study on this topic is known to have been prepared during the period 1980-1981 by any specialized agency or other United Nations organization

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United Nations Development Programme. Promoting and accelerating women's participation in development programmes in the Caribbean through technical co-operation among developing countries. Report by the Administrator. 27 p. (TCDC/2/13). (prepared by Ms. Peggy Antrobus).

The experience of the Association of African Women for Research and Development (AAWORD) concerning building new knowledge through technical co-operation among developing countries. 23 p. (TCDC/6).

World Conference of the United Nations Decade for Women. Secretariat. The effects of science and technology on the employment of women: report of the Secretary-General. p. (A/CONF.94/29).

Technological change and women workers: the development of micro-electronics report by a consultant. p. (A/CONF.94/26).

General aspects of relationships between women, development and the restructuring of international economic relations

No study on this topic is known to have been prepared during this period by any United Nations specialized agency or other United Nations organization. For the Round-table on Women: a development strategy for the eighties was held at United Nations Headquarters, New York from 13-14 June 1980 and an Aide-mémoire was prepared.

The Advancement of Women Branch CSDHA/DIESA will prepare a review paper on this topic for the Expert Group Meeting on Women and the International Development Strategy to be held in December 1981.

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- Political Affairs Division (Political)
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Office of the United Nations High Commissioner for Namibia

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GUIDE TO CURRENT UNITED NATIONS SYSTEM ACTIVITIES CONCERNING WOMEN AND INDUSTRIALIZATION, 1980-1981

Prepared by the Branch for the Advancement of Women
of the Centre for Social Development and Humanitarian Affairs
Department of International Economic and Social Affairs

VIENNA

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INTRODUCTORY NOTE

The purpose of this working paper is to provide a summary of those current activities of specialized agencies and other United Nations organizations which are specifically concerned with the relationship between women and industrialization. It includes information on vocational and professional training specifically associated with industry, but not on general education, which is the topic of a separate working paper (No. 14). It does not include information on activities concerned with conditions of employment in industry, which is included in the working paper on employment (No. 12), but it does include information on access to employment in industry. Information is included on the application of science and technology in this field, but not on broader aspects of the implications of developments in science and technology, which are included in the working paper on women and macro-economic processes and policies (No. 10).

The working paper was prepared on the basis of information supplied by specialized agencies and other United Nations organizations during May 1981. It will be revised periodically to reflect the current status of their activities.

I. INFORMATION COLLECTION AND RESEARCH

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is organizing an Expert Group Meeting on Women and the International Development Strategy which will be held at Vienna, Austria, in early December 1981. For this meeting a resource paper will be prepared on the subject of women and industrialization in developing countries. Two consultants' reports on national experience in the formulation and carrying out of policies for women's advancement, for Ghana and Sri Lanka, were prepared for this meeting, and give specific attention to women's role in industrialization. 1/

The Social Development Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs has undertaken research on women and cooperatives which suggests that one way to ensure the effectiveness of women's participation would be to provide technical assistance to the organization of co-operatives specifically to meet the needs of women engaged in small-scale industry and handicrafts. The Branch is developing a reference centre and data bank on all aspects of women's participation in society which includes current information on this topic.

The Voluntary Fund for the United Nations Decade for Women will support a sub-regional Symposium on Women and Appropriate Technology for the Pacific Islands, which was particularly concerned with the suitability for women of application of appropriate technology in manufacturing and construction. In Fiji, Indonesia, Papua New Guinea and the Philippines a project will examine the socio-economic conditions of women engaged in low productivity work in the curing, drying and processing of fish. In Egypt, Sudan and Ghana a survey is being undertaken of existing technologies including traditional ones, used in village industries on the premise that until these technologies are understood it would be inappropriate to introduce improved technologies. In Sierra Leone a case study on the effects of introducing improved palm oil presses in the rural villages has been supported and has shown the inadequacies of certain types of technology. The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa has printed since July 1980 a study on "Potters, a study of two villages in Ethiopia" and a report of a workshop on handicrafts and small-scale industries for Francophone countries in Africa (in English and French), and a study of women workers in three countries and a study of women and industrial cooperatives. 2/

The Economic Commission for Latin America is undertaking studies at national and regional levels to analyse the situation of rural women, in response to the recommendations of the Regional Plan of Action on the Integration of Women in Economic and Social Development in Latin America, which proposed the formulation and implementation of integrated rural development programmes which would include development of small industries. These include studies of the role of women in handicraft manufacturing.

1/ Mechtild Petritsch, Women and development in Ghana, (Vienna, CSDHA, 1981) (Advancement of Women Branch Working Paper No. 6); Mechtild Petrisch, Women and development in Sri Lanka,(Vienna, CSDHA, 1981), (Advancement of Women Branch Working Paper No. 21).

2/ Diana Opondo, Report of the workshop on handicrafts and small-scale industries development for women in Francophone countries. Addis Ababa, Ethiopia, 27-30 November 1978 (Addis Ababa, ECA, 1980), (ATRCW/SDD/ITW) . Olubanke Akerele, Women Workers in Ghana, Kenya, Zambia: a comparative analysis of women's employment in the modern wage sector (Addis Ababa, ECA, 1979), . . .

The Economic and Social Commission for Asia and the Pacific, through the former Asia and Pacific Centre for Women and Development conducted in 1980 a workshop on the Role of Women in Social Progress and Development in Industry and has commissioned case studies of relationships between women and industrialization. 3/

The United Nations Conference on Trade and Development's Technology Division undertakes that part of the work of the Conference which is considered of the greatest direct relevance to the integration of women in development. It concerns relationships between technology policies and planning in the agro-food industry, including food processing. This is a sector viewed by most developing countries as one of the most critical in the light of its direct impact on industrialization. A new Intergovernmental Group of Experts on Food Processing has been formed by the Trade and Development Board and will hold its first meeting during the second quarter of 1982. The mandate of the Group is to deliberate on all issues related to technology in the food processing sector, including human resources development.

In 1978, the United Nations Industrial Development Organization sponsored a meeting on the role of women in industrialization, at which the problem s of rural women and the potential contribution of rural industrialization were discussed. 4/

During the 1979 UNIDO undertook some studies on succesful rural industrialization programmes in developing countries, two of which were oriented towards the role of women in such programmes. The countries selected were India and the United Republic of Tanzania. It was interesting to note in the case of India that, against a backdrop of diminishing female participation in the labour force, the most recent development plan revealed a need for measures to expand employment opportunities for women, to improve training facilities and to provide more industrial openings through small-scale and ancillary industries. The study -carried out in two districts in the state of Kerala in southern India- is largely empirical in its treatment of the subject. It emphasizes successful features, while not failing to identify shortcoming as well as problems encountered in the various projects. The study confirms the inordinate potential offered by women, even in areas hitherto not considered appropriate (such as electroplating and foundry work).

UNIDO has carried out a preliminary study on the impact on women of the redeployment of manufacturing industry to developing countries.5/ Its Secretariat also intends to undertake studies aimed at accelerating the effective integration of women in the development of the food processing and textile industries. These studies will assess the impact that existing technologies have on women's contribution to these industries in the developing countries.

... (ATRCW/SDD/RES 02/79); Women and co-operatives: Egypt, the Libyan Arab amahriya and the Sudan (Addis Ababa, ECA, 1980) (ECA/ATRCW/RES/02/80.

3/ A case study on the modernization of the traditional handloom weaving industry in the Kashmir Valley (Bangkok, Asian and Pacific Centre for Women and Development, April 1980) (Prepared by the Institute of Social Studies, New Delhi, India, 1979); Soon Young Yoon, Study on the role of young women in the development process, especially in industry, in selected countries of the ESCAP region (Bangkok, ESCAP, December, 1979).

4/ Women and industrialization in developing countries (ID/251). A report on this meeting was also made to the World Conference of the United Nations Decade for Women (A/CONF.94/BP.1).

5/ Women in the redeployment of manufacturing industry to developing countries (Vienna, UNIDO, 1980) (UNIDO/ICIS.165) (UNIDO Working Papers on Structural Changes, No. 18).

UNIDO considers that one of the main recommendations in the Programme of Action for the second half of the United Nations Decade for Women of relevance to its work is that related to the importance of guarding against the adverse effects which technology transfer and redeployment of industries may have on women. In October 1981 the Organization is sponsoring a "Seminar on the Role of Women in the Development of Industrial Branches Traditionally Employing Female Labour". This will take place at Sofia, Bulgaria.

The United Nations Training and Research Institute, as part of an effort to diminish any adverse effects of the redeployment of industry and technology on women, has undertaken a series of studies addressing the impact of scientific-technological change on the role of women. 6/

6/ Pamela D'Onofrio-Flores and Sheila A. Pfafflin (eds.) Science and Technology in a Changing International Order, vol. II; Scientific -Technological Change and the Role of Women in Development (Boulder, Colorado, Westview Press, forthcoming, 1981).

II. POLICY FORMULATION

The Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, is preparing a draft policy statement on women and industrialization in developing countries. This will be examined and revised by an Expert Group Meeting on women and the International Development Strategy to be held at Vienna, Austria, in early December 1981.

The World Food Council is concerned with reaching agreement on policies related to food issues, including processing and manufacturing. Its food strategy concept aims to bring together all the elements of food production, distribution and consumption in an action-oriented framework which will facilitate decision-making by governments and which will provide a means for mobilizing external assistance. Some 30 developing countries are involved in the preparation of food strategies, with assistance from multilateral and bilateral agencies arranged by the World Food Council. Many other countries are adopting more integrated food plans within their over-all national development programs. The Council considers that by facilitating a rational view of food problems the development of such strategies should make it easier for decision-makers and development assistance agencies to keep in mind both the role of women in the food system and the impact on them of changes in that system. Guidelines will shortly be issued which will give appropriate attention to the role of women.

III. IMPLEMENTATION

A. Provision of training

Considerable effors are being made to train women in manufacturing technology, particularly in regard to small-scale industries predominantly within rural areas. The African Training and Research Centre for Women (ATRCW) of the Economic Commission for Africa includes an African Women's Volunteer Task Force which operates on the principles of Technical Cooperation among Developing Countries (TCDC). It constitutes a corps of African women and men who volunteer their skills and abilities to teach others less fortunate in other parts of the region. Through its activities a woman skilled in tie-dye from Ghana trained more than 2,000 women in Lesotho while serving as a Task Force Volunteer. Women from southern and eastern Africa were participants in a study tour to Ghana, Gambia and Kenya to learn advanced techniques of textile design and business management. An associated project is the Handicrafts and Small Industries Unit, which promotes the involvement of women in technical support activities. The Unit has established a number of pilot projects involving women, giving technical assistance to other women of the region in the development of skills in handicrafts and small scale industries. Among these are the Bethlehem Training Centre in Ethiopia, the Soba Training Centre in the Sudan and the Somalia Women's Democratic Organization Training centre in Somalia. The Unit conducts training workshops to strengthen women's technical skills. In October 1981 the Unit will implement a workshop on vocational training for women and girls in Abidjan, Ivory Coast.

The Economic Commission for Latin America is undertaking training seminars in programmes of handicrafts and agricultural industries.

The Asian and Pacific Centre for Women and Development of the Economic and Social Commission for Asia and the Pacific conducted in 1979 a training course on the mobilization of women in industry.

The United Nations Institute for Training and Research has included among the topics examined in a recent study the need for training programmes which will enable women to take advantage of all aspects of new agro-technology. 7/

B. Application of science and technology

A significant proportion of activities are concerned with the application of science and technology, usually in the form of appropriate technology applied in particular to small-scale industries in predominantly rural areas.

The Voluntary Fund for the United Nations Decade for Women is supporting a project in the Community Development Division of the Ministry of Agriculture of Malaysia. It is concerned with appropriate technology development for women with particular emphasis on handicraft and vocational training and cottage industries. In Yemen a project on the improvement of manpower resources engaged in processing food products is intended to further the utilization of modern production methods. In the United Republic of Tanzania a project on

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7/ Z. Tadese, Women and technological development in agriculture: an overview of the problems in developing countries (UNITAR Science and Technology Working Paper Series, no. 9), (New York, UNITAR, 1979).

salt processing will provide technical advice. In Ivory Coast a project on improved techniques for fish curing, smoking and preservation supports the position of the Ministry of Women's Condition that those traditional and inexpensive technologies which have already been successful should be perfected, rather than the introduction of new techniques which cannot be made accessible to the majority of women.

The African Training and Research Centre for Women of the Economic Commission for Africa is engaged in an expanded programme concerning the application of appropriate technology at the village level. This is supported largely by the Intermediate Technology Development Group (ITDG), and financed by the Voluntary Fund for the United Nations Decade for Women, UNICEF, British Christian Aid, the Ford Foundation, the Rockefeller Foundation, and USAID. Activities include the organization of specialized technology workshops for training of extension workers in improved methods of, for example, low-cost building techniques and improved soap and candle making.

C. Comprehensive assistance

The Economic and Social Commission for Asia and the Pacific is attempting to respond to the displacement of women formerly engaged in traditional industries, particularly by agro-businesses, as in the introduction of mills for rice husking. In the absence of the provision of alternative employment, the Commission is developing a programme to involve such displaced women in small-scale and cottage industries in order to provide them with alternative income.

The United Nations Industrial Development Organization, for the purpose of the carrying out of its technical assistance programmes, recruited in 1980 eleven women experts, amongst them a project co-ordinator and a project manager. These experts were from such diversified fields as plastics, metallographic testing, medicinal plants, garment manufacturing, industrial pollution and documentation and information retrieval. The Secretariat is intensifying its efforts to recruit a higher proportion of women for technical assistance projects and, as of 31 December 1980, a total of 336 women experts had been registered. 8/ As of this date, the UNIDO Secretariat had 63 female professional staff members (i.e. 16 per cent of the total professional staff), of which 50 are directly or indirectly involved in the development and implementation of technical assistance activities. Through the development of such activities, they are to a large extent involved in their financial support as well, since they have an indirect influence in the approval of funds required for their implementation.

Information on UNIDO's follow-up of the Programme of Action of the World Conference is provided in its report to the Industrial Development Board at its fifteenth session. 9/ The main recommendations in the Programme of Action

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8/ Furthermore, the first female Industrial Development Field Adviser (SIDFA) was appointed in February 1981. Concerning the Junior Professional Officers ((JPOs) who assist the SIDFAs in the field, out of a total of 46, there were 12 women at the end of 1980.

9/ See ID/B/256 p.5, paras. 13-16, Annex I, paras. 7-10 and 18-21, and Annex II.

which are of relevance to the work of UNIDO take women into account at the early stages of planning, and relate to the need to provide women with opportunities for employment and mobility and, through appropriate technology, alleviate the traditional burdens of child care and food production. An effort is being made to incorporate these recommendations, in particular in UNIDO's technical assistance programmes, by means of a circular which has been addressed to field staff involved in development of programmes and distributed also to programme officers at Headquarters.

UNIDO considers that in the field of industrialization, projects specifically geared towards women are in some cases well justified, but in general this approach ought to be the exception. UNIDO has certain "women's programmes", such as the "Upgrading of the Technologies Used by Women Potters" in Bolivia. A high percentage of women is involved in both the planning and implementation of these activities. It considers, however, more effective UNIDO's recent approach to promote the participation of women in the planning and implementation of technical assistance activities through special instructions related to the formulation of projects, addressed both to field and Headquarters staff. 10/

It is the policy of UNIDO to send representatives to all regional meetings on integration of women in development and provide information on UNIDO's potential for assistance in this field.

A review of the mandates addressed to UNIDO on the subject of integration of women in development indicates assistance to the rural areas as one of the priorities for technical assistance in this field. UNIDO is engaged in a number of activities that are expected not only to raise living standards but also improve conditions of employment. Many of its activities have a bearing indirectly on rural development, and the satisfaction of basic needs of the populations in developing countries, while others can be expected to have a direct impact on rural development, for instance, activities oriented towards provision of such basic needs as food, clothing, and shelter, inputs for the development of agriculture, small and medium-scale industries located in rural areas, technology for rural industries, non-conventional energy resourcesfor rural areas, etc. In all these activities, UNIDO endeavours to take account of the interests of rural communities in general, and of women in particular.

UNIDO is ready, within its field of competence, to assist Governments in the planning and implementation of programmes related to rural women. UNIDO could, for instance, assist Governments in formulating and executing pilot projects for the development of technologies and rural production which would upgrade the standard of living and reduce the workload of the rural women, for example production of simple industrial inputs for agriculture (agricultural tools, water pumps, harvesting, processing and storage equipment) and application of more effective domestic rural energy systems and equipment (kitchen stoves, bio-gas plants, windmills and simple solar energy equipment). UNIDO could also assist in formulating and executing pilot projects for the creation of employment opportunities for women in the rural areas, in particular through the establishment of light industries, small-scale industries and agro-industries. With this in mind, the Secretariat has taken the initiative of preparing a number of project proposals specifically aimed at women, such as a global project for integration of women in rural industrialization, the development of a programme in rural technology for women in selected countries in Africa, promotion of industrial co-operatives, interregional projects for upgrading the managerial and entrepreneurial role of women,

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10/ Ibid.,Annex I paras. 19 (a) and 20 (a) and Annex II, para. 6 (b).

development of cottage industries for women and the upgrading of the technologies used by women potters. So far, only one of these proposals has become operational. The others are at various stages of negotiations for financing by donor countries.

The United Nations Children's Fund, pursuant to decisions reached by its Board in 1980, will give further emphasis to the development of income generating programmes for women in manufacturing. This will include training, making available cash grants for credit schemes and working with other aid sources such as development banks.

The World Bank, in assisting projects in agriculture and rural development, takes into account the possible displacement of small-hold family and women's subsistence activities by agro-industry using more advanced technology. Where appropriate, special arrangements which protect traditional family food supplies are incorporated in such projects.

IV. MONITORING, REVIEW AND APPRAISAL

With regard to over-all aspects of this topic the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs, United Nations Department of International Economic and Social Affairs, will prepare a report of the Secretary-General on the activities of specialized agencies and other United Nations organizations to implement current international strategies on the advancement of women, notably the Programme of Action for the Second Half of the United Nations Decade for Women. This report will be submitted to the Commission on the Status of Women at its twenty-ninth session, to be held at Vienna, Austria, from 24 February - 5 March 1982. It will contain a section on activities concerning women and industrialization. A second report of the Secretary-General will report to the Commission on the results of biennial review and appraisal of progress made by governments, intergovernmental organizations outside the United Nations system and non-governmental organizations in consultative status with the Economic and Social Council to implement current strategies for the advancement of women. This will also include a section on activities in the field of women and industrialization.

With regard to the monitoring of technical assistance programmes the United Nations Industrial Development Organization has found that financial and staff constraints impede the Secretariat 's embarking upon a review of the impact of all its programmes and activities on women. However, an Interdivisional Working Group recently recommended that officers in charge of evaluating technical assistance projects should be instructed to assess the impact of these projects on women, and that this evaluation aspect should be an item on the agenda of each tripartite review.

Although UNIDO has not been in a position to analyse the impact of the involvement of women in financial and technical assistance support activities on the integration of women in such activities, it has reached the following general conclusions:

In the field, it has been noted that, in general, the female JPOs (they are not only female but junior) take a particularly active interest in the subject of integration of women in development, and they have been instrumental in the submission of proposals or ideas in this area. The increase in the number of female recruitment officers in the Secretariat seems to have bought an increase in the number of female staff recruited at Headquarters and in the JPO programme.

At Headquarters, in discussing and developing activities related to integration of women in development, it is UNIDO's experience that a 50-50 involvement brings the best results, since the knowledge and experience in the field of industrialization is still mostly with the men, while the drive to consider women's problems is still mostly with the women. The dialogues established in this connexion bring about a positive change of attitudes, which is very much needed in this respect. The UNIDO Interdivisional Working Group on Integration of Women in Industrial Development, composed of five men and five women, works on this basis and, through its recommendations, is aiming at establishing such an equal participation of women and men in most of the activities of the Organization. This is, however, a difficult task due to the low percentage of women professionals.

Support activities with heavy female participation have had, no doubt, an important impact on introducing the subject of integration of women into the work of the Organization. However, these activities have been developed and are being followed up at Headquarters with equal participation of men and women.

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UNITED NATIONS – ECONOMIC AND SOCIAL COUNCIL – SIXTY-SECOND SESSION – SUPPLEMENT No. 3

COMMISSION ON THE STATUS OF WOMEN

REPORT ON THE TWENTY-SIXTH AND RESUMED TWENTY-SIXTH SESSIONS

(13 September–1 October and 6-17 December 1976)

ECONOMIC AND SOCIAL COUNCIL

OFFICIAL RECORDS: SIXTY-SECOND SESSION

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NOTE

Symbols of United Nations documents are composed of capital letters combined with figures. Mention of such a symbol indicates a reference to a United Nations document.

E/5909
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I. MATTERS THAT REQUIRE ACTION BY, OR ARE BROUGHT TO THE ATTENTION OF, THE ECONOMIC AND SOCIAL COUNCIL

A. Draft resolutions

1. The Commission on the Status of Women recommended the following draft resolutions for adoption by the Economic and Social Council:

I

Draft Convention on the Elimination of Discrimination against Women 1/

The Economic and Social Council,

Considering General Assembly resolution 3521 (XXX) of 15 December 1975, in which the Assembly requested the Commission on the Status of Women to complete, in 1976, the elaboration of the draft Convention on the Elimination of Discrimination against Women,

Having taken note of the draft Convention elaborated by the Commission at its twenty-sixth session,

Submits to the General Assembly the draft Convention on the Elimination of Discrimination against Women annexed to the present resolution.

1/ See paras. 5-216.

ANNEX

Draft Convention on the Elimination of Discrimination against Women

PREAMBLE

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirmed faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Noting that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Noting that under the international covenants on human rights, States have the obligation to secure the equal right of men and women to enjoy all economic, social, cultural, civil and political rights,

Considering the conventions concluded under the auspices of the United Nations and the specialized agencies and the resolutions, declarations and recommendations adopted by them promoting equality of rights of women and men,

Concerned, however, that despite those various instruments, extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family, and makes more difficult the full development of the potentialities of women in the service of their countries and humanity,

Concerned particularly that scientific and technological progress has, in general, improved the potential for employment and the development of new skills but without benefiting women to the same extent as men,

Affirming that the strengthening of international peace and security, friendly co-operation among States irrespective of their social and economic systems, total and complete disarmament under strict and effective international control, the elimination of colonialism and racism in all their forms including apartheid, elimination of the gap between developing and developed countries, and the right to self-determination are vital in promoting the fundamental rights of women in the achievement of which they should play their full part,

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

Bearing in mind the great contribution of women to the development of society, so far not fully recognized, the social significance of maternity and of the role of parents in the family and in the rearing of children,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination de facto or de jure,

Have agreed upon the following:

GENERAL PROVISIONS

Article 1

For the purpose of the present Convention the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of six which has the effect of or the purpose of impairing or nullifying the recognition, enjoyment or exercise by women, on a basis of equality with men, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

Article 2

The States Parties condemn discrimination against women and undertake to pursue, by all appropriate means and without delay, a policy of eliminating discrimination against women and, to this end:

(a) Each State Party undertakes to embody the principle of the equality of men and women in its national Constitution if not yet incorporated therein, and to ensure, through law or other appropriate means, the practical realization of this principle;

(b) Each State Party undertakes to adopt legislative and/or all other appropriate measures, accompanied by sanctions, prohibiting all discrimination against women and guaranteeing the realization of the principle of equality of rights;

(c) Each State Party undertakes to establish legal protection for equal rights of men and women;

(d) Each State Party undertakes to engage in no act or practice of discrimination against women and to ensure that public authorities and public institutions shall act in conformity with this obligation;

(e) Each State Party shall endeavour to take all preventive measures to eliminate discrimination against women by any person or organization;

(f) Each State Party shall take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which are discriminatory to women;

(g) Each State Party shall endeavour to promote organizations and movements whose purpose is to advance the status of women and eliminate discrimination against them.

Article 3

The States Parties shall undertake in all fields, in particular the political, social, economic and cultural, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4

1. Adoption by States of temporary special measures aimed at accelerating de facto equality shall not be considered discriminatory but shall in no way entail, as a consequence, the maintenance of unequal or separate standards and should be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States of special measures, including those measures contained in the present Convention, aimed at protecting maternity, shall not be considered discriminatory.

Article 5

1. The States Parties shall take all appropriate measures to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women.

2. Suitable family education should include a proper understanding of motherhood as a social function and the recognition of the common responsibility of both men and women in the upbringing and development of their children.

Article 6

Each State Party agrees to repeal all provisions of national penal codes which constitute discrimination against women.

Article 7

Each State Party agrees to take all appropriate measures, including legislation, to combat all forms of traffic in women and exploitation of prostitution of women.

POLITICAL RIGHTS

Article 8

The States Parties shall undertake all appropriate measures to ensure to women, on equal terms with men and without any discrimination, equal opportunities to participate in the political and public life of the country and, in particular:

(a) To vote in all elections and be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the administration thereof and to hold public office and perform all public functions at the national and local levels;

(c) To vote in all public referenda;

(d) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Article 9

1. The States Parties shall grant spouses equal rights to acquire, change or retain their nationality and shall require, in particular, that neither marriage of a person to, nor dissolution of marriage from, an alien nor the change of nationality by an alien person during marriage shall automatically change one's nationality, render one stateless or force upon one the nationality of the spouse.

2. Each State Party agrees that the alien husband or wife of one of its nationals may, at his or her request, acquire the nationality of his or her spouse through specially privileged naturalization procedures; the granting of such nationality is subject to such limitations as may be imposed in the interests of national security, public policy or certain penal or administrative provisions taken against the applicant.

3. Each State Party agrees that the present Convention shall not be construed as affecting any legislation or judicial practice by which the alien husband or wife of one of its nationals may, at his/her request, acquire his/her spouse's nationality as a matter of right.

4. The States Parties agree to grant women equal rights with men to transmit their nationality to their children.

SOCIAL AND ECONOMIC RIGHTS

Article 10

Each State Party agrees to take all appropriate measures to ensure to women, married or unmarried, equal rights with men in the field of education, which education shall be directed towards the full development of the human personality

and the sense of its dignity and shall strengthen the respect for human rights and fundamental freedoms. In particular, each State shall ensure:

(a) Equal conditions for career guidance, access to studies and achievement of a diploma in educational establishments of all categories in rural as well as in urban areas; this equality is to be ensured in pre-schooling, general, technical, professional and higher, including higher technical education, as well as in all types of vocational training;

(b) Equal access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality, whether the institutions are coeducational or not;

(c) The speedy achievement of coeducation, which will also help to eliminate any stereotyped concept of masculine and feminine roles, at all levels and in all forms of education;

(d) Equal opportunities to benefit from scholarships and other study grants;

(e) Equal opportunity for access to programmes of continuing education, including adult and functional literacy programmes, particularly aimed at reducing, at the earliest possible time, the knowledge gap existing between men and women;

(f) Measures to reduce the school drop-out rate among girls and the provision of programmes for young girls who have left school too early;

(g) Access to specific educational information to help ensure the health and well-being of families, this to include information and advice on family planning.

Article 11

1. The States Parties shall undertake to adopt all appropriate measures to ensure to women, married or unmarried, equal rights with men in the field of economic and social life and, in particular:

(a) The right to work as an inalienable right of all human beings;

(b) The right, without discrimination on grounds of civil status or any other grounds, to receive vocational training and retraining, to free choice of profession and employment and to promotion and job security;

(c) The right to equal remuneration with men for work of equal value and to equality of treatment in respect of the evaluation of quality of work of equal value, as defined in the Convention of the International Labour Organisation on this subject;

(d) The right, equally with men, to social security, particularly in case of retirement, unemployment, sickness, invalidity and old age or other incapacity to work, as well as the right to paid leave;

(e) The right to family benefits on equal terms for men and women;

(f) Equal employment opportunities for women and prevention of discrimination in employment on the basis of sex.

2. In order to prevent discrimination against women on account of marriage or maternity and to ensure their effective right to work, the States Parties shall undertake measures:

(a) Prohibiting, subject to the imposition of penalties, dismissal on grounds of marriage, pregnancy or maternity leave;

(b) Progressively to introduce paid leave for pregnancy and maternity without loss of the job held and without loss of social allowances and benefits, the periods of leave being treated as equivalent to periods of work actually performed; the cost of this protection should be borne by social security systems or other public funds or collective systems;

(c) To encourage the provision of the necessary supportive social services, including possibilities of child-care services, and to grant women free medical services during pregnancy, confinement and the post-natal period.

Article 12

The States Parties shall take all measures to eliminate discrimination against women in rural areas in order to guarantee them equality as participants in and beneficiaries of agricultural and rural development and particularly the right to:

(a) Participate fully in the formulation and implementation of development planning from the local to the national levels;

(b) Receive adequate medical and health facilities, including family planning advice and services, as well as personal rights to social security on an equal footing with men;

(c) Obtain all types of training and education, formal and non-formal, including functional literacy, as well as the benefit of all community and extension services;

(d) Participate equally in all community activities including co-operatives;

(e) Obtain equal access to credit and loans, marketing facilities, appropriate technologies and equal treatment in land and agrarian reform as well as in land resettlement schemes.

Article 13

1. The States Parties shall encourage measures to enable parents to combine fulfilment of family and parental obligations with activity in the labour force, in professions and in public life and shall, for that purpose, promote the establishment of child-care facilities as needed, as a co-operative effort of Government, business and industry and other institutions and organizations in the private sector.

2. Appropriate measures shall be taken, including legislation to ensure the health and safety of all workers, male and female, in their conditions of employment.

3. Protective legislation applying to women should be reviewed in the light of scientific and technological knowledge, and should be revised, repealed or extended to all workers as necessary.

4. The States Parties shall adopt measures to extend special protection to women for types of work proved to be harmful to them from the standpoint of their social function of reproduction. Such measures shall be periodically reviewed and brought up to date in cases where such limitations are discriminatory with regard to free choice of employment of women and in the light of advances in scientific and technological knowledge.

CIVIL AND FAMILY RIGHTS

Article 14

1. The States Parties shall accord to women equality with men before the law.

2. The States Parties shall accord to women a civil and legal capacity identical to that of men, and the exercise of that capacity. They shall in particular give them equal rights to conclude contracts and administer property and treat them equally in all stages of procedure in courts and tribunals.

3. The States Parties agree that all contracts and all other legal instruments of any kind directed at restricting the legal capacity of women shall be deemed null and void.

4. The States Parties shall accord to men and women the same rights with regard to the law on the movement of persons and the freedom to choose their residence and domicile.

Article 15

1. The States Parties shall adopt all necessary measures to ensure the full equality of women with men in all matters relating to marriage and family relations, including:

(a) The same right as men to enter into the marriage state;

(b) The same right as men to free choice of a spouse and to enter into marriage only with their free and full consent;

(c) Equal rights and responsibilities with men during marriage and at its dissolution;

(d) Equal rights and responsibilities with men for women, whether married or not, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) Equal rights of men and women to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise this right;

(f) Recognition of equal rights and responsibilities to be guardians and trustees, and also of an equal right to adopt children;

(g) Recognition of the equal personal rights of husband and wife, including the right to choose a family name, a profession and an occupation;

(h) Recognition of equal rights of both spouses in respect of the ownership, acquisition, management, administration, enjoyment, disposition - whether free of charge or for a valuable consideration - or inheritance of property, whether it be property owned by one spouse or joint property.

2. The betrothal and the marriage of a child shall be prohibited and effective action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

3. To eliminate discrimination against single parents and to give effect to the principle proclaimed in the Declaration of the Rights of the Child that all children shall be protected, irrespective of the circumstances of their birth, the States Parties shall provide that all children shall enjoy equal rights and equal legal and social protection.

FINAL PROVISIONS

Article 16

1. Nothing in the present Convention shall affect the provisions of domestic legislation in force in a State Party if they are more favourable to women.

2. Similarly, nothing in the present Convention shall affect existing conventions adopted under the auspices of the United Nations or the specialized agencies and having as their object the regulation of various aspects of the status of women, if they provide for more extensive rights for women.

Article 17

1. The present Convention shall be open for signature by all States.

2. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.

3. The present Convention shall be open to accession by any State. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 18

1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.

2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

Article 19 2/

1. The States Parties undertake to adopt measures at the national level, including the establishment of machinery and procedures, aimed at achieving the full realization of the rights recognized in the present Convention.

2. (a) Every two years following the entry into force of the present Convention, the States Parties undertake to submit to the Secretary-General of the United Nations reports on the legislative, judicial, administrative or other measures which they have adopted and on the progress made in implementing the provisions of the Convention; reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the Convention;

(b) In preparing their reports, the States Parties shall make use of national machinery established to promote the advancement of women and of appropriate non-governmental organizations;

(c) The States Parties shall furnish their reports in stages, in accordance with a programme to be established by the ad hoc Group set up under this article after consultation with the States Parties and the specialized agencies concerned.

3. For the purpose of considering the progress made in the implementation of the present Convention by the States Parties, the Commission on the Status of Women shall establish an ad hoc Group consisting of ten to fifteen persons. The Group shall be elected by the Commission from among its own members who are States Parties to the Convention and from an additional list of persons nominated by States Parties to the Convention who are not members of the Commission, consideration being given to the principle of equitable geographical distribution and representation of differing legal systems. Those elected to the Group shall serve in their personal capacity and shall be elected for a two-year term.

4. The ad hoc Group shall normally meet for a period of not more than two weeks before the opening of the regular session of the Commission on the Status of Women, to consider the reports submitted in accordance with paragraph 2 above.

5. The ad hoc Group shall report to the Commission on the Status of Women on its activities and may make general recommendations based on the examination of the reports from the States Parties. The Commission shall transmit the report of the Group, together with its own comments, to the Economic and Social Council.

6. Specialized agencies shall be entitled to be represented at different stages of the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. They shall be entitled to submit reports on the implementation of relevant instruments adopted by them or under their auspices.

2/ For administrative and financial implications, see annex III, paras. 1-4.

7. The Economic and Social Council shall submit periodically to the United Nations General Assembly reports with recommendations of a general nature and a summary of the information received from the States Parties to the present Convention and the specialized agencies on the measures taken and the progress made in achieving full observance of the rights recognized in the present Convention.

8. The Economic and Social Council may bring to the attention of other organs of the United Nations, their subsidiary organs and specialized agencies concerned with furnishing technical assistance any matters arising out of the reports referred to in this part of the present Convention, which may assist such bodies in deciding, each within its field of competence, on the advisability of international measures likely to contribute to the effective progressive implementation of the present Convention.

Article 20

1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.

2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

Article 21

The Secretary-General of the United Nations shall inform States of the following:

(a) Signatures, ratifications and accessions under article 17;

(b) The date of entry into force of the present Convention under article 20.

Article 22

The present Convention, the Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited in the archives of the United Nations. Duly certified copies of the present Convention shall be transmitted to the Governments of the signatory and acceding States.

IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

An additional article on reservations

1. The Secretary-General of the United Nations shall receive and circulate to all States which are or may become Parties to the present Convention the text of reservations made by States at the time of ratification or accession. Any State which objects to the reservation shall, within a period of ninety days from the date of the said communication, notify the Secretary-General that it does not accept it.

2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted, nor shall a reservation the effect of which would inhibit the operation of the ad hoc Group established by the Convention be allowed. A reservation shall be considered incompatible or inhibitive if at least two thirds of the States Parties to the Convention object to it.

3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General. Such notification shall take effect on the date on which it is received. 3/

3/ The Style Committee is to determine the place of this article in the draft Convention.

II

National mechanisms to oversee the implementation of the Programme for the United Nations Decade for Women and the future Convention on the Elimination of Discrimination against Women 4/

The Economic and Social Council,

Recalling that the General Assembly, in its resolution 3520 (XXX) of 15 December 1975, proclaimed the period 1976-1985 the United Nations Decade for Women: Equality, Development and Peace,

Recalling also that, at the request of the General Assembly, the Commission on the Status of Women has prepared a draft Convention on the Elimination of Discrimination against Women,

Bearing in mind the continued attention the Commission on the Status of Women has given to the importance of machinery at the national level, such as national commissions and secretariats on the status of women, to ensure the effective implementation of all the measures recommended by the Commission to promote equality between men and women,

Aware of the impetus given by the International Women's Year to the creation of national machinery for promoting the advancement of women,

Noting paragraph 34 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 5/ which recommends the establishment of interdisciplinary and multisectoral machinery within Government,

1. Urges Governments to establish such permanent machinery in order to ensure the effectiveness of the United Nations Decade for Women and the proper implementation of the Convention on the Elimination of Discrimination against Women when it comes into force;

2. Recommends that, in the establishment of such machinery, States make provision for the participation of representatives from Governments, non-governmental organizations and other bodies, as appropriate, which are in a position to promote equality between men and women and to bring about changes in traditional attitudes towards women and men.

4/ See paras. 294-296.

5/ Report of the World Conference of the International Women's Year (United Nations publication, Sales No.: E.76.IV.1), chap. II, sect. A.

III

Training for the preparation and implementation of project proposals 6/

The Economic and Social Council,

Considering that women should have equal access to participation in the formulation and implementation of development planning at the local, national, regional and international levels,

Considering also that women, for the most part, have not participated in the systems governing funding allocations and have not had an active role in national development planning,

Considering further that it is essential for women to acquire the necessary skills in the preparation of development project proposals, project management and evaluation procedures,

Concerned that women may continue to be denied participation on an equal basis with men unless they have the necessary skills,

1. Invites the Administrator of the United Nations Development Programme and the executive heads of the specialized agencies, wherever possible in co-ordination with the appropriate international training and research institutes, regional commissions and national Governments, to organize training programmes for women and women's organizations, governmental and non-governmental, in the preparation of project proposals and in the management and evaluation of these projects;

2. Suggests that such training incorporate, among other things, the following:

(a) How to look for needs of the community and formulate a project plan;

(b) How to identify good project suggestions;

(c) How to determine priorities as they relate to national development;

(d) How to write a proposal, including budget estimates of time, personnel, equipment and technical support;

(e) How to locate sources of local funding, generate funds and seek new sources of financial and human resource support from private and government sources;

(f) How to negotiate and obtain support for proposals from potential sources of funds including contributions in kind;

(g) How to locate and develop management skills among women for the implementation and evaluation of the project;

6/ See paras. 297-305.

(h) How to ensure timely and appropriate implementation;

(i) How to evaluate progress of implementation, solve problems and determine when special assistance is needed to complete the project;

3. Recommends that Member States generate such training at all levels and/or requests for such training from the United Nations system or other potential donor groups, with the view that developing the skills of women in such techniques will prove beneficial in all aspects of project design, execution and evaluation pertaining to social and economic development;

4. Requests that this kind of training be envisaged as a possible programme of the planned International Research and Training Institute for the Advancement of Women;

5. Invites all international agencies to prepare reports which include the following information:

(a) The frequency of management and training courses, their content and where and by whom they were organized;

(b) The extent to which women are integrated in such courses;

(c) How much stress the international agency places on the inclusion of women in the preparation of project proposals in its work with national Governments;

(d) How much effort has been placed on the dissemination of information, for example to individual women leaders and women's organizations, about these courses, as well as other kinds of training and education on formal and informal bases;

(e) Whether participation increases in accordance with the efforts made to encourage women to take advantage of these courses;

6. Requests the Secretary-General to submit a progress report to the Commission on the Status of Women at its twenty-seventh session, in 1978, on the steps taken to implement the present resolution and to submit a further report on action taken to the Commission at its twenty-eighth session and to the World Conference of the United Nations Decade for Women, 1980;

7. Expresses the wish that international agencies should themselves set an example to States by allocating to women an equitable number of responsible posts in all structures entrusted with the implementation of the present resolution.

IV

Review and appraisal of progress made under the International Development Strategy for the Second United Nations Development Decade and in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year 7/

The Economic and Social Council,

Recalling General Assembly resolutions 3490 (XXX) and 3520 (XXX) of 12 and 15 December 1975, in which the General Assembly affirmed that a system-wide review and appraisal of the World Plan of Action for the Implementation of the Objectives of the International Women's Year 5/ should be undertaken biennially as an input to the process of review and appraisal of progress made under the International Development Strategy for the Second United Nations Development Decade, 8/ taking into account the Programme of Action on the Establishment of a New International Economic Order 9/ and the decisions resulting from the sixth and seventh special sessions of the General Assembly,

Recalling also that the General Assembly, in paragraph 4 of its resolution 3490 (XXX), requested the Commission on the Status of Women to report its findings and conclusions on major trends and policies with regard to the status of women, particularly the integration of women in development, to the Economic and Social Council through the Committee for Development Planning and the Committee on Review and Appraisal,

Noting that at its twenty-sixth session the Commission on the Status of Women considered reports submitted by Governments in implementation of the above-mentioned General Assembly resolutions, as well as of Council resolution 1855 (LVI) of 16 May 1974 (E/CN.6/598 and Add.1 and 2),

Recognizing that, within the time-limit given, few Governments were able to report on measures taken at the national level specifically to implement the World Plan of Action and that it is therefore difficult at this stage to adopt findings and conclusions on major global trends and policies with regard to the status of women,

Believing that the review undertaken by the Commission on the Status of Women at its twenty-sixth session should be considered as a first preliminary review and appraisal of the implementation of the World Plan of Action and that a more comprehensive review should be undertaken at the twenty-seventh session in 1978,

Noting the decision of the General Assembly in its resolution 3520 (XXX), paragraph 20, to convene, in 1980, a world conference of all States to review and evaluate the progress made in implementing the objectives of the International Women's Year,

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7/ See paras. 308-313.

8/ General Assembly resolution 2626 (XXV).

9/ General Assembly resolution 3202 (S-VI).

1. Notes with interest the following developments reported during the period under review in a number of countries:

(a) The recognition of and commitment to the principle of equality of men and women and the integration of women in development, both for reasons of social progress and for economic development;

(b) The adoption or plans for adoption of constitutional and/or legislative provisions ensuring the principle of non-discrimination on grounds of sex;

(c) The establishment of provisions for equal access at every level of education and guidance, compulsory education and the measures necessary to promote co-education and to prevent school drop-outs;

(d) The adoption of comprehensive measures for health education, health services, sanitation, nutrition, family education, family planning and other welfare services;

2. Considers that, on the basis of the material submitted, action is urgently needed to improve the situation of women in the following areas in order to meet the minimum targets set forth in paragraph 46 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year for the five-year period 1975-1980:

(a) The enactment of legislation guaranteeing the principle of equality and non-discrimination on grounds of sex;

(b) Appropriate measures to inform and advise women of their rights, utilizing the mass communication media wherever appropriate, and to provide them with assistance in exercising their rights and responsibilities;

(c) The establishment of goals, strategies and time-tables to increase the participation of women in decision making at local, national and international levels;

(d) The establishment of specific target dates for the elimination of illiteracy especially among young persons and the provision of the measures necessary for its maintenance within as short a time as possible for each State;

(e) The provision of life-long and continuing education, training and retraining facilities to meet the needs and aspirations of women;

(f) The development of modern rural technology, cottage industry, pre-school day-care centres, and time and energy saving devices to help reduce the heavy workload and increase the resources of women, particularly those living in rural sectors and the urban poor;

(g) The creation of new employment and income-producing opportunities for women and the expansion of existing employment opportunities, and elimination of discrimination in the terms and conditions of employment on grounds of sex;

(h) The establishment or strengthening of an interdisciplinary and multisectoral machinery by Governments for accelerating the achievement of equal opportunities for women and their full integration into national life;

(i) The establishment and enforcement of measures to facilitate the combination of family and work responsibilities;

(j) The provision and extension of comprehensive and continuous health and other social services to underprivileged urban and rural communities, including maternity and child-care services as well as family life education;

3. Requests the Secretary-General to bring the present resolution to the attention of the Committee on Development Planning at its thirteenth session in April 1977 and to the Committee on Review and Appraisal at its fourth session in May 1977, together with the relevant reports submitted to the Commission on the Status of Women at its twenty-sixth session (E/CN.6/598 and Add.1 and 2) and any information submitted subsequent to the preparation of these reports;

4. Urges the Committee on Development Planning and the Committee on Review and Appraisal, in accordance with General Assembly resolution 3490 (XXX), paragraph 5, to pay special attention to the question of the status of women and to take into account the above recommendations in the review and appraisal in 1977 of the International Development Strategy for the Second United Nations Development Decade;

5. Requests the Secretary-General, in connexion with the next review and appraisal of the implementation of the World Plan of Action:

(a) To prepare, in consultation with the regional commissions, a questionnaire on the implementation of the World Plan of Action to be forwarded to Governments early in 1977;

(b) To prepare a report on the basis of the replies to the questionnaire for the consideration of the Commission on the Status of Women at its twenty-seventh session in January 1978;

6. Also requests the Secretary-General:

(a) To ensure as far as possible that, in 1979, the questionnaire relating to the implementation of the World Plan of Action shall be forwarded to Governments, together with the request for information relating to the review and appraisal of the International Development Strategy;

(b) To prepare a comprehensive report based on the replies to these questionnaires, for consideration at the twenty-eighth session of the Committee on the Status of Women and at the World Conference of the United Nations Decade for Women, 1980.

V

Supplementary report on the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year 10/

The Economic and Social Council,

Recalling General Assembly resolutions 3490 (XXX) and 3520 (XXX) of 12 and 15 December 1975, in which the Secretary-General is requested to prepare, on the basis of the information received from Governments and competent organizations within the United Nations system, a preliminary progress report, for consideration by the General Assembly at its thirty-first session, on the measures undertaken in implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 5/

Recalling that the request to Governments to communicate information concerning the achievements and the implementation of the World Plan of Action was made only in May 1976,

Bearing in mind that documents E/CN.6/598 and Add.1 and 2 do not reflect the situation in all Member States since they were prepared on the basis of replies from only twenty-five countries,

1. Requests the Secretary-General to urge Governments that have not yet done so to transmit their reports on the activities undertaken in their countries in implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year;

2. Requests the Secretary-General to prepare, as a matter of urgency, a supplementary report on the basis of the information that was received but could not be incorporated in documents E/CN.6/598 and Add.1 and 2, and of the information received subsequently, for consideration by the General Assembly at its thirty-second session.

VI

Improvement of the data base for measuring the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year 11/

The Economic and Social Council,

Recalling General Assembly resolution 3490 (XXX) of 12 December 1975, and paragraph 216 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 5/ which provide for the submission to the Economic and Social Council and its relevant functional commissions and advisory

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10/ See paras. 314 and 315.

11/ See paras. 316-320.

bodies, at their forthcoming sessions, inter alia the Commission on the Status of Women and the Statistical Commission, of the Decisions of the relevant United Nations bodies, specialized agencies, regional commissions and other intergovernmental and non-governmental organizations,

Recalling also the provisions of paragraphs 167-170 of the World Plan of Action on the collection and analysis of relevant data,

Convinced of the need to build up a scientific and reliable data base and socio-economic indicators, in order to measure more accurately the implementation of the World Plan of Action,

1. Requests the Statistical Commission at its twentieth session, as a vital contribution to the success of the United Nations Decade for Women: Equality, Development and Peace, 1976-1985, to initiate action in co-operation with national statistical offices, regional commissions and intergovernmental organizations and units of the United Nations and the specialized agencies, especially the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organization, the World Health Organization and the Food and Agriculture Organization of the United Nations, with a view to developing:

(a) Improved methods for the collection and tabulation of statistical data, particularly at the national and regional levels, to obtain breakdowns by sex for indicators such as urban/rural residence, age, marital status, literacy, education, income, level of skills and participation in modern and traditional economic activities, and relevant information on household and family composition;

(b) Guidelines and methods to assess the participation of women at all levels and in all sectors of planning and decision making in society;

(c) Guidelines and methods for the measurement of women's actual economic and social contributions which are not a part of regular national data collection systems;

2. Requests the United Nations Research Institute for Social Development to co-operate with other relevant bodies within the United Nations system in preparing an inventory of social and economic indicators relevant to the analysis of the status of women, on the basis of its work on the research data bank of development indicators and its project on monitoring changes in the conditions of women for planning and programming purposes.

VII

Involvement of non-governmental organizations in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year and the Convention on the Elimination of Discrimination against Women 12/

The Economic and Social Council,

Bearing in mind that there are more than five hundred non-governmental organizations in consultative status with the Economic and Social Council and various specialized agencies,

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12/ See paras. 321-324.

Considering that these non-governmental organizations have been working at the grass-roots level and have vast experience which has been of great assistance to the work of the United Nations and the specialized agencies, particularly in implementing the Declaration on the Elimination of Discrimination against Women, 13/

Recalling especially that the General Assembly, in paragraph 8 of its resolution 3520 (XXX) of 15 December 1975, urged non-governmental organizations at the national and international levels to take all possible measures to assist in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 5/

1. Requests all Governments and intergovernmental organizations to encourage non-governmental organizations to play their full part in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year;

2. Requests also that all kinds of training and retraining programmes organized by the United Nations and the specialized agencies, intergovernmental and regional organizations and all other organizations concerned in the implementation of the World Plan of Action should take note of the needs of the non-governmental organizations, with a view to developing and using their specialized knowledge and experience to the greatest extent possible;

3. Requests further that the Commission on the Status of Women, in following up the implementation of the Convention on the Elimination of Discrimination against Women, take note of the statements from non-governmental organizations together with reports submitted by States parties to the Convention.

VIII

Preparatory work for the World Conference of the United Nations Decade for Women, 1980 14/

The Economic and Social Council,

Considering that the General Assembly, in its resolution 3520 (XXX) of 15 December 1975, decided to convene in 1980 a world conference of all States to review and evaluate the progress made in implementing the objectives of the International Women's Year and, where necessary, to readjust existing programmes in the light of new data and research available.

Recalling Economic and Social Council resolution 1999 (LX) of 12 May 1976, in which the Council requested the Commission on the Status of Women at its twenty-sixth session to consider different aspects of the preparatory work for the World Conference of the United Nations Decade for Women, 1980, including its agenda, and decided to consider at its sixty-fourth session the preparatory work for the Conference on the basis of the deliberations of the Commission on the Status of Women and the Committee on Review and Appraisal,

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13/ General Assembly resolution 2263 (XXII).

14/ See paras. 344-350.

Noting the recommendations made by the Commission on the Status of Women as contained in its report on the twenty-sixth session,

1. Decides, in connexion with the next review and appraisal of the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year 5/ and the preparatory work required for the World Conference of the United Nations Decade for Women, 1980, to establish, on the basis of equitable geographical distribution, an Ad Hoc Committee composed of sixteen representatives of the States members of the Commission on the Status of Women to submit to the Commission at its twenty-seventh and twenty-eighth sessions in 1978 and 1980, proposals concerning the substantive and organizational arrangements for the Conference, taking into account all the relevant reports relating to the review and appraisal of the implementation of the World Plan of Action, as well as the discussions of the Commission and the documents (E/CN.6/600 and E/CN.6/L.713) submitted to it at its twenty-sixth session; the Ad Hoc Committee will meet, if possible, immediately before the 1978 and 1980 sessions of the Commission and, if the Commission deems it necessary, an additional meeting of the Ad Hoc Committee will be held in 1979; 15/

2. Requests the Secretary-General to prepare for the consideration of the Ad Hoc Committee a report outlining a programme of concrete action for the second half of the United Nations Decade for Women: Equality, Development and Peace, 1976-1985, as the basis for a report to be submitted to the 1980 World Conference.

IX

Influence of the mass communication media on attitudes towards the roles of women and men in present-day society 16/

The Economic and Social Council,

Recalling section IV of the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 5/ which provides guidelines for national action related to the mass communication media that encompass radio, television, cinema, press, advertising, public meetings and similar forums, as well as traditional types of entertainment which are essential for reaching the rural areas of many countries,

Convinced that the mass communication media, in many instances, have a detrimental effect on the attitudes and values regarding women's roles in society; that they often present obstacles to desirable changes in behavioural patterns, and that they can perpetuate stereotypes and myths pertaining to women,

Convinced also that the mass communication media have great potential (a) as a vehicle for social change, (b) for the dissemination of information in the fields of education and training, (c) for removing prejudices and stereotypes, (d) for accelerating acceptance of the expanding roles of women and (e) for the promotion

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15/ For administrative and financial implications, see annex III, paras. 5-8.

16/ See paras. 353 and 360-370.

of their integration in development as equal partners with men, and that they are important for the achievement of equality, development and peace,

Recalling that the Secretary-General, in his report to the Commission on the Status of Women (E/CN.6/601 and Corr.1) states that there is little information available on the images of women projected by the more traditional types of mass communication media and their influence on the perpetuation of sex-role stereotypes, and that there is need for research in this area,

1. Encourages Member States to make representatives of mass communication media aware of the importance of formulating policies and guidelines for treatment of women in the media to include:

(a) Review of their recruitment, training and promotion policies and practices to ensure that there is no discrimination against women and that they have equal opportunities to advance at all levels of professional, technical and decision-making positions in the mass communication media;

(b) Dissemination of more news about women, particularly about progress made in the legal, social and political fields, in all languages of the country, this news being given the place it deserves in the light of its subject-matter and not all of it being placed in sections reserved for women;

(c) Portrayal of the roles and achievements of women from all walks of life, especially in the fields of development and social welfare, including women in the rural areas;

2. Recommends that Member States encourage the presentation of programmes and the publication of materials which ensure the elimination of sex-role stereotyping in educational and informational activities and the projection of a positive image of men and women;

3. Requests that Member States take whatever action is necessary to establish and strengthen co-operative systems for schools and libraries in the production and dissemination of education and information materials for use by television, radio, press, mobile units, community centres and other public facilities in urban and rural areas;

4. Recommends that Member States encourage educational institutions and organizations to make greater use of the mass communication media for formal and informal education, literacy programmes, vocational training, political, civic and cultural education, as well as the formation of new attitudes about the role of men and women in society;

5. Requests the United Nations Educationl, Scientific and Cultural Organization, with a view to helping developing countries, to prepare educational flims for primary schools and functional literacy which are concerned with the improvement of the image of women and doing away with stereotyped sex roles;

6. Suggests that Member States create committees or councils, comprised of men and women in private, governmental and intergovernmental sectors, to advise and meet with policy and decision-making staff of the mass communication media, including particularly the field of advertising, for discussions and evaluations of progress towards changing the image and status of women in the media;

7. Encourages governmental and non-governmental organizations, especially in co-operation with those dealing with the mass communication media, to organize workshops and seminars intended to create a greater understanding and public awareness of the potential and actual role of women in their respective societies, and to utilize the mass communication media to project positive and more accurate images of women;

8. Decides to appoint a special rapporteur, taking into account the close relationship between the economic and social aspects of development and the necessity of the full integration of women in the development process, to prepare a study on the impact of the mass communication media on the changing roles of men and women, including action taken by the public and private sectors at national, regional and international levels, to remove prejudices and sex-role stereotyping, to accelerate the acceptance of women's new and expanded roles in society and to promote their integration into the development process as equal partners with men; this information is to be drawn, inter alia, from studies on this subject to be undertaken by relevant research institutes, from seminars to be organized for this purpose, as well as from other studies which may be under way; 17/

9. Requests the special rapporteur to submit a progress report to the Commission on the Status of Women at its twenty-seventh session and a comprehensive report containing findings at its twenty-eighth session;

10. Recommends further that the Ad Hoc Committee established under resolution ... include the subject of the influence of the mass communication media on attitudes towards the roles of women and men in present-day society as a possible agenda item for the World Conference of the United Nations Decade for Women, 1980.

X

Communications concerning the status of women 18/

The Economic and Social Council,

Recalling its decision 86 (LVIII) of 6 May 1975, in which the Commission on the Status of Women was invited to consider the advisability of continuing to deal with communications concerning the status of women,

Recalling also that, despite the specific procedures provided for in its resolution 1503 (XLVIII) of 27 May 1970 for dealing with communications, such procedures do not in any way detract from the competence of the Commission on the Status of Women under the provisions of Council resolution 76 (V) of 5 August 1947, as amended by its resolution 304 I (XI) of July 1950,

Noting the relevant resolutions and procedures dealing with communications concerning human rights and the status of women, as set forth in the explanatory report of the Secretary-General (E/5628) and in the note of the Secretary-General (E/CN.6/602),

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17/ For administrative and financial implications, see annex III, paras. 9-11.

18/ See paras, 376-377.

Bearing in mind that the World Conference of the International Women's Year and the World Plan of Action 5/ adopted by the Conference supported women in all countries of the world in their protests against violations of human rights and called for an exchange of information and experience at the international level as an effective means of stimulating progress and encouraging the adoption of measures to eliminate discrimination against women,

Noting also that exercise of that competence in regard to communications concerning the status of women does not in any way detract from the effectiveness of separate and distinct United Nations procedures for dealing with communications concerning human rights nor does it prevent the Commission on the Status of Women and other United Nations bodies from receiving copies of the same communications to be considered for different purposes,

Mindful of the lack of any other United Nations body providing an effective clearing-house for information submitted to the Secretary-General by persons and organizations concerned with improving the status of women,

1. Decides to retain as part of the work programme of the Commission on the Status of Women the consideration of those communications received by the Secretary-General under Economic and Social Council resolution 728 F (XXVIII) of 30 July 1959, relating to the status of women;

2. Establishes an ad hoc working group to meeting during the regular sessions of the Commission on the Status of Women to review such communications in private, having due regard to maintaining the confidentiality of individual communications, for the purpose of studying information helpful to the Commission in fulfilling its terms of reference under Council resoltuion 48 (IV) of 29 March 1947, in the field of women's rights;

3. Requests the Secretary-General to forward to the Commission on the Status of Women two lists, one confidential and one non-confidential, summarizing communications received relating to the status of women pursuant to procedures set forth in Council resolution 76 (V) as amended by its resolution 304 I (XI).

B. Other decisions

2. The Commission on the Status of Women adopted a decision which was transmitted to the Economic and Social Council at its resumed sixty-first session.

Programme for the United Nations Decade for Women

3. At its 659th meeting, on 1 October 1976, the Commission decided without a vote to request the Economic and Social Council, at its resumed sixty-first session, to transmit the Programme for the United Nations Decade for Women to the General Assembly at its thirty-first session (see para. 293).

4. At its 2035th meeting, on 27 October 1976, the Economic and Social Council, in its decision 196 (LXI), decided, as an exception, (a) to take note of the decision adopted by the Commission concerning the Programme for the United Nations Decade for Women, (b) to transmit the Programme to the General Assembly at its thirty-first session for its information, and (c) to consider the report of the Commission as a whole at the sixty-second session. The General Assembly subsequently, in its resolution 31/136 of 16 December 1976, approved the Programme as adopted by the Commission.

II. INTERNATIONAL INSTRUMENTS RELATING TO THE STATUS OF WOMEN

A. Draft Convention on the Elimination of Discrimination against Women

5. The Commission considered item 3 (a) of its agenda at its 632nd, 634th, 636th, 638th, 640th, 642nd, 644th, 646th to 652nd, 658th and 659th meetings, at the twenty-sixth session and at its 660th to 667th, 672nd to 674th and 679th meetings, at the resumed twenty-sixth session. It had before it a working paper based on comments received from Governments, specialized agencies and non-governmental organizations in consultative status with the Economic and Social Council on the draft articles contained in the report of the Working Group on the Preparation of a New Instrument or Instruments of International Law to Eliminate Discrimination against Women (E/CN.6/591), as well as the text of a draft Convention on the Elimination of All Forms of Discrimination against Women together with relevant comments received from the Government of Belgium (E/CN.6/591/Add.1 and Corr.1).

6. In introducing the working paper and the addendum, the Deputy Director, Centre for Social Development and Humanitarian Affairs, explained that it had been prepared in response to resolution 1 (XXV) of the Commission on the Status of Women. It was based on replies received from 40 Governments, four specialized agencies and 10 non-governmental organizations. She explained that the working paper consisted, for the most part, of an analysis of the replies received with respect to the different parts and articles of the draft Convention elaborated by the Commission at its twenty-fifth session. She noted that only the replies of Benin, Indonesia and the All-African Women's Conference had been reproduced in annex II to the working paper, because each of them had proposed a new draft Convention. She further explained that since the draft Conventions submitted by Benin, Indonesia and the All-African Women's Conference were based on the text elaborated by the Working Group, they were analysed in the working paper together with all replies that had been received. The Commission was also reminded that, at its twenty-fifth session, the Working Group had decided not to vote on any articles of the draft Convention. Where the Working Group had not reached a consensus and alternative texts had been proposed, recommendations made, or reservations expressed, that fact was reflected in relation to the relevant articles mentioned in the report of the Working Group. The report itself was reproduced in annex III of the working paper (E/CN.6/591).

7. Several representatives noted that, as the future Convention was a very important document, the Commission should do its utmost to complete it at the current session, or at least to finish the greater part of it. In that respect, reference was made to General Assembly resolution 3521 (XXX), in which the Assembly requested the Commission to complete the elaboration of the draft Convention on the Elimination of Discrimination against Women in 1976. As far as the draft before the Commission was concerned, several representatives emphasized that it was progressive and comprehensive, since it contained not only anti-discriminatory measures but also a number of positive and constructive steps designed to advance the status of women in different fields.

8. The observer of the International Labour Organisation (ILO) expressed her appreciation of the tremendous work done by the Secretariat in preparing the working paper. However, as at the previous session of the Commission, she drew attention to the necessity of avoiding the possible overlapping between the existing ILO instrument relating to the status of women and the Convention now being elaborated by the Commission. She suggested, therefore, that the Convention should be brief and to the point, without going into the details which were duly reflected in the respective ILO and UNESCO Conventions. She further pointed out that the systems of implementation could overlap, since Governments would have similar obligations under several international instruments. References were made to respective ILO conventions, and in particular to Convention No. 100 concerning Equal Remuneration of Men and Women for Work of Equal Value and No. 103 concerning Maternity Protection. She explained that, though in the ILO Conventions some provisions were updated and their revision was necessary, they were more detailed and comprehensive in their respective fields than the draft Convention presented to the Commission. Besides, it was observed that maternity protection should not result in discrimination against women and that this should be one of the main concerns of the Convention of the Commission.

Procedure followed by the Commission in its consideration of the item

9. The Commission, at its 632nd meeting, decided to begin its consideration of the draft Convention with the general provisions and substantive articles before taking up the preamble and remaining articles. At its 659th meeting, it noted that it had completed consideration of the substantive articles of the draft Convention, except for article 4 and that there remained for its consideration, in addition to article 4, the final provisions and the preamble. The Commission agreed further that some of the articles already adopted might require review from the point of view of style and concordance of the different language versions.

10. At its twenty-sixth resumed session, the Commission completed consideration of the draft Convention as a whole. At its 674th meeting, it appointed a Style Committee composed of the Chairman of the Commission and the representatives of France, Mexico, the Union of Soviet Socialist Republics and the United States. The Committee had time to review only the preamble and articles 1 to 13. The text of these articles as revised by the Style Committee is reproduced in annex IV.

11. At its 679th meeting, the Commission recommended a draft resolution for adoption by the Economic and Social Council under which the Council would submit the draft Convention to the General Assembly. (For the text see chap. I, draft resolution I.)

Consideration of the draft Convention

TITLE OF THE CONVENTION

12. At its 632nd meeting, the Commission decided, without a vote that the title of the Convention should be similar to that of the Declaration on the Elimination of Discrimination against Women (General Assembly resolution 2263 (XXII)).

PREAMBLE

13. The Commission considered the preamble to the draft Convention at its resumed twenty-sixth session, at the 663rd to 665th meetings. It had before it three versions of the preamble: the original, an alternative text (E/CN.6/591, annex III) and the text proposed by Belgium (E/CN.6/591/Add.1 and Corr.1). Some representatives noted that the text proposed by Belgium duly reflected both the original and the alternative versions and was therefore most suitable as the basis for discussion.

First five paragraphs

14. At its 663rd meeting, the Commission adopted without a vote the first five paragraphs based on the Belgian version; oral amendments to the fourth and fifth paragraphs were accepted in the course of the discussion.

Sixth paragraph

15. The sixth paragraph was adopted without a vote at the 664th meeting.

Seventh paragraph

16. At the 664th meeting the representative of India orally proposed the insertion of an additional paragraph based on the third paragraph of the original text. Several oral amendments were submitted to this text in the course of the discussion. A revised version presented by the United Kingdom in document E/CN.6/L.702 was adopted without a vote at the 665th meeting.

Eighth paragraph

17. The German Democratic Republic submitted a new paragraph (E/CN.6/L.703), which read as follows:

> "Affirming that the strengthening of international peace and security, friendly co-operation of all States irrespective of their social and economic systems, effective disarmament, the elimination of colonialism and racism in all forms, and the implementation of the right to self-determination are indispensable prerequisites for the safeguarding of the fundamental human rights including those of women."

18. The representative of the United States expressed the opinion that this paragraph was not a statement of general principle in keeping with usual preambular content.

19. The representative of the United Kingdom orally proposed an amendment to the above text, consisting of the deletion of the words "implementation of the", and the substitution of the words "safeguarding of the fundamental rights of women" for the words "safeguarding of the fundamental human rights, including those of women".

20. The representative of the United States proposed replacing "effective disarmament" by "general and complete disarmament under strict and effective international control".

21. The representative of India orally proposed modifying the last part of the amendment to read: "are vital to the safeguarding of the fundamental rights of women, in the safeguarding of which women should play their full part".

22. The representative of Mexico suggested that the concept of development should be reflected in the new paragraph and proposed the addition of the phrase "the elimination of the gap between developing and developed countries".

23. The representative of Senegal proposed the addition of the word "apartheid" after the word "colonialism", and the representative of Colombia proposed changing the word "indispensable" to "important".

24. These various proposals were taken into consideration in the revised text prepared by a working group (E/CN.6/L.704). This text was adopted without a vote at the 665th meeting and included as the eighth paragraph of the preamble.

25. The representative of France reserved the position of her Government and the representative of the United States expressed reservations with respect to that paragraph.

Ninth paragraph

26. As the basis for its consideration of this paragraph at its 665th meeting, the Commission took the seventh paragraph of the preamble presented by Belgium. The representative of India submitted an oral amendment rephrasing the paragraph as follows:

> "Convinced that the full and complete development of a country requires the maximum participation of women as well as men in all fields".

With further amendments by the representatives of the German Democratic Republic and Iran, the paragraph was adopted without a vote.

Tenth paragraph

27. As the basis for its consideration of this paragraph at its 665th meeting, the Commission took the eighth paragraph of the preamble presented by Belgium. The representative of Sweden proposed amending that text by deleting the words "the creation of the material and spiritual values of" adding after the word "society" the words "so far not fully recognized" and replacing the word "motherhood" by the word "parenthood". The representative of the United States, supporting in principle the amendment proposed by Sweden, proposed further amendments, so that the paragraph would read as follows:

> "Bearing in mind the great contribution of women to society, so far not fully recognized, the social significance of the role of parents in the family and in the rearing of children".

28. After further modifications, this paragraph was adopted without a vote.

Eleventh paragraph

29. At its 665th meeting, the Commission adopted without a vote the last paragraph of the preamble as it appears in document E/CN.6/591/Add.1 and Corr.1.

30. The preamble as a whole was adopted without a vote at the same meeting.

GENERAL PROVISIONS

Article 1

31. At its 632nd meeting, the Commission considered article 1 of the draft Convention. Opinion was divided with respect to the alternative and original texts. Thus, some countries expressed the conviction that the Convention should deal not only with discrimination against women, but with discrimination on grounds of sex as a whole. On the other hand, other representatives stressed the view that the Convention should deal with discrimination against women and that women's position in society and their dual role at home and at work, and their maternal functions in particular, needed the adoption of special measures which should not be considered discriminatory. The United Kingdom unified the two versions and presented a new one which read:

> "For the purpose of the present Convention the term 'discrimination against women' shall mean any distinction, exclusion, restriction or preference made on the basis of sex, which has the effect of, or the purpose of, nullifying the recognition, enjoyment or exercise by women, on a basis of equality with men, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life."

32. During the discussion, the representative of the United Kingdom proposed the deletion of the words "or preference" and the insertion of the words "impairing or" before the word "nullifying". With these amendments article 1 was adopted without a vote.

33. After the adoption of article 1, the representative of Sweden stated for the record that if the article had been voted upon, Sweden would have abstained since the text did not include the term "discrimination on grounds of sex". She emphasized the fact that the term "discrimination" should correspond to the formulation contained in paragraph 5 of the Declaration of Mexico. 19/ The representative of Denmark took the same position, specifying that the definition of the term "discrimination" should follow that of the term in the International Convention on the Elimination of All Forms of Racial Discrimination (General Assembly resolution 2106 A (XX)), which includes the word "preference".

19/ Report of the World Conference of the International Women's Year (United Nations publication, Sales No: E.76.IV.1), chap. I.

Article 2

34. Article 2 was discussed at the 632nd, 634th and 636th meetings. Opinion was divided with respect to the alternative and original texts. While a number of representatives found the original text comprehensive and to the point, others felt that it was too rigid and could result in fewer ratifications of the Convention. On the other hand, the alternative text was found to be quite satisfactory by some representatives and very inadequate by others.

35. The representative of Mexico expressed reservations with respect to article 2. The solution was found in the amended version of the article proposed by Belgium in document E/CN.6/591/Add.1 and Corr.1. Introducing that amendment, the representative of Belgium indicated that the draft submitted by her Government was not a final document and reserved the right to make other proposals in due time. The amended version of article 2, presented by Belgium, read as follows:

> "States Parties condemn discrimination against women and undertake to pursue by all appropriate means and without delay a policy of eliminating discrimination against women in all its forms, and to this end:
>
> "(a) Each State Party undertakes to embody the principle of the equality of men and women in its national Constitution, if not yet incorporated, and to guarantee by law the practical realization of this principle;
>
> "(b) Each State Party undertakes to adopt legislative measures accompanied by penalties prohibiting all discrimination against women and guaranteeing the realization of the principle of equality of rights;
>
> "(c) Each State Party undertakes to establish legal protection for equal rights of men and women;
>
> "(d) Each State Party undertakes to engage in no act or practice of discrimination against women and to ensure that public authorities and public institutions shall act in conformity with this obligation;
>
> "(e) Each State Party undertakes to adopt all preventive measures to bar discrimination against women by any person or organization;
>
> "(f) Each State Party shall take all appropriate measures, including legislation, to nullify or abolish existing laws, regulations, customs and practices which are discriminatory to women;
>
> "(g) Each State Party undertakes to promote organizations and movements whose purpose is to advance the status of women and eliminate all discrimination against them."

36. The following amendments were proposed to this text:

- In the introductory part, the representative of the United States proposed replacing the words "against women" in the first line, by the words "based on sex" and adding the word "sex" before the word "discrimination" in the second line. She further proposed that the words "against women in all its forms" be deleted.

The USSR delegation opposed this modification, referring to the agreed title of the Convention as well as to the formulation of article 1, which had been adopted by consensus.

- In subparagraph (b), the representatives of Indonesia and Senegal proposed deleting the words "accompanied by penalties"; the representative of the United States preferred to maintain them.

- In subparagraph (d), the representative of the United States proposed changing the word "public" to the word "governmental"; the representative of the USSR preferred the word "state" to the word "governmental". The representative of Senegal proposed that the words "and private" be included before the word "institutions".

- In subparagraph (e), the representative of Senegal proposed replacing the words "to bar" by a stronger verb; the representative of the United States proposed that the words "based on sex" should replace the words "against women".

- In subparagraph (g), the representative of Senegal proposed deleting the word "all".

37. After due deliberation, at its 642nd meeting, the Commission adopted without a vote the text (E/CN.6/605) proposed by the informal working group especially created to consider article 2 and composed of interested members of the Commission.

38. Commenting on the article as adopted, the representative of Madagascar proposed using the word "s'engage" instead of the word "s'efforce" in subparagraphs (e) and (g) of the French text; the representative of Mexico also proposed replacing the word "juridique" by the word "juridictionnelle" in subparagraph (c) of the French text. At the same time, she expressed reservation with respect to that article, finding it too repetitive. She voiced the hope that it would be possible to improve it in the process of drafting, giving it more comprehensive sense. The representatives of Iran and Pakistan stated that, though their delegations agreed in principle to article 2, some of the provisions of that article did not conform to their national legislation. The representative of Sweden stated that the Swedish delegation favoured a broader concept of discrimination, i.e. discrimination on the grounds of sex, and therefore if the article had been put to a vote, the Swedish representative would have abstained. A similar position was taken by the representative of the United States in her reservation to the words "discriminatory to women" in subparagraph (f). The representative of Denmark expressed reservation with respect to subparagraph (a), finding that it was up to each country to decide whether the principle of equality would be guaranteed by Constitution, legislation or other appropriate means, for example collective agreements.

Article 3

39. Article 3 was discussed at the 634th meeting. The importance of this article was recognized by most representatives. It was adopted with some modifications without a vote.

Article 4

40. At the 634th meeting, the representative of the United Kingdom offered a modified version of article 4, which read as follows:

> "1. The adoption of special temporary measures aimed at establishing de facto equality between men and women shall not be considered discriminatory, where circumstances justify their introduction.
>
> "2. Measures in the social security field reflecting the different social needs of men and women shall not be considered discriminatory.
>
> "3. Measures undertaken for the protection of women in certain branches of work, due to their physical nature and for the promotion of the welfare of mothers, shall not be interpreted as violating the principle of equality of rights of men and women."

41. Though some representatives stressed the significance of the article and the necessity of adopting it as presented in the draft Convention, most felt that in view of the close link between this article and article 11 of the draft Convention, they should be discussed together. The Commission therefore decided, by 12 votes to 7, with 3 abstentions, to postpone the debate on article 4.

42. The consideration of article 4 was resumed at the 660th and 661st meetings. The Commission had before it, in addition to the original text, the above-mentioned modified version presented by the United Kingdom and a version presented by the United States (E/CN.6/L.688).

43. The text proposed by the United States was the following:

> "Adoption by States of temporary special measures aimed at accelerating de facto equality shall not be considered discriminatory and should in no way entail, as a consequence, the maintenance of unequal or separate standards and should be discontinued when the objectives of equality of opportunity and treatment have been achieved."

44. An oral amendment by the representative of France to replace the words "and should" by the words "but shall" after the word "discriminatory" in the above text was accepted by the sponsor.

45. The representative of Denmark orally proposed adding the words "and men" after the words "conditions for women" and deleting paragraph 2 of the original text of article 4 (E/CN.6/591, annex III). During the discussion which followed, however, she withdrew her amendments in favour of the United States' version of the article.

46. The representative of Canada proposed replacing paragraphs 2 and 3 of the United Kingdom amendment by the following paragraph:

> "Adoption of special measures aimed at protecting maternity shall not be considered discriminatory."

This amendment, after further amendment by the representative of Hungary, read as follows:

"Adoption by States of special measures, including those measures contained in the present Convention, aimed at protecting maternity, shall not be considered discriminatory."

47. At its 661st meeting the Commission adopted, without a vote, paragraph 1 of article 4, based on the United States' text as orally amended by France.

48. Paragraph 2 of article 4, as presented by Canada and subsequently further amended by Hungary was adopted at its 661st meeting by 15 votes to none, with 6 abstentions.

Article 5

49. Article 5 was discussed at the 636th and 638th meetings. Some representatives stressed the necessity of including in the article a provision concerning the protection of motherhood as a social function. Other representatives preferred to consider this concept in the context of economic and social rights.

50. At its 636th meeting, the Commission adopted paragraph 1 without a vote. The text adopted was a modified version of the alternative text presented by Mexico and amended by the United States.

51. As far as paragraph 2 was concerned, three versions were presented for the Commission's consideration. The first one, submitted by Cuba (E/CN.6/L.676), read as follows:

"Suitable family education which should include a proper understanding of motherhood as a social function and the recognition of the common roles of men and women in bearing responsibility for children should figure prominently in plans drawn up for this purpose."

The second version, presented by Belgium and France (E/CN.6/L.677), read as follows:

"In view of the importance of motherhood as a social function the same attention should be given to the family education of the couple with a view to the equitable sharing of all tasks between the parents."

The United States version (E/CN.6/L.678) read as follows:

"In the determination of roles, it should be recognized that both motherhood and fatherhood are responsible social functions."

52. During the discussion which followed, most representatives supported the Cuban version; subsequently, the representatives of Belgium, France and the United States withdrew their proposals.

53. The representative of Egypt proposed amending the Cuban text so that it should read as follows:

"Suitable family education should include a proper understanding of motherhood as a social function and the recognition of the common responsibility of both men and women in the upbringing and development of their children."

54. At the 638th meeting, the Cuban text as amended by Egypt was adopted by 23 votes to none, with 2 abstentions.

Article 6

55. Article 6 was discussed at the 638th meeting. Several representatives proposed to delete it, on the ground that it was a repetition of article 2. However, most representatives were in favour of maintaining this article, emphasizing in particular that it corresponded to article 7 of the Declaration on the Elimination of Discrimination against Women and referring to the acute necessity of abolishing discrimination against women in penal law. Article 6, as presented in the draft Convention, was adopted without a vote.

56. The representative of Mexico expressed reservations on the grounds that this article was a repetition of article 2.

Article 7

57. During the discussion of this article, which took place at the 638th meeting, the representative of Belgium proposed adding, at the end of the original text, the words "and attacks on the physical integrity of women". The representative of Denmark orally proposed inserting the word "illicit" before the word "traffic".

58. Since most representatives expressed preference for the text of article 7 as presented in the draft Convention, the representatives of Belgium and Denmark subsequently withdrew their amendments and the Commission adopted the original text without a vote.

POLITICAL RIGHTS

Article 8

59. Article 8 was discussed at the 638th meeting. The Commission noted that it corresponded to the provisions of the Convention on the Political Rights of Women (General Assembly resolution 640 (VII)). During the discussion, the representative of India proposed inserting in subparagraph (b) after the word "office" the words "and perform all public functions". The representative of Canada proposed adding at the end of subparagraph (d) the words "concerned with the public and political life of the country". The Commission adopted article 8 as orally amended by India and Canada.

Article 9

60. Article 9 was discussed at the 638th and 640th meetings. There was no objection to paragraph 1 which, as the Commission noted, was in full accordance with the Convention on the Nationality of Married Women (General Assembly resolution 1040 (XI)). The representative of Belgium proposed replacing the words "grant women the same rights as men" by the words "grant spouses equal rights". Paragraph 1, as orally amended by Belgium, was adopted without a vote.

61. At the 640th meeting, during the discussion of the two versions of paragraph 2, both the original and the alternative texts, most representatives expressed preference for the alternative text, which referred to equal treatment of men and women.

62. An oral amendment was made by the representative of France to the alternative text of paragraph 2 (a), namely, to add at the end of the paragraph the words "or certain penal or administrative provisions taken against the applicant". This amendment was adopted by 2 votes to none, with 19 abstentions.

63. Paragraph 2 (a), as amended by France, was adopted by 5 votes to 2, with 16 abstentions, and became paragraph 2.

64. The representative of Iran expressed reservations with respect to this text because of its incompatibility with Iranian laws.

65. As far as paragraphs 2 (b) and 3 of the alternative text were concerned, some representatives expressed their objection to them, on the ground that these provisions were not in conformity with their national legislation.

66. Paragraph 2 (b) of the alternative text was adopted by 13 votes to none, with 9 abstentions, and became paragraph 3.

67. Paragraph 3 of the alternative text was adopted by the Commission by 10 votes to 3, with 9 abstentions and became paragraph 4.

68. The representative of Iran expressed reservations with respect to the text of this paragraph because of its incompatibility with Iranian law.

SOCIAL AND ECONOMIC RIGHTS

Article 10

69. Article 10 was discussed by the Commission at its 640th and 642nd meetings.

70. The introductory part was adopted without a vote with minor editorial changes.

71. With respect to subparagraph (a), the observers of ILO and UNESCO expressed the opinion that the question of vocational and technical training was irrelevant in that subparagraph. They referred to article 11, where the relevant provisions were included, and stressed the need to avoid duplication. The representative of Egypt suggested that the words "and all levels" be included after the words "all types".

72. A new version of subparagraph (a) was submitted by Belgium and France (E/CN.6/L.679); it read as follows:

> "Equal conditions for career guidance, access to studies and achievement of a diploma shall be ensured in educational establishments of all categories in rural as well as in urban areas; this equality is to be ensured in pre-schooling, general, technical, professional, higher education, including all other types of vocational training."

73. Three oral amendments were made to this text. The representative of Egypt proposed deleting the word "other" before the word "types"; the representative of the USSR proposed the insertion of the words "including higher technical" after the word "higher" and the representative of France proposed changing the end of the second phrase to read: "this equality is to be ensured in pre-schooling, general, technical, professional and higher, including higher technical education as well as in all types of vocational training".

74. The final text of subparagraph (a), as submitted by Belgium and France and amended by Egypt, France and the USSR, was adopted without a vote at the 642nd meeting.

75. Subparagraph (b) was discussed at the 640th meeting. The Belgian version as presented in document E/CN.6/591/Add.1 and Corr.1, was rejected by 9 votes to 6, with 6 abstentions.

76. Subparagraph (b), as presented in document E/CN.6/591, annex III, and orally amended by the representative of the United States, was adopted by 24 votes to none, with 2 abstentions.

77. Subparagraph (c) of the Belgian version, incorporating amendments by France and India, was adopted without a vote at the 640th meeting.

78. Subparagraph (d) was adopted without a vote at the 640th meeting. It represented paragraph 10 (c) of the original text.

79. Subparagraph (e) was adopted unanimously at the 640th meeting. It represented paragraph 10 (e) submitted by Belgium (E/CN.6/591/Add.1 and Corr.1), as further revised by Belgium to include suggestions by UNESCO.

80. Subparagraph (f) was discussed by the Commission at its 642nd meeting, on the basis of the Belgian text of subparagraph (f). An oral amendment was made by the representative of Senegal, to add at the end of the phrase the words "and the provision of programmes for young girls who have left school too early". The Commission adopted without a vote paragraph (f), as submitted by Belgium and amended by Senegal.

81. Subparagraph (g) was discussed at the 642nd meeting. The Commission had two versions before it, namely subparagraph (e) of the draft Convention (E/CN.6/591, annex III) and subparagraph (g) of the text submitted by Belgium (E/CN.6/591/Add.1 and Corr.1).

82. Most representatives expressed preference for the text contained in the draft Convention, on the grounds that the words "psycho-sexual education" contained in the Belgian draft were not clear. Though the representative of Belgium explained that the words "psycho-sexual education" were taken from paragraph 132 of the World Plan of Action, 20/ the Commission expressed preference for subparagraph (e) of the original text. During the discussion which followed, a number of representatives underlined the importance for women's emancipation of access to family planning. Two oral amendments were suggested to subparagraph (g). The representative of Denmark proposed adding the words "and advice" before the words "on family planning". This amendment was adopted by 20 votes to 1, with three abstentions. The representative of France, on the other hand, proposed adding the word "specific"

20/ See foot-note 5.

after the words "access to". The French proposal did not meet with any objection by the Commission.

83. Subparagraph (g), as amended by Denmark and France, was adopted without a vote.

84. After the adoption of paragraph (g), the representative of India proposed an additional paragraph (h) which would read:

> "Nothing in this article shall be deemed to be against such special measures as may be necessary, including providing special educational institutions and scholarships designed to bridge the gap between the education of girls and boys."

Though the representatives were in favour of the additional paragraph submitted by India, some of them noted that it should be used in a broader context, since it concerned other rights as well and therefore should be included in article 4, the discussion of which had been postponed.

85. At its 642nd meeting the Commission unanimously adopted article 10 as amended.

Article 11

86. Article 11 was discussed at the 642nd, 644th and 646th to 648th meetings. The Commission had before it three texts, i.e. the original and the alternative texts (E/CN.6/591, annex III), as well as the Belgian version (E/CN.6/591/Add.1 and Corr.1). The United States proposed amendments to the alternative version (E/CN.6/L.680), which read as follows:

"Paragraph 1

"(a) Introductory paragraph:

"Delete the words 'married or unmarried' after the words 'to ensure to women'.

"(b) Add the following as subparagraph (a):

'Appropriate measures, including legislation to ensure equal employment opportunities for women and to prevent discrimination in employment on the basis of sex'.

"(c) Add the following as subparagraph (d):

'Appropriate measures, including legislation, to ensure the health and safety of all workers, male and female, in their conditions of employment; States Parties which have enacted laws designed to protect women workers from hazardous conditions of employment shall undertake progressively to extend such protections to all workers, to the end of eliminating differences in treatment of male and female workers and ensuring equal employment opportunities for women'.

"Paragraph 2

"(a) Revise subparagraph (a) to read as follows:

'To make unlawful dismissal merely based on marriage or maternity'."

87. Article 11, as amended and modified by the United States, read as follows:

"1. States Parties shall adopt all appropriate measures to ensure to women, equal rights with men in the field of economic and social life and, in particular:

"(a) Appropriate measures, including legislation to ensure equal employment opportunities for women and to prevent discrimination in employment on the basis of sex;

"(b) The right, without discrimination on grounds of marital status or any other grounds, to receive vocational training, to work, to free choice of profession and employment and to professional and vocational advancement;

"(c) The right to equal remuneration with men and to equality of treatment in respect of work of equal value;

"(d) Appropriate measures, including legislation, to ensure the health and safety of all workers, male and female, in their conditions of employment; States Parties which have enacted laws designed to protect women workers from hazardous conditions of employment shall undertake progressively to extend such protections to all workers, to the end of eliminating differences in treatment of male and female workers and ensuring equal employment opportunities for women;

"(e) The right to leave with pay, retirement privileges and provision for security in respect of unemployment, sickness, old age or other incapacity to work;

"(f) The right to receive family allowances on equal terms with men.

"2. In order to prevent discrimination against women on account of marriage or maternity and to ensure their effective right to work States Parties shall undertake measures:

"(a) To make unlawful dismissal merely based on marriage or maternity;

"(b) To encourage the provision of paid maternity leave with the guarantee of returning to former employment;

"(c) To encourage the provision of the necessary supportive social services."

88. During the discussion which followed and which mostly concerned the original and the alternative texts, opinion was divided. Some representatives expressed preference for the alternative text, considering it less detailed and more flexible.

Other representatives, however, stressed the fact that the provisions of the original text had already been embodied in the Declaration on the Elimination of Discrimination against Women and in the International Covenant on Economic, Social and Cultural Rights (General Assembly resolutions 2263 (XXII) and 2200 A (XXI)), and therefore should not be omitted in the draft Convention being prepared. Most representatives, however, noted that the best solution would be a united text, namely the alternative version strengthened by the original one.

89. The representative of Iran stated that though in principle she approved of the original text of article 11, some paragraphs of this text were not compatible with Iranian law. The representative of Indonesia stressed the need to keep the words "the right ... to work, to free choice of profession" in subparagraph (a) and explained that they might have been inadvertently omitted in the draft Convention presented by Indonesia in document E/CN.6/591.

90. At its 644th meeting, by 14 votes to 11, the Commission decided to take the alternative text as a basis for the discussion.

91. The observer of ILO stated that ILO preferred the alternative text as it corresponded more to ILO standards and that as far as the labour protection of women was concerned, ILO had requested Governments, in the light of scientific and technological progress, to reconsider labour protective measures on an individual basis, not on the grounds of sex, and that labour legislation was now oriented towards labour protection of workers irrespective of their sex.

92. The representative of the USSR stated, in that connexion, that the observer of ILO should not take a position in the discussion in favour of a certain group of countries and that she did not understand the ILO position, since the provisions of the original text of article 11 corresponded to those of the ILO conventions and that, finally, the observer of ILO had in her statement omitted reference to the respective ILO conventions aimed at special labour protection of women workers.

Paragraph 1

93. At its 644th meeting, the Commission adopted without a vote the introductory part of the alternative text as orally amended by the representative of Hungary, putting after the words "States Parties shall" the words "undertake to".

94. At the same meeting, the Commission adopted without a vote subparagraph (a) as submitted by Belgium and France, which read as follows:

> "The right to work as an inalienable right of all human beings."

95. The representative of Belgium submitted the following text for subparagraph (b):

> "The right without discrimination, on grounds of civil or marital status or any other grounds, to free choice of profession and employment, to promotion and to job security."

The representative of Mexico proposed deleting the words "or marital"; the representative of the USSR suggested that the words "to receive vocational training and retraining" be included after the words "or any other grounds".

96. The amended version of subparagraph (b), as submitted by Belgium and orally amended by Mexico and the USSR, was adopted without a vote at the 646th meeting.

97. The Commission discussed subparagraph (c) at its 646th meeting. As the basis of its discussion it took the text of subparagraph (b) of the alternative version, which stated:

> "The right to equal remuneration with men and to equality of treatment in respect of work of equal value".

The representative of the USSR proposed that it should be made clear that the words "for work of equal value" also applied to equal remuneration. She also proposed adding the following words at the end of the subparagraph: "as defined in the Convention of the International Labour Organisation on this subject".

98. After some discussion, the Commission adopted without a vote the text of subparagraph (c), as orally amended by the USSR.

99. After the adoption of the subparagraph, the observer of ILO made reference to the single existing ILO convention on that subject, namely ILO Convention No. 100 on equal remuneration of men and women for work of equal value, which was to be revised, and to the corresponding ILO Recommendation, and therefore suggested replacing the word "conventions" by the word "instruments". The representative of the United States expressed reservations with respect to the subparagraph as adopted by the Commission.

100. Subparagraph (d) was discussed at the 646th meeting. The Commission took as the basis for discussion subparagraph (d) of the text presented by Belgium. After minor oral amendments, submitted by the representatives of France and the USSR, the Commission adopted the text of the subparagraph.

101. The representative of Colombia expressed reservations with respect to the word "unemployment", since in her country there was no corresponding legislation.

102. Subparagraph (e) was discussed by the Commission at its 646th meeting. As the basis for discussion it took subparagraph (d) of the alternative text. After a discussion during which several modifications were made, the Commission adopted the following text without a vote.

> "The right to family benefits on equal terms for men and women".

103. At the 647th meeting, the representative of the United States proposed a text for subparagraph (f) which was adopted without a vote.

104. At the same meeting, the representative of the United States proposed the following subparagraph (g):

> "To ensure the health and safety of all workers, male and female, in their conditions of employment; States Parties which have enacted laws designed to protect women workers from hazardous conditions of employment shall undertake progressively to extend such protections to all workers".

Paragraph 2

105. The representative of the USSR proposed the inclusion, as a new article 12, of paragraphs 2 and 3 of article 10 of the Declaration on the Elimination of Discrimination against Women (General Assembly resolution 2263 (XXII)). As a compromise version, some representatives proposed the consideration of article 9 of the Declaration on Equality of Opportunity and Treatment for Women Workers, adopted by the General Conference of ILO on 25 June 1975 and contained in document E/CN.6/603.

106. The introductory part of paragraph 2 as submitted in the alternative text was adopted without a vote at the 647th meeting.

107. During the discussion of subparagraph (a), the Commission took as the basis of discussion the text presented by Belgium which read as follows:

> "Prohibiting - subject to the imposition of penalties - dismissal on grounds of marriage, pregnancy or maternity".

The representative of France proposed adding the word "leave" after the word "maternity". The Commission at its 647th meeting adopted without a vote subparagraph (a) as contained in the text submitted by Belgium and amended by France.

108. During the discussion of subparagraph (b), the Commission took as the basis of discussion the text of subparagraph (b) of the text submitted by Belgium which read as follows:

> "Granting paid leave for pregnancy and maternity, without loss of the job held and without loss of social allowances and benefits, the periods of leave being treated as equivalent to periods of work actually performed".

109. Two amendments were submitted to this text. The representative of India proposed the insertion of the words "Progressively to introduce" to replace "Granting". The representatives of France and Hungary proposed the addition of a new sentence, namely, "the cost of this protection should be borne by social security systems or other public funds or collective systems". Some representatives opposed the joint amendment of France and Hungary, referring to the different practice and legislation in that field. The Commission, at its 647th meeting, by 14 votes to 1, with 9 abstnetions, adopted subparagraph (b), as submitted by Belgium and amended by France, Hungary and India.

110. Subparagraph (c) was discussed by the Commission at its 647th meeting. As the basis of discussion it took subparagraph (c) of the alternative text, which read as follows:

> "To encourage the provision of the necessary supportive social services."

111. Two oral amendments were made to this text. The representative of the USSR proposed the inclusion of the words "including possibilities of child-care services" at the end of the phrase and the representative of Guinea proposed the addition of a new phrase, namely, "and to grant women free medical services during pregnancy, confinement and the post-natal period". At the 648th meeting, the USSR amendment was adopted without a vote and the amendment proposed by Guinea was adopted by 18 votes to 1, with 3 abstentions. Subparagraph (c) of the alternative text, as amended by Guinea and the USSR, was adopted without a vote.

112. The representative of Belgium expressed reservations regarding the USSR amendment on the grounds that this item was included in article 13 of the draft Convention and that, in her view, it was not within the framework of article 11.

113. At the same meeting, the Commission adopted without a vote article 11 as orally amended.

Former article 12 (E/CN.6/591, annex III)

114. At its 648th meeting the Commission decided, by 10 votes to 9, with 4 abstentions, to examine articles 12, 13 and 14 separately. It discussed article 12 at the same meeting.

115. The representatives of Madagascar and Pakistan stated that, in view of their support for the alternative text of article 11, they would not comment on articles 12, 13 and 14.

116. At the beginning of the discussion, a number of representatives suggested that the Working Group combine both the alternative and the original texts. Preference either for the original, or for the alternative text was expressed by a number of representatives. On the other hand, several representatives observed that article 12 was redundant, since its provisions had been included in article 11.

117. At the same meeting, the Commission decided by 13 votes to 7, with 2 abstentions, to eliminate article 12.

An additional article on rural women
(New article 12)

118. At the 644th meeting, the observer of the Food and Agriculture Organization of the United Nations (FAO) stressed that the Commission should give greater consideration to rural women within article 11 by catering to their needs for social improvements and economic opportunities. The Commission might wish therefore to consider the inclusion within this article of provisions for expansion of social services in rural areas, particularly for women involved in agriculture. The observer of FAO referred in this connexion to resolution 21 21/ on conditions of women in rural areas, adopted by the World Conference of the International Women's Year at Mexico, as well as to two General Assembly resolutions, adopted at the thirtieth session, namely resolution 3523 (XXX) on women in rural areas and resolution 3522 (XXX) on improvement of the economic status of women for their effective and speedy participation in the development of their countries. Reference was also made to resolutions adopted at the 1974 World Food Conference: resolution II on priorities for agriculture and rural development which called on "the need to involve women more fully in the process of rural development and the implications thereof for education and extension services", and resolution VIII on women and food. 22/ The Commission agreed that the Convention should deal with rural women.

119. At the 652nd meeting, the representative of India, observing that the problems of women in rural areas were not sufficiently considered in the draft Conventioion, proposed an additional article on that topic.

120. The article concerning women in rural areas was considered at the 658th meeting. India proposed the following text, slightly amended by the sponsors (Egypt, German Democratic Republic, India, Indonesia, Iran, Pakistan, Thailand and the United States of America).

> "States Parties shall take all measures to eliminate discrimination against women in rural areas in order to guarantee them equality as participants in and beneficiaries of agricultural and rural development and particularly the right to:
>
> "(a) Participate fully in the formulation and implementation of development planning from the local to the national levels;
>
> "(b) Receive adequate medical and health facilities, including family planning advice and services;
>
> "(c) Obtain all types of training, formal and non-formal, including functional literacy as well as the benefit of all community and extension services;
>
> "(d) Participate equally in all community activities, including co-operatives;

21/ Report of the World Conference of the International Women's Year (United Nations publication, Sales No. E.76.IV.1), chap. III.

22/ Report of the World Food Conference (United Nations publication, Sales No. E.75.II.A.3), chap. II.

"(e) Obtain equal access to credit and loans, marketing facilities, appropriate technologies and equal treatment in land and agrarian reform as well as land resettlement schemes."

121. The representative of India proposed the insertion of the article between articles 10 and 11, or after article 11.

122. Amendments to the text were proposed by the representatives of the Byelorussian SSR and Cuba. The Byelorussian SSR amendment to subparagraph (b), as further amended by Belgium, Egypt and France, read as follows: "as well as personal rights to social security on an equal footing with men". The representative of Cuba proposed the addition of the words "and education" after the word "training" in subparagraph (c).

123. The text of the article, as submitted by the sponsors and amended by the Byelorussian SSR, Belgium, Egypt, France and Cuba, was adopted without a vote.

124. The Commission also decided without a vote that the article would be a separate one, and that the Style Committee should find the most suitable place for it in the draft Convention.

Article 13

125. The Commission considered article 13 at its 648th and 649th meetings. At its 648th meeting, by 12 votes to 7, with 2 abstentions, it decided to take the alternative text of article 13 of the draft Convention as a basis for discussion (E/CN.6/591, annex III). The representative of the USSR submitted oral amendments to the alternative text, namely to replace the words "to encourage" by the words "to adopt", to insert the words "especially women" after the words "to enable parents" and to insert after the words "parental" the words "especially maternal". The representative of the USSR submitted the text of a new paragraph, to become paragraph 1, which corresponded to paragraph 4 of article 9 of the Declaration on Equality of Opportunity and Treatment for Women Workers, adopted by the ILO General Conference on 25 June 1975 (E/CN.6/603, annex). The representative of India proposed an amendment to that text, to insert after the word "up to date" the words "in cases where such limitations are discriminatory with regard to free choice of employment of women and ...". The text submitted by the representative of the USSR and amended by the representative of India, read as follows:

"The States Parties shall adopt measures to extend special protection to women for types of work proved to be harmful to them from the standpoint of their social function of reproduction. Such measures shall be periodically reviewed and brought up to date in cases where such limitations are discriminatory with regard to free choice of employment of women and in the light of advances in scientific and technological knowledge."

126. At the same time the representative of the USSR proposed that the alternative text, as amended by the USSR, become paragraph 2 of article 13.

127. The representative of the United States proposed the following version of article 13:

Article 14
(Former article 15 (E/CN.6/591, annex III))

134. Article 14 was discussed at the 650th meeting. Most representatives stated their acceptance of the original text of the article. The representatives of Egypt, Indonesia and Iran, however, expressed reservations with respect to it on the ground that it was incompatible with their respective national legislation. The representative of Egypt explained that according to Egyptian law, the domicile of the wife was that of her husband. The representative of Iran stated that her reservations concerned paragraph 4 of the article. The representative of the United Kingdom expressed reservations with respect to paragraph 3, on the ground that its wording was obscure and thus subject to a wide interpretation.

Paragraph 1

135. The Commission adopted without a vote paragraph 1 as contained in the original text.

Paragraph 2

136. As the basis for its consideration, the Commission took paragraph 2 of article 15 of the text submitted by Belgium (E/CN.6/591/Add.1 and Corr.1). The representative of Sweden proposed an amendment to that text which read as follows:

> "The States Parties shall accord to women a civil and legal capacity identical to that of men, and the exercise of that capacity. They shall in particular give them equal rights to conclude contracts and administer property and treat them equally in all stages of procedure in courts and tribunals."

The Commission adopted the above text unanimously.

Paragraph 3

137. The Commission considered paragraph 3 at its 650th meeting and adopted, by 22 votes to none, with 1 abstention, paragraph 3 of the text submitted by Belgium.

Paragraph 4

138. By 20 votes to none, with 3 abstentions, the Commission adopted paragraph 4 of the text submitted by Belgium.

139. At the same meeting, the Commission adopted, without a vote, Article 14 as a whole, as amended.

Article 15
(Former article 16 E/CN.6/591, annex III))

140. Article 15 was considered by the Commission at its 650th to 652nd meetings.

Paragraph 1

141. At its 650th and 651st meetings, the commission examined paragraph 1 including subparagraphs (a) to (h). It adopted the introductory clause of the article as contained in the original text of article 16. It adopted, without a vote, subparagraphs (a) and (b) of the original text.

142. As the basis for its consideration of subparagraph (c), the Commission took the original text. The representative of Pakistan expressed reservations with respect to that subparagraph, specifying that the relevant law in Pakistan was currently under consideration. The representatives of Indonesia and Iran expressed reservations with respect to the word "dissolution". The representative of the United Kingdom proposed that the word "duties" should be replaced by the word "responsibilities". Subparagraph (c), as amended, was adopted by 22 votes to none, with 2 abstentions.

143. As the basis for its consideration of subparagraph (d), the Commission took the original text. The representatives of Egypt, Indonesia and Iran expressed reservations concerning the words "single parent". The representative of the United Kingdom proposed replacing the word "duties" by the word "responsibilities". The representative of Cuba proposed deleting the words "except in case of her being a single parent", and adding after the words "responsibilities with men", the words "for women, whether married or not". Subparagraph (d), as amended by the United Kingdom and Cuba, was adopted by 21 votes to none, with 4 abstentions.

144. The representative of India proposed a new subparagraph (e) reading:

> "Equal rights of men and women to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise this right."

This text was adopted without a vote.

145. As the basis for its discussion of subparagraph (f), the Commission took subparagraph (e) of the original text. The representative of Belgium proposed inserting the words "and responsibilities" after the words "Recognition of equal rights". This proposal was accepted. A second proposal by Belgium, to replace the words "to adopt children" by the words "with regard to all forms of child adoption", was not adopted. The Commission adopted, without a vote, the text of subparagraph (f) as amended by Belgium. The representative of Belgium noted that the text as approved meant that adoption implied all legal forms of adoption.

146. As the basis for its discussion of subparagraph (g), the Commission took subparagraph (f) of the original text. The representative of Canada proposed replacing the words "Provision in law for" by the words "Recognition of" and the words "men and women" by the words "husband and wife". The Canadian amendments were adopted by the Commission by 11 votes to 8, with 1 abstention. The text of subparagraph (g), as amended, was adopted by 17 votes to none, with 3 abstentions.

147. As the basis for discussion of subparagraph (h), the Commission took subparagraph (g) of the text submitted by Belgium (E/CN.6/591/Add.1 and Corr.1). By 11 votes to 6, with 7 abstentions that text was adopted.

Paragraph 2

148. Paragraph 2 of article 15 was considered by the Commission at its 651st meeting, taking as a basis for its discussion the original text of article 16, paragraph 2. The representative of the United States proposed replacing the words "Child marriage and the betrothal of young girls before puberty" by the words "The betrothal and the marriage of a child". By 12 votes to 6, with 5 abstentions, the Commission adopted the United States amendment. The Commission adopted paragraph 2 of the original text, as amended, by 15 votes to none, with 6 abstentions.

149. The representative of India stated that she had voted for the paragraph because she accepted the principle of registration of marriages, though it was not yet compulsory in India.

Paragraph 3

150. The Commission took the original text of article 16, paragraph 3 as the basis for its consideration of this paragraph at its 651st and 652nd meetings. Opinion was divided with respect to this paragraph. Though some representatives underlined its extreme importance for the elimination of discrimination against women as well as against the child born out of wedlock, others felt that discrimination against the child was outside the framework of the draft Convention. Furthermore, some representatives considered the question too sensitive to be treated in an international instrument.

151. At its 651st meeting, the Commission, by 10 votes to 10, with 3 abstentions, rejected the proposal by several representatives to eliminate paragraph 3.

152. The representative of Cuba presented an amendment to the original text, namely to insert the words "legal and" before the words "social protection". The Cuban amendment was adopted without a vote. The representative of the United Kingdom proposed the substitution of the words "single parents" for the words "unwed mothers". The United Kingdom amendment was adopted by 12 votes to 10, with 1 abstention. Paragraph 3, as amended by Cuba and the United Kingdom, was adopted by 12 votes to 3, with 8 abstentions.

153. Article 15 as a whole was adopted by 21 votes to none, with 2 abstentions.

154. The representative of the United States stated that she had abstained with respect to subparagraph (h) since, in her view, it did not provide for equality of rights of men and women. If this was due merely to terminology, the text might be improved in the process of drafting by the Style Committee.

155. The representative of the Byelorussian SSR stated that she had abstained on paragraph 3 since she believed that the term "single parents" did not correspond to the purpose of the Convention, which was to eliminate discrimination against women. That point of view was shared by the representative of Madagascar.

156. The representative of Egypt stated that she had voted for article 15 as a whole and considered that subparagraph (h) was in full accord with the principle of equality of men and women.

157. The representative of Belgium indicated that she had voted against paragraph 3 since she preferred the Belgian version (E/CN.6/591/Add.1 and Corr.1). At the same time, she considered article 15 essential.

158. The representative of the USSR stated that though she voted for article 15 as a whole, she found paragraphs 2 and 3 very inadequate. Paragraph 2 did not treat the subject of young girls, who were very vulnerable, and paragraph 3 should have dealt with single mothers and not with single parents. Therefore she requested the Economic and Social Council to reconsider these paragraphs.

159. The representative of Pakistan stated that she had abstained on the article since the respective law in Pakistan was under consideration.

160. The representative of Indonesia explained that she had voted for paragraph 3, since the words "single parents" were acceptable to her delegation.

161. The representative of Iran stated that he had voted for article 15 as a whole, though he expressed reservations concerning some paragraphs.

FINAL PROVISIONS

162. At the 659th meeting, the representative of Belgium made a statement in which she referred to the need to include in the Convention the effective measures for controlling the realization of its provisions, and noted in that respect that the Convention might follow the example of the International Covenant on Civil and Political Rights and the Optional Protocol, or the International Convention on the Elimination of All Forms of Racial Discrimination, or could even provide for another system of implementation, but in any case should not be less effective than the above-mentioned international instruments and even should represent a step forward.

Article 16
(Formerly article 17 (E/CN.6/591, annex III))

163. Article 16 was discussed by the Commission at its 661st meeting. It had before it article 17 of the original text and the text of article 17 submitted by Belgium (E/CN.6/591/Add.1 and Corr.1). It also had before it an additional alternative paragraph appearing in document E/CN.6/591, annex III.

164. The representative of France proposed a new version based on the original text which read as follows:

> "Nothing in the present Convention shall affect the provisions of domestic legislation in force in a country if they are more favourable to women."

165. The representative of the United Kingdom also proposed a new version which read as follows:

> "Nothing in the present Convention may be regarded as affecting existing legislation which provides for more extensive measures to eliminate discrimination against women than are provided for in the present Convention."

166. The representative of Canada proposed an oral amendment to the text submitted by France, namely to replace the word "country" by the words "State Party".

167. The text proposed by France and amended by Canada was adopted by the Commission without a vote. It became paragraph 1 of article 16. The Commission noted the need to review the paragraph from the point of view of concordance of the different language versions.

168. The additional alternative paragraph was discussed at the same meeting and its amended text was adopted by the Commission without a vote.

Article 17
(Former article 18 (E/CN.6/591, annex III))

169. At its 661st meeting, the Commission adopted without a vote a revised text of the article proposed by Denmark.

Article 18
(Former article 19 (E/CN.6/591, annex III))

170. At its 661st meeting, the Commission adopted without a vote the article dealing with requests for revision of the Convention as presented in the original text.

(Former article 20 (E/CN.6/591, annex III))

171. Former article 20 of the draft Convention, dealing with withdrawals from the Convention, was discussed by the Commission at its 661st meeting. The Commission decided without a vote to delete this article.

Article 19
(Former article 21 (E/CN.6/591, annex III))

172. Article 19 dealing with the implementation of the Convention was discussed by the Commission at its 661st, 662nd, 665th to 667th, 672nd and 673rd meetings. It had before it the original text of article 21 and two alternative texts to that article (E/CN.6/591, annex III), as well as articles 21 and 22 of the text submitted by Belgium (E/CN.6/591/Add.1 and Corr.1).

173. The original text provided that, every four years, the States parties would submit reports on the measures adopted in implementing the Convention, and that the Commission on the Status of Women would consider the status of the implementation of the Convention every four years and report on it to the Economic and Social Council.

174. The two alternative texts and the Belgian text were based on the respective articles of the International Convention on the Elimination of All Forms of Racial Discrimination (General Assembly resolution 2106 A (XX)).

175. The first alternative provided for the establishment of a committee

consisting of "experts of high moral standing and acknowledged impartiality elected by States Parties from among their nationals, preferably members of the Commission on the Status of Women, who shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as of the principal legal systems". States parties would be responsible for the expenses of the members of the committee while they were performing committee duties.

176. Under the second alternative text, States parties would submit reports on measures adopted to give effect to the Convention, within one year of its entry into force and thereafter every two years and whenever the committee so requested. The committee would report annually, through the Secretary-General, to the General Assembly on its activities and might make suggestions and general recommendations based on the examination of the reports and information received from States parties. Such suggestions and general recommendations should be reported to the General Assembly, together with comments, if any, from States parties.

177. Belgium submitted an amendment (E/CN.6/L.700) to the first alternative text, under which the committee would be composed of 12 experts of high moral standing and acknowledged impartiality, of recognized competence in the field of the status of women and possessing legal experience, who would be elected by States parties from among their nationals and who would serve in their personal capacity, consideration being given to equitable geographical distribution and to representation of the different forms of civilization and of the principal legal systems.

178. Opinion was sharply divided on the question of what constituted the most suitable machinery for the implementation of the Convention. Some representatives supported the idea of the creation of a committee, such as the one created for the implementation of the International Convention on the Elimination of All Forms of Racial Discrimination. In support of this idea, it was pointed out that the Commission on the Status of Women already had a full agenda and, in all probability, would not be able to give adequate and regular consideration to reports. It was also stated that the implementation of the Convention should be supervised by independent experts rather than representatives of Governments who served on the Commission and that the control mechanism set up should be composed solely of representatives of States parties.

179. Other representatives, however, objected to the creation of a committee believing that the establishment of such a committee would be a duplication of and perhaps a violation of the terms of reference of the Commission on the Status of Women, and might reduce the importance of the Commission itself. There was some concern also that such a procedure would be too costly and might unnecessarily burden the machinery of the United Nations and that, finally, since the expenses of the members of such a committee would be paid by the States parties, it might be difficult for them to maintain impartiality.

180. Some representatives felt that the question was too complicated to be decided immediately and that further consideration and deliberations were necessary in order to reach a compromise solution.

181. At the 662nd meeting, the representative of the United Kingdom proposed an amendment to paragraph 6 of the first alternative text, providing that the

expenses of the members of the committee "shall be equally apportioned" between the States parties. She also proposed, with respect to the original text, that the Commission on the Status of Women should report to the Economic and Social Council every four years with respect to the implementation of the Convention.

182. At the 665th meeting, the representative of Colombia proposed, as an amendment to the original text, the addition in paragraph 2 after the words "the Commission on the Status of Women" of the words 'meeting in a special session for this purpose".

183. At the 666th meeting, a number of non-governmental organizations in consultative status with the Economic and Social Council submitted a statement (E/CN.6/NGO/272) which was circulated in accordance with paragraphs 29 and 30 of Council resolution 1296 (XLIV); in the statement they drew attention to the desirability of making a provision in the Convention for the handling of information from non-governmental sources. They suggested (E/CN.6/NGO/272/Add.1) the addition of a paragraph to this article of the draft Convention, which would provide for the submission to the Commission on the Status of Women of information and recommendations by non-governmental organizations, together with comments, if any, of the States parties directly involved, relating to the observance of the provisions of the Convention.

184. At the same meeting, India proposed as an amendment (E/CN.6/L.705) to paragraph 1 of the original text, the addition of the following sentence:

> "In preparing these reports, States Parties are urged to make the fullest use of national commissions on the status of women and women's voluntary organizations, which would be best qualified to report on what is actually happening in the country, as against merely stating the formal legal position."

185. In an amendment (E/CN.6/L.707) to paragraph 2 of the original text, India proposed: (a) that reports should be submitted every two rather than every four years, and (b) that the following sentence be added at the end of the paragraph:

> "In order to assist them with this work, the Commission on the Status of Women may elect a working group of between ten to fifteen members based on the principle of equitable geographical distribution and giving preference to the States Parties to the present Convention, which would meet not more than two weeks before the regular session of the Commission."

186. The representative of Iran proposed that the original text be amended to provide for the establishment of a sub-committee of the Commission on the Status of Women, to meet every two years, two weeks before the regular session of the Commission, to consider the question of the status of the implementation of the Convention.

187. At the request of some representatives, representatives of the Division of Human Rights were invited to explain the various procedures and machinery of implementation provided under conventions in the field of human rights concluded under the auspices of the United Nations and, in particular, with respect to the two international covenants on human rights (General Assembly resolution 2200 A(XXI)), the International Convention on the Elimination of All Forms of Racial Discrimination and the International Convention on the Suppression and

Punishment of the Crime of Apartheid (General Assembly resolution 3068 (XXVIII)). They explained the different systems of procedures and bodies which were provided under these different instruments. They also answered a number of questions relating to implementation procedures including the respective competence of the Human Rights Committee and of the Committee on the Elimination of Racial Discrimination.

188. Iran, Egypt and Denmark proposed amended versions of the original text.

189. The text proposed by Iran (E/CN.6/L.706), based on article IX of the International Convention on the Suppression and Punishment of the Crime of Apartheid, read as follows:

> "1. States Parties undertake to submit every four years to the Secretary-General reports on legislative, administrative and practical measures which they have adopted in implementing the provisions of the present Convention.
>
> "2. Every two years following this Convention's entry into force, the Commission on the Status of Women shall consider the question of the status of the implementation of the Convention by the States Parties, and submit the report to the Economic and Social Council.
>
> "3. Every two years the Commission on the Status of Women shall appoint a group of ten members of the Commission with due consideration to the principle of equitable geographical distribution.
>
> "4. If among the members of the Commission on the Status of Women there are less than ten such representatives, the Secretary-General of the United Nations shall, after consulting the States Parties to the Convention, designate enough representatives of the States Parties which are not members of the Commission to participate in the work of the group established in accordance with paragraph 1 of this article, until such time as representatives of the States Parties to the Convention are elected to the Commission on the Status of Women.
>
> "5. The group will meet for a period of not more than two weeks before the opening of the regular session of the Commission on the Status of Women, to consider the reports submitted in accordance with article ... and submit its report to the Commission for its consideration."

190. The text proposed by Egypt (E/CN.6/L.708) read as follows:

> "1. Each State Party undertakes to promote the establishment at the national level of procedures aimed at achieving progressively the full realization of the rights recognized in the present Convention.
>
> "2. Every two years following this Convention's entry into force, each State Party undertakes to submit to the group established under paragraph 3 of the present article, reports on the legislative, judicial, administrative or other measures that it has adopted in implementing the provisions of the present Convention.
>
> "3. The Commission on the Status of Women shall appoint every four years, on the basis of equitable geographical distribution, a group of ten members

of the Commission who are also representatives of States Parties to the present Convention, who will work in their personal capacity, to consider reports submitted by States Parties and to transmit suggestions and general recommendations based on their examination of the reports to the Commission.

"4. If among the members of the Commission on the Status of Women there are less than ten such representatives, the Secretary-General of the United Nations shall, after consulting the States Parties to the Convention, designate enough representatives of the States Parties which are not members of the Commission to participate in the work of the group established in accordance with paragraph 3 of this article until such time as representatives of the States Parties to the Convention are elected to the Commission.

"5. The group will meet for a period of not more than two weeks before the opening of the regular session of the Commission on the Status of Women to consider the reports submitted."

191. The text proposed by Denmark (E/CN.6/L.710) read as follows:

"With a view to ensuring the observance of the provisions of this Convention:

"1. States Parties shall undertake to promote measures at the national level aimed at achieving progressively the full realization of the rights recognized in the present Convention.

"2. States Parties shall undertake to submit reports on the legislative, judicial, administrative and other measures which they have adopted and which give effect to the provisions of the present Convention. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention. All reports shall be submitted through the Secretary-General of the United Nations for consideration by the Special Committee established by this article.

"3. A Special Committee (hereafter referred to as the Committee) shall be established by the Commission on the Status of Women consisting of fifteen members elected by the Commission from a list of persons nominated by the States Parties from among their nationals, consideration being given to equitable geographical distribution and to the representation of different forms of civilization as well as of the principal legal systems. The members of the Committee, who shall serve in their personal capacity, shall be elected in accordance with rules to be established by the Commission.

"4. States Parties to the present Convention shall furnish their reports in stages, in accordance with a programme to be established by the Committee within one year of the entry into force of the present Convention after consultation with the States Parties and the specialized agencies concerned.

"5. In preparing these reports, States Parties are urged to make the fullest use of national machinery established to promote the advancement of women.

"6. Specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of this Convention as

fall within the scope of their activities. They shall be entitled to submit reports on the implementation of relevant instruments adopted by them or under their auspices.

"7. The Committee shall report to the Commission on the Status of Women on its activities and may make general recommendations based on the examination of the reports from the States Parties. The Commission shall undertake to transmit the Committee's report together with its own comments to the Economic and Social Council."

192. At the 672nd meeting, the sponsors of all amendments submitted presented a new version of the article (E/CN.6/L.715), which read as follows:

"1. The States Parties undertake to adopt measures at the national level, including the establishment of machinery and procedures, aimed at achieving the full realization of the rights recognized in the present Convention.

"2. (a) Every two years following the entry into force of the present Convention, States Parties undertake to submit to the Secretary-General of the United Nations reports on the legislative, judicial, administrative or other measures which they have adopted and on the progress made in implementing the provisions of the Convention; reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the Convention;

"(b) In preparing their reports, the States Parties shall make use of national machinery established to promote the advancement of women and of national non-governmental organizations, including women's organizations;

"(c) The States Parties shall furnish their reports in stages, in accordance with a programme to be established after consultation with the States Parties and the specialized agencies concerned.

"3. For the purpose of considering the progress made in the implementation of the present Convention by the States Parties, the Commission on the Status of Women shall establish an ad hoc Group consisting of ten to fifteen persons. The Group shall be elected by the Commission from among its own members who are States Parties to the Convention and from an additional list of persons nominated by States Parties who are not members of the Commission, consideration being given to the principle of equitable geographical distribution and representation of differing legal systems. The members of the Group shall serve in their personal capacity and shall be elected every two years.

"4. The ad hoc Group shall normally meet for a period of not more than two weeks before the opening of the regular session of the Commission on the Status of Women, to consider the reports submitted in accordance with paragraph 2 above and submit its report to the Commission for its consideration.

"5. The ad hoc Group shall report to the Commission on the Status of Women on its activities and may make general recommendations based on the examination of the reports from the States Parties. The Commission shall

transmit the report of the Group, together with its own comments, to the Economic and Social Council.

"6. Specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. They shall be entitled to submit reports on the implementation of relevant instruments adopted by them or under their auspices.

"7. The Economic and Social Council may submit from time to time to the United Nations General Assembly reports with recommendations of a general nature and a summary of the information received from the States Parties to the present Convention and the specialized agencies on the measures taken and the progress made in achieving general observance of the rights recognized in the present Convention.

"8. The Economic and Social Council may bring to the attention of other organs of the United Nations, their subsidiary organs and specialized agencies concerned with furnishing technical assistance any matters arising out of the reports referred to in this part of the present Convention, which may assist such bodies in deciding, each within its field of competence, on the advisability of international measures likely to contribute to the effective progressive implementation of the present Convention."

193. The representative of Belgium expressed reservations with respect to the above version.

194. Paragraphs 1 and 2 (a) were adopted without a vote at the 673rd meeting.

195. Oral amendments to paragraph 2 (b) were proposed by the representatives of Canada, Mexico and Sweden, and the paragraph thus amended was adopted without a vote.

196. Paragraph 2 (c) incorporating an oral suggestion by the representative of Denmark, adding after the words "with a programme to be established" the words "by the ad hoc Group, set up under this article", was also adopted without a vote.

197. Amendments to paragraph 3 were submitted by the representatives of Canada, the USSR and the United States. The representative of Canada proposed that the last sentence be amended to read: "Those elected to the Group ... ". The representative of the USSR proposed the deletion of the phrase "shall serve in their personal capacity and" but subsequently withdrew that amendment. The representative of the United States proposed amending the second and third sentences of the paragraph to read:

"The Group shall be elected by the Commission from among States Parties to the Convention and with consideration being given to the principle of equitable geographical distribution and representation of differing legal systems. Those nominated shall have been involved in the advancement of equality of rights of men and women. The members of the Group, not less than half of whom shall be women, shall serve in their personal capacity and shall be elected every two years."

198. The above amendment was rejected by 13 votes to 8. Paragraph 3, as amended by Canada, was adopted by 16 votes to none, with 5 abstentions.

199. Paragraph 4 was adopted without a vote with the deletion of the phrase "and submit its report to the Commission for its consideration" at the suggestion of the representative of Denmark.

200. Paragraph 5 was adopted without a vote.

201. Paragraph 6 incorporating the words "different stages of" before the words: "the consideration of the implementation", at the suggestion of the observer of ILO, was also adopted without a vote.

202. Paragraph 7 was adopted without a vote with the amendments proposed by the representatives of France, Hungary and Sweden, replacing the words "may submit from time to time" by the words "shall submit periodically" and the words "general observance" by the words "full observance".

203. Paragraph 8 was adopted without a vote.

204. Article 19 as a whole, as amended, was adopted without a vote. The Commission was given information concerning the administrative and financial implications of the article.

205. The representatives of Belgium, Denmark, the United States and the United Kingdom expressed reservations with respect to the article as adopted.

Additional article 19 bis

206. At the 673rd meeting, due to the fact that, in her opinion, the Convention did not provide for sufficient measures of implementation, the representative of Belgium submitted an additional article 19 bis (E/CN.6/L.718) which read as follows:

> "As soon as this Convention enters into force, the States Parties undertake to examine, in the Commission on the Status of Women, the possibility of establishing procedures for the implementation of this Convention with a view to enabling States Parties and their nationals to address themselves to the ad hoc Group."

207. Opinions with respect to this draft articles were divided. Though some representatives supported it, believing that it strengthened the system of implementation established in article 19, many opposed it, feeling that, from the legal point of view, the article was controversial, since after the entry into force of the Convention, the States parties would only be able to modify the Convention in accordance with the respective provisions embodied in it and that, finally, the measures of implementation had already been adopted in article 19, which they considered adequate. One opinion expressed was that the inclusion of that article in the text of the Convention might be an obstacle to many States in ratifying the Convention or acceding to it. Concern was expressed that the proposed additional article might jeopardize article 19 already adopted by the Commission.

208. At the 674th meeting, the draft article submitted by Belgium was rejected by 11 votes to 8, with 3 abstentions.

Article 20
(Former article 22 (E/CN.6/591, annex III))

209. Article 20 was considered at the 663rd meeting. As the basis for its consideration, the Commission took the text of article 22 contained in document E/CN.6/591, annex III.

210. The representative of the United Kingdom suggested that the number of ratifications necessary to bring the Convention into force should be at least 27, following the precedent of the International Convention on the Elimination of All Forms of Racial Discrimination, or 35, following the precedent of the international covenants on human rights. The representative of the United States suggested that the number of ratifications should cover at least one third of the States Members of the United Nations. The representatives of Hungary and the USSR, on the other hand, suggested that this figure should be as low as possible so as to make the Convention enter into force at the earliest possible date. The majority of representatives expressed preference for 20 ratifications.

211. Article 20 was adopted by the Commission without a vote.

Article 21
(Former article 23 (E/CN.6/591, annex III))

212. Article 21 was considered by the Commission at its 663rd meeting. As the basis for its consideration, it took the text of article 23 contained in document E/CN.6/591, annex III. Following the proposal of the representative of Hungary, the Commission deleted subparagraph (c) and adopted without a vote the text of this article thus amended.

Article 22
(Former article 24 (E/CN.6/591, annex III))

213. Article 22 was considered by the Commission at its 663rd meeting. As a basis of its discussion, it took the text of article 24 contained in document E/CN.6/591, annex III. It invited the Legal Counsel of the United Nations Office at Geneva to clarify a number of points. It then adopted without a vote the original text of the article.

An additional article on reservations

214. At the 663rd meeting, the question of including an article on reservations was raised by the representative of Denmark. The opinion was expressed that reservations which were not incompatible with the object and purpose of the Convention should be permitted in accordance with accepted international practice.

Reference was made to article 19 of the Vienna Convention on the Law of Treaties, 23/ with respect to reservations. A number of representatives, though they agreed that the Vienna Convention made provisions in that connexion, did not see the need to include a provision on reservations in the text of the Convention under discussion. Other representatives referred to the respective provision of the International Convention on the Elimination of All Forms of Racial Discrimination (General Assembly resolution 2106 A (XX)) and suggested that the precedent of that Convention be followed.

215. Denmark proposed an additional article on reservations (E/CN.6/L.701) which was adopted without a vote, as orally revised by the sponsor at the 673rd meeting.

216. The draft Convention as a whole was adopted by the Commission without a vote at its 679th meeting on 17 December 1976. (For the text, see chap. I, draft resolution I, annex.)

B. Implementation of the Declaration on the Elimination of Discrimination against Women

217. At its 633rd meeting, the Commission decided to consider agenda item 3 (b) in the context of item 4 (c).

218. At the 674th meeting, the representative of Pakistan drew attention to the declaration contained in document E/CN.6/606, which represented the culmination of group action by millions of women in her country through the National Organizing and Co-ordinating Committee for Women's Activities in Pakistan, which had made a detailed study not only of the activities of the Commission but also of the Convention and the various resolutions and conventions of the ILO and considered that the Declaration could be of great importance until the Convention entered into force.

23/ United Nations Conference on the Law of Treaties, Official Records (United Nations publication, Sales No.: E.70.V.5), p. 291.

III. THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE, 1976-1985

A. Procedure followed by the Commission in its consideration of the item

219. The Commission considered agenda item 4 at its 633rd, 635th, 637th, 639th, 641st, 643rd and 652nd to 657th meetings, at the twenty-sixth session and at its 668th to 674th and 676th meetings, at the resumed twenty-sixth session. It held a general debate on the item as a whole before taking up the four subitems.

220. At its twenty-sixth session, the Commission completed the general debate on the item as a whole and adopted the Programme for the United Nations Decade for Women. At the resumed session, the Commission adopted seven resolutions under the item and also discussed specific questions relating to the preparatory work for the 1980 World Conference.

B. Evaluation of activities undertaken during the International Women's Year

221. Under the above subitem, the Commission had before it a report by the Secretary-General containing an analysis of the activities undertaken during the International Women's Year by Member States, specialized agencies and non-governmental organizations and an evaluation of their impact (E/CN.6/593).

222. In introducing this report, the Deputy Director, Centre for Social Development and Humanitarian Affairs, noted that it had been prepared in accordance with paragraph 42 of the annex to Economic and Social Council resolution 1849 (LVI), which specifically called for the preparation of such a report. It was based on information available to the Secretary-General concerning 91 Member States and three non-Member States and which had been reported to the General Assembly at its thirtieth session 24/ and on further information furnished as of 31 July 1976 by 32 Member States, and by United Nations bodies, specialized agencies and non-governmental organizations.

223. Several representatives expressed the view that the Year had been one of the most successful events proclaimed by the United Nations. It had marked a new and important phase of the international women's movement and had seen the initiation of broader measures for the attainment not only of equality of men and women, but also of their full mobilization in the development effort and the strengthening of international co-operation and peace.

224. One representative felt, however, that the activities and strategies for the Year had lacked a rationale and had not been incorporated into an integrated and broad framework. Still another view was that it was too early to make an accurate evaluation of the impact of the Year and of the many activities that had been undertaken on that occasion.

24/ A/10263 and Corr.1.

225. The Commission noted with satisfaction the enactment of laws in a number of countries, ranging from the more general types of legislation prohibiting discrimination on grounds of sex, to the enactment of new family codes, or laws on matrimonial reform establishing complete equality of the spouses, to more specific laws guaranteeing equal opportunities or equal pay or employment protection for men and women workers.

226. Several representatives informed the Commission of the creation in their countries of new government departments for women's affairs, as well as of national commissions, committees or similar bodies. In some cases, special centres were set up for research and training, or for public information.

227. Some representatives informed the Commission of national seminars and conferences that had been organized in their countries with a view to increasing consciousness and providing the necessary exchange of experience and information.

228. As a result of these activities organized during the Year, it was felt that there was a growing awareness on the part of Governments that women's problems were closely related to problems of economic and social development. Realizing that women's problems could no longer be considered in isolation from society's other problems, some Governments had also taken steps to create services to improve the lot of women workers. These ranged from improvements in facilities such as child-care centres, maternity and child-care and medical services, which were aimed at increasing the number of women in the labour force and encouraging women to be economically active, to the encouragement of leadership at the grass-roots level.

229. According to one representative, however, the Year had touched the lives of too few women and had foundered on the chronic apathy of Governments. A number of representatives did not share the view that Governments were apathetic to the problems of women. They all shared the concern, however, for the conditions of rural women in a large part of the developing world. It was stated that higher rates of illiteracy prevailed among them. They had no access to insurance schemes, were subjected to primitive working conditions and received extremely low wages, They also suffered from the absence of technology and were most affected by migration from rural to urban areas, which left them with fewer openings for employment.

230. The full integration of women in the development process, it was stated, required far-reaching changes, not only in social institutions, but also in the attitudes of society. In the first place, social structures, institutions and values had to be freed from innate discrimination against women. Secondly, the attitudes of individuals and whole communities should not be allowed to limit women's participation and contribution. Thirdly, women had to acquire a knowledge of political, administrative and economic realities and develop an ability to use that knowledge for their own ends. The goal of full integration of women in the development process placed a responsibility on Governments to eliminate obstacles to its achievement, on the women of each country to participate fully in its pursuit and on the Commission to ensure that the necessary measures for Governments to take to remove existing obstacles were drawn up in meaningful programmes.

C. The Programme for the Decade for Women and related questions, including technical co-operation activities

Summary of discussion

231. For the consideration of this subitem of agenda item 4, the Commission had before it six reports: a report of the Secretary-General outlining action taken to implement the recommendations of the General Assembly for the programme of the United Nations Decade for Women and related questions including technical co-operation activities (E/CN.6/594 and Corr.1 and Add.1), a report of the Secretary-General on technical co-operation activities (E/CN.6/595), a report of the International Labour Organisation on its activities of special interest to women (E/CN.6/603), a report of the United Nations Educational, Scientific and Cultural Organization outlining its activities of special interest to women (E/CN.6/604), a report of the Commission on the Status of Arab Women (E/CN.6/597) and a report of the Inter-American Commission for Women on the programme for the United Nations Decade for Women and related questions (E/CN.6/596).

232. In introducing the report on the programme of the Decade (E/CN.6/594 and Corr.1 and Add.1), the Deputy Director, Centre for Social Development and Humanitarian Affairs, pointed out that the programme was developed under headings related to the threefold theme of the Decade, and was based on mandates from the World Conference of the International Women's Year and the General Assembly. Each activity suggested had as its authority either a specific resolution or the World Plan of Action endorsed by the General Assembly in its resolution 3520 (XXX). She drew attention to section II of the report which summarized the action taken to date to implement the recommendations of the Conference and the General Assembly in several major areas, namely: the elaboration of a joint interagency programme for the integration of women in development; the establishment of an International Research and Training Institute for the Advancement of Women; the organization, in co-operation with the regional commissions, of regional seminars, conferences and similar meetings, and the development of regional programmes; and the initiation of procedures for a system-wide review and appraisal of the World Plan of Action. Special attention was also given to the elaboration of a programme for the use of the resources of the Voluntary Fund for the United Nations Decade for Women. The programme outlined in that section was rather general in content and dealt mainly with international and regional action. The comments and suggestions of the Commission were therefore invited particularly as regards the phasing of the programme, publicity for the programme and the national action that should be part of the programme.

233. In referring to the report on technical co-operation activities for the advancement of women (E/CN.6/595), the Deputy Director pointed out that it described relevant activities under the regular programme of technical co-operation relating to women from 1974 to mid-1976 and also future activities that were being planned under this programme. Such activities included the organization of seminars and training courses and the award of fellowships. The report, she explained, had been prepared primarily for the information of the Commission.

234. The observer of the International Labour Organisation introduced the report of the ILO on its activities of special interest to women (E/CN.6/603), which referred to only those activities which were specifically directed to women. She drew the attention of the Commission to the recommendations of the Tripartite World Employment Conference held at Geneva in June 1976. The Conference, recognizing that in many developing countries women constituted the group at the bottom of the ladder, had recommended that special emphasis should be placed on promoting the status, education, development and employment of women and on integrating them into the economic and civic life of their countries.

235. Recognizing that women played a very important role in society, the Conference had recommended that the workload of women should be alleviated through improvements in their working and living conditions and the provision in national development plans and policies of more resources for investment in favour of women in rural areas. The Conference had also requested that policies required to meet basic need needs should be made part of the International Strategy for the Second Development Decade, and should form the core of the International Strategy for the Third Development Decade. Accordingly, it was hoped that Governments and the United Nations system would finally devote more attention to women's needs, for the benefit not only of women but of society as a whole.

236. The observer of UNESCO, introducing her Organization's report on its activities of special interest to women (E/CN.6/604), stated that since the 1975 Conference in Mexico, UNESCO had expanded those activities and had adopted an integrated approach to problems affecting women. UNESCO activities for the International Women's Year, which were outlined in the report, fell into four major areas: the promotion of exchanges of information between women in Member States; the relationship between equal education opportunities and equal employment opportunities; activities for the benefit of women in rural areas, including functional literacy programmes; research on the philosophical, historical and cultural issues which affected women in society. In carrying out those tasks, UNESCO co-operated with non-governmental organizations and national commissions on the status of women. She drew attention to resolution 16.1 adopted by the General Conference of UNESCO at its eighteenth session (ibid., annex I), in which it had called for a concentrated effort to improve the situation of women in the areas of education, science, culture and communications.

237. In introducing her report (E/CN.6/597), the observer from the Commission on the Status of Arab Women drew the attention of the Commission to the Regional Arab Plan of Action which was adopted at the fourth session of the Commission. Its purpose was to define priorities and planning objectives which would ensure the full participation of women in national development efforts. The Commission was also in the process of establishing a centre for information and research on women's affairs.

238. In introducing the report of her organization (E/CN.6/596), the observer from the Inter-American Commission of Women drew attention to the activities that were carried out and recommendations that were made in connexion with the World Conference of the International Women's Year and to the activities to implement the programme for the United Nations Decade for Women. In that connexion, she pointed out that the General Assembly of the Organization of American States had adopted a resolution on the Decade. The Commission's eighteenth Assembly, held at Miami, Florida from 27 July to 5 August 1976, had formulated a regional plan for the Decade. The Commission was in the process of establishing a multinational centre for women, with headquarters at Buenos Aires, for the purpose of providing training, research and information programmes relating to the problems of women.

239. During the debate on the Programme for the Decade, representatives of the Commission stressed the need for adequate planning and for effective programming, keeping up during the Decade the momentum gained by the Year and the 1975 World Conference. The majority of the representatives were of the opinion that the Decade for Women was extremely timely in that it coincided with the Second United Nations Development Decade and with the Programme of Action on the Establishment of a New International Economic Order, which focused attention on the importance

of questions relating to social and economic development, particularly in developing countries. Since women accounted for one half of the international community, it was essential for them to be fully integrated into the development process. Thus it was important that each developing project be planned with a full understanding of the special factors affecting women. Improvements in the status of women would undoubtedly contribute to the solution of the social and economic problems which were being faced by many countries.

240. The success of the Decade for Women, it was pointed out, could be ensured by establishing close links between these three objectives and by mobilizing all the available resources for the purpose. Peace, like development, could be promoted by intensifying the role of women in efforts to achieve international co-operation and peace and in the struggle against forces that threatened international peace and security.

241. Some representatives considered that the programme for the Decade as contained in the report of the Secretary-General (E/CN.6/594 and Corr.1 and Add.1) contained too many research projects. Research, according to others, was necessary and should be planned in even greater detail so that it could be translated into effective action. Such research implied the need for a methodology that would produce uniform data and, to that end, it would be extremely useful to study the problems of women in various regions of the world.

242. There was consensus on the need for developing and strengthening regional plans and on the need for regional indicators to assess progress achieved.

243. In connexion with the discussion on regional plans and programmes, the Commission was informed of a number of regional seminars, conferences and similar meetings that had been or were being organized. The first seminar of the Decade, held in Argentina in March 1976, under the regular programme of technical co-operation, had been on the "Participation of Women in Economic, Social and Political Development: Obstacles to their Integration". In the Asian region, a regional follow-up seminar was scheduled to be held in Nepal in February 1977 on the "Participation of Women in Political, Economic and Social Development". A regional conference was being tentatively planned for November 1976 by the Economic Commission for Africa (ECA), and, in Europe, a seminar was to be held in the Netherlands in April 1977 on the "Changing Roles of Men and Women in Modern Society, their Functions, Rights and Responsibilities". The Commission also heard statements from the representatives of ECA, the Economic Commission for Latin America (ECLA) and the Economic and Social Commission for Asia and the Pacific (ESCAP) about the activities that were being carried out or planned for their respective regions.

244. The representative of ECA informed the Commission of the establishment of a Training and Research Centre for Women in accordance with resolution 269 (XII) of the Conference of Ministers of ECA. The resolution had focused attention on the situation of women in rural areas and on the need for national machinery to provide support for women working for the development of their countries. The activities of the Centre, which was providing assistance to women in 47 member States, included training courses for rural trainers, and the organization of seminars on the establishment of national machinery and consultancy services which would assist women in planning future activities. Future research to be carried out by ECA would be concerned with the development of indicators, including means of assessing the value of peasant labour, with village technologies and some

of the legal aspects of the problems of rural women. Lastly, ECA was making special efforts to promote technical assistance between the countries of the region, had drawn up a list of consultants and had established a volunteer corps called the "Women's Development Task Force".

245. The representative of ECLA informed the Commission of resolution 321 (XV) adopted by ECLA at Quito in 1973, requesting the ECLA secretariat to prepare a study on the participation of women in the development of the region and the measures to be taken to eliminate discrimination and provide educational, employment and economic opportunities for women. To that end, ECLA had held a regional meeting at Caracas, in 1975, in co-operation with the Centre for Social Development and Humanitarian Affairs; this meeting had recommended that the ECLA secretariat should organize a regional conference and draw up a regional plan of action for women in the ECLA region. The Government of Cuba had agreed to act as host to the regional conference in 1977.

246. The representative of ESCAP drew the attention of the Commission to the Asian Plan for the Integration of Women in the Development Process which was drawn up in accordance with resolution 157 (XXXI) adopted by ESCAP at its thirty-first session held at New Delhi in 1975. The Commission had accepted the Iranian Government's offer to establish a centre in Iran to be known as the Asian and Pacific Centre for Women and Development. By its resolution 157 (XXXI), ESCAP had further requested its secretariat to implement the Asian Plan and to seek the necessary financial and staff resources. Accordingly, the project for the Asian Plan was being formulated by a consultant with the assistance of the United Nations Development Programme. The Plan placed special emphasis on the status of women in rural areas and would be submitted to ESCAP at its thirty-third session to be held at Bangkok in 1977. The immediate objectives of the five-year action programme (1977-1981) to be undertaken as part of the Asian Plan, included the adoption of legislation relating to women, the improvement of education, employment and training opportunities, the establishment of a corps of skilled women volunteers and workers from non-governmental organizations and Governments to assist rural women, the development of low-cost technology to free women from unnecessary drudgery and the establishment of effective rural social services for health education, nutrition, family planning, child care and social welfare. The most serious obstacle to the implementation of the action programme, however, appeared to be that of financing.

247. Some representatives expressed the view that the technical co-operation activities included in the programme were extremely valuable, particularly to developing countries, as they would help to associate women with the development effort.

248. With respect to the Voluntary Fund for the United Nations Decade for Women, the Commission was informed that the voluntary fund established for International Women's Year by the Economic and Social Council by its resolution 1850 (LVI) had been extended by the Assembly at its thirtieth session to cover the period of the Decade for Women. In compliance with the General Assembly decision requesting the Secretary-General to report to the Council at its sixtieth session, an accounting report of the Fund had been prepared and proposals for its future management and the criteria to be applied for future disbursements had been submitted to the Council (E/5773). The view that projects concerning women should

form an integral part of the regular activities of all United Nations bodies was put forward by one representative. As a matter of principle, therefore, she was opposed to the creation of new institutions and funds concerned only with women, not least because there was a serious risk of such institutions and funds being allocated very scant resources. It was also considered important that the Secretariat unit responsible for women's questions should be assigned more staff and budgetary resources under the United Nations regular budget. In the view of several representatives, the Voluntary Fund should be used to promote activities for the advancement of women especially in the developing countries. Of the various activities that were suggested for financing by the Fund, the strengthening of regional programmes and the International Research and Training Institute for the Advancement of Women seemed to be favoured.

249. On the question of the International Research and Training Institute, the Commission was informed of the recommendations of the General Assembly in its resolution 3520 (XXX), by which it had been decided to establish the Institute, and of the recommendations of the Group of Experts appointed by the Secretary-General to draw up the terms of reference and structural organization of the Institute. These had been embodied in a report (E/5772) submitted to the Economic and Social Council at its sixtieth session. In resolution 1998 (LX), the Council had decided to establish the Institute not later than 1977 and had also decided that it should work in close collaboration with the relevant organizations of the United Nations system and national and regional centres having similar objectives. By that resolution the Secretary-General was also requested to report to the General Assembly at its thirty-first session on the progress achieved in establishing the Institute.

250. The establishment of an International Research and Training Institute for the Advancement of Women was considered by a number of representatives to be particularly important and timely.

251. It was agreed that priority should be accorded to action to improve the status of the millions of illiterate and poverty-stricken women in rural areas who had an important role to play in the development process.

252. Other priority areas that were mentioned were the rights of working women and their promotion through better education, training and employment opportunities. The view was put forward that studies on women's status carried out by the Secretariat should reveal not only existing discrimination but ways and means of improving their situation based on the experience of countries which had achieved this.

253. The Commission was informed of the joint interorganizational programme for the integration of women in development, which was being formulated and for which an ad hoc interagency meeting had been convened from 9 to 13 February 1976 to agree on the conceptual framework for a joint interorganizational programme and to consider proposals for practical action during the period 1976-1985. That meeting had suggested a preliminary framework for the joint programme and had agreed on a plan for its further elaboration. Another ad hoc interagency meeting had taken place at Geneva from 1 to 8 September 1976, to discuss the plan for the joint programme. The results of those consultations would be submitted for approval to the Preparatory Committee and the Administrative Committee on Co-ordination in October 1976, and a report would be submitted to the Economic and Social Council at its sixty-second session in April 1977.

254. The main objectives of the joint interorganizational programme were to increase the participation of women in political, cultural and economic life, to accelerate the equality of the sexes in education and training of all types and at all levels, to promote the attainment of social well-being for women and their access to health and social services, to improve conditions of family life, to improve the quality of life of girls and women in rural areas and to promote the inclusion in national development plans and programmes of measures designed to ensure the full integration of women in the areas indicated above.

255. The Commission placed great emphasis on the need for women to participate in planning and policy-making bodies and to develop special expertise. Women, it was stated, should no longer be content to accept the role of second class citizens for which they had been conditioned too long. It was stated that, while valuable suggestions had been made for action at the international level, the Commission should take decisions on the action that should be taken at the national level, thus transforming the World Plan of Action into a practical instrument for programmes at the national and grass-roots levels. For this purpose the importance of national machinery for implementation of the programme for the Decade could not be overemphasized. In certain countries, the dissolution at the end of 1975 of national commissions which were created for the observance of the International Women's Year had left a vacuum which needed to be filled.

256. Several representatives also spoke of the important role of the non-governmental organizations. Emphasis was placed on the need to have communications and collaboration between non-governmental organizations and Governments. It was felt that non-governmental organizations were indispensable as a means of maintaining communication between the grass-roots level and the Governments.

Consideration of the Programme for the Decade

257. At its 641st meeting, on 20 September 1976, the Commission established a drafting group to elaborate the programme for the Decade, taking as the basis for its work chapter III of the report of the Secretary-General (E/CN.6/594 and Corr.1). The drafting group held one meeting, on 22 September, under the chairmanship of Mrs. Aziza Hussein (Egypt). After some discussion, the group decided to submit all proposals and suggestions for the programme to the Secretariat and request it to prepare a working paper for the group's consideration.

258. At its 653rd meeting, the Commission decided to consider the working paper prepared by the Secretariat (E/CN.6/L.682). The Programme for the Decade, based on this working paper and incorporating the changes indicated in paragraphs 259-289 below, appears in annex V.

Chapter I of the Programme

(United Nations Decade for Women: Policies, Principles and Mandates)

259. Upon the suggestion of the representative of Egypt, the title of the chapter was changed to read: "United Nations Decade for Women: Policies, Principles and Mandates".

260. Paragraph 1 was adopted without vote at the 657th meeting, with the addition of the following foot-note requested by Belgium, Denmark, France, the United Kingdom and the United States:

> "The inclusion of this paragraph should not be interpreted as indicating a change in the positions taken by certain delegations when the documents and resolutions referred to in the paragraph were adopted."

261. Several representatives stated that, throughout the Programme, it should be noted in respect of references to certain General Assembly resolutions and other United Nations documents, that the position previously taken by their Governments when the resolutions were adopted remained unchanged.

262. Paragraph 2 of the working paper became part of paragraph 1.

263. FAO and ILO jointly submitted a proposal (E/CN.6/L.692) for the insertion of an additional paragraph, which was adopted and became paragraph 2.

264. Paragraphs 3-9 and paragraph 10 with the deletion of the phrase "of great magnitude" were adopted without a vote.

265. With respect to paragraph 11, after some discussion during which it was noted that adequate personnel and resources were essential for the successful implementation of the Programme, an amended text was adopted. Some representatives expressed reservations regarding the budgetary implications of this paragraph, which they considered were within the competence of the Fifth Committee of the General Assembly.

Chapter II of the Programme

(Specific areas for action to attain the threefold objectives of the Decade)

A. Formulation and implementation of international and national standards to eliminate discrimination against women

266. After a brief discussion, paragraph 1, subparagraphs (a) and (b) were combined to delete specific dates.

267. The representative of the USSR proposed the inclusion in paragraph 2 of a reference to the implementation of the Convention on the Elimination of Discrimination against Women. This proposal was adopted without a vote after some discussion and the proposed text became subparagraph (b).

268. Paragraph 2 (b) was adopted without a vote, as well as paragraph 2 (c) with the addition of the phrase "by relevant international organizations, including the United Nations specialized agencies", becoming subparagraphs (c) and (d) respectively.

269. The representative of Canada proposed the addition, in paragraph 3, subparagraphs (a) and (b) of a precise reference to the organ to which the studies

would be submitted, namely, the Commission on the Status of Women. The representative of Hungary proposed the insertion, in paragraph 3 (a), of a reference to the rights and responsibilities of parents vis-à-vis their children. The representative of France proposed that the latter part of paragraph 3 (b) be revised and her text was accepted.

270. On the proposal of Egypt, new paragraphs 4 and 5 were added, relating to activities to increase knowledge and awareness of international standards. Both paragraphs were adopted without a vote, paragraph 5 including an amendment by Mexico.

271. In the section dealing with national action, Sweden submitted an amendment to subparagraph (a) (E/CN.6/L.691), which was adopted without a vote, as orally amended by Egypt. Subparagraph (b) was adopted without a vote, and subparagraph (c), as amended by Canada, inserting the word "relevant" before the words "international conventions" was also adopted without a vote, as amended, after some discussion in regard to the inclusion of a reference to non-governmental organizations.

B. Integration of women in development

272. The United States submitted two amendments (E/CN.6/L.685) to the first paragraph of this section. These were subsequently withdrawn.

273. At the 655th meeting, the representatives of the Byelorussian SSR and Venezuela both submitted amendments to the second introductory paragraphs of this section. They subsequently revised their text and submitted a joint proposal which was adopted at the 657th meeting by 18 votes to none, with 6 abstentions.

274. Paragraph 1 (a) was adopted without a vote. Subparagraph (b), with the addition of the words "and existing intergovernmental commissions" and subparagraph (c) relating to the establishment of the International Research and Training Institute for the Advancement of Women, were also adopted without a vote. The representative of France emphasized the need for adequate funds before the proposed Institute could be set up.

275. Subparagraph (d), in its amended form, was adopted without a vote. Iran proposed a new subparagraph (e) concerning the activities of the Institute (E/CN.6/L.694), which was further modified during the discussion and adopted by 11 votes to 2, with 10 abstentions.

276. Paragraph 2, subparagraphs (a) and (b), were adopted without a vote.

277. Paragraph 3, subparagraphs (a), (b) and (c) were adopted with minor amendments without a vote. Subparagraph (d) (i) was adopted without a vote, with revisions relating to education and training and with the addition of a subparagraph concerning technological assistance, access to credit and co-operatives for women. Subparagraphs (d) (ii), (iii), (iv), with minor amendments, and (v) were adopted without a vote. Subparagraph (d) (vi) was deleted. An additional subparagraph proposed by the United States, (E/CN.6/L.693/Rev.1) recommending the establishment of a corps of regional experts, was adopted without a vote, as orally amended by Egypt.

278. The introductory paragraphs relating to national action were adopted without a vote. Paragraphs 1-5 were also adopted without a vote, with minor amendments.

C. Increased involvement of women in political life and in international co-operation and the maintenance of peace

279. Paragraph 1 (a) was adopted without a vote with the addition of the phrase "under strict and effective international controls" proposed by the United States.

280. After some discussion of the specific reference to General Assembly resolution 3519 (XXX) in paragraph 1 (b), the Commission adopted the paragraph by 16 votes to 6, with 2 abstentions. Several representatives expressed reservations regarding this paragraph in line with the position taken by them when the resolution was adopted.

281. Paragraph 2, subparagraphs (a) and (b), with minor amendments, were adopted without a vote. Subparagraph (c) was also adopted without a vote. The representative of Mexico suggested the deletion of the phrase "including the establishment of a new international economic order", emphasizing the fact that the suggestion was motivated solely by the concern to avoid lengthy discussion. Subparagraph (d) with one minor addition was adopted without a vote.

282. Paragraph 3, subparagraphs (a) and (b), with minor changes, were adopted without a vote. Subparagraph (c) was amended by the German Democratic Republic to call for the report on the effects of apartheid on the status of women to be submitted to the Commission on the Status of Women at its twenty-seventh session and to the Special Committee against Apartheid. It was adopted without a vote.

283. The section on national action was adopted without a vote.

Chapter III of the Programme

(Informational and educational activities for the Decade)

284. Paragraphs 1-3 were adopted without a vote.

285. Paragraph 4 was adopted without a vote with minor modification, and subparagraph (e) was deleted.

286. The section on national action was adopted without a vote.

Chapter IV of the Programme

(Review and appraisal of progress made in relation to the threefold theme of the Decade: Equality, Development and Peace)

287. The Commission adopted this chapter, with minor amendments, without a vote.

288. The representative of Mexico clarified that she had accepted the reference to the Programme for Action on the Establishment of a New International Economic Order on the understanding that it referred to the Programme as approved by the General Assembly at its sixth special session by its resolution 3202 (S-VI).

289. The Programme as a whole, as amended, was adopted by the Commission without a vote at its 657th meeting, on 30 September 1976. (For the text, see annex V.)

290. The representatives of Belgium, Denmark, France and the United Kingdom stated that although they fully supported the objectives of the Decade, they considered that the Programme as adopted contained references to resolutions and other international documents which their Governments had not been able to support at the time of their adoption, and reflected ideas expressed in these resolutions and international instruments which they regarded as not necessarily furthering the cause of women's rights.

291. The representative of the United States stated, in explanation of vote, that the Programme for the Decade contained formulations and references to certain United Nations documents on which the United States must reserve its position. She felt that these references unnecessarily encumbered the document with political viewpoints not shared by many representatives.

292. The representative of Mexico stated that her affirmative vote on the Programme was to be considered strictly in the context of the statement made by the representative of Mexico at the 2441st plenary meeting of the General Assembly, on 15 December 1975, when the resolutions concerning the International Women's Year were adopted under agenda items 75 and 76. 25/

293. At its 659th meeting, on 1 October 1976, the Commission adopted the following decision without a vote:

"The Commission on the Status of Women

"Requests the Economic and Social Council, at its resumed sixty-first session, to transmit the attached Programme for the United Nations Decade for Women to the General Assembly at its thirty-first session." 26/

Consideration of draft resolutions and voting

294. At the 671st meeting, on 13 December 1976, the representative of India, on behalf also of Canada, introduced a draft resolution entitled "National mechanisms to oversee the implementation of the Programme for the United Nations Decade for Women and the future Convention on the Elimination of Discrimination against Women" (E/CN.6/L.711).

295. In the course of the discussion, the sponsors amended the third paragraph of the preamble by adding the words "such as national commissions and secretariats on the status of women" after the words "national level". They also revised operative paragraph 2 and withdrew paragraphs 3 and 4.

25/ See Official Records of the General Assembly, Thirtieth Session, Plenary Meetings.

26/ See chap. I, sect. B.

296. At the same meeting, the Commission adopted without a vote the draft resolution as orally revised. (For the text, see chap. I, draft resolution II.)

297. At the 668th meeting, the representative of the United States, on behalf also of Denmark, Iran and Thailand, introduced a draft resolution entitled "Training for the preparation and implementation of project proposals" (E/CN.6/L.684).

298. At the request of the representative of Egypt, the word "participated" was substituted for the words "been utilized" in the second preambular paragraph.

299. Operative paragraph 1 was revised by the sponsors to read as follows:

> "1. Invites the Administrator of the United Nations Development Programme and the executive heads of the specialized agencies, wherever possible in co-ordination with the appropriate international training and and research institutes, regional commissions and national Governments, to organize training programmes for women and women's organizations, governmental and non-governmental, in the preparation of project proposals and in the management and evaluation of these projects".

300. Paragraph 2 was orally revised to incorporate amendments by the representatives of Egypt and India, reading as follows: "Suggests that such training incorporate, among other things, the following".

301. The representative of Pakistan suggested that the words "at all levels" be added after the words "generate such training" in paragraph 3. The sponsors of the draft resolution accepted her suggestion.

302. At the suggestion of the representative of Colombia, the word "planned" was added before the word "International" in paragraph 4.

303. It was agreed that paragraph 5 (a) would read as follows:

> "The frequency of management and training courses, their content and where and by whom they were organized".

304. The sponsors also deleted the last five lines in paragraph 5 and added a new paragraph 6 reading as follows:

> "Requests the Secretary-General to submit a progress report to the Commission on the Status of Women at its twenty-seventh session in 1978, on the steps taken to implement the present resolution and to submit a further report on action taken to the Commission at its twenty-eighth session and to the World Conference of the United Nations Decade for Women, 1980".

305. The representative of France proposed adding a new paragraph at the end of the operative part of the resolution. This paragraph, after slight amendment, read as follows:

"Expresses the wish that international agencies should themselves set an example to States by allocating to women an equitable number of responsible posts in all structures entrusted with the implementation of the present resolution."

This text was accepted by the sponsors.

306. At its 671st meeting, on 13 December 1976, the Commission adopted without a vote the draft resolution as revised (E/CN.6/L.684/Rev.1). (For the text, see chap. I, draft resolution III.)

D. Review and appraisal of progress made under the International Development Strategy for the Second United Nations Development Decade and in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year

Summary of discussion

307. The Commission discussed this part of agenda item 4 at its 635th and 637th meetings, at the twenty-sixth session, and at its 668th, 669th, 671st and 676th meetings, at the resumed twenty-sixth session. It had before it the reports of the Secretary-General, based on information furnished by Governments in 1975 and 1976, on measures undertaken under the International Development Strategy for the Second United Nations Development Decade and in implementation of the World Plan of Action (E/CN.6/598 and Add.1 and 2), and a note by the Secretary-General on procedures concerning future review and appraisal of the implementation of the World Plan of Action (E/CN.6/599).

308. The Deputy Director, Centre for Social Development and Humanitarian Affairs, in introducing the reports, explained that the procedural aspect of the question was outlined in document E/CN.6/599. The substantive documents (E/CN.6/598 and Add.1 and 2) represented an attempt at an initial review and appraisal. The findings and conclusions on major trends and policies with regard to the status of women based on a preliminary analysis of reports received from Governments was given in document E/CN.6/598/Add.2.

Consideration of draft resolutions and voting

309. At the 668th meeting, the representative of Iran, on behalf also of Colombia, Egypt, Guinea, India, Indonesia, Mexico, Senegal and Venezuela, introduced a draft resolution entitled "Review and appraisal of progress made under the International Development Strategy for the Second United Nations Development Decade and in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year" (E/CN.6/L.695).

310. The sponsors accepted a Belgian proposal to add, in paragraph 1 (c), the words "and guidance" after the word "education" and the words "to promote co-education and" after the word "necessary". They also accepted a proposal by Thailand to add the words "and responsibilities" at the end of paragraph 2 (b).

311. The representative of France proposed the addition, at the end of paragraph 2 (d) of the following phrase: "within as short a time as possible for each State". The sponsors also accepted this amendment.

312. The sponsors orally revised paragraph 2 (j) by adding at the end the words "as well as family life education".

313. At its 669th meeting, on 10 December 1976, the Commission adopted without a vote the draft resolution as orally revised. (For the text see chap. I, draft resolution IV.)

314. At the 668th meeting, on 10 December 1976, the representative of Iran, on behalf also of Colombia, Mexico, the United States and Venezuela, introduced a draft resolution which called for a supplementary report on the implementation of the World Plan of Action (E/CN.6/L.697).

315. At the same meeting, the Commission adopted the draft resolution without a vote, substituting the words "thirty-second" for the words "thirty-first" in operative paragraph 2. (For the text, see chap. I, draft resolution V.)

316. At the 669th meeting, the representative of Sweden, on behalf also of Canada, Denmark, Egypt, France and Greece, introduced a draft resolution relating to the improvement of the data base for measuring the implementation of the World Plan of Action (E/CN.6/L.696).

317. At the 671st meeting, on 13 December 1976, the representative of France submitted a revised text of the draft resolution (E/CN.6/696/Rev.1) on behalf of the original sponsors. Subsequently, India and the United States were added as sponsors of the revised draft resolution.

318. In response to oral amendments to operative paragraph 1 made by the representative of the United States, it was agreed to add the words "regional commissions and intergovernmental organizations" after the words "statistical offices".

319. At the suggestion of the representative of France, the sponsors also revised paragraph 1 (a), adding the words "particularly at the national and regional levels" after the words "statistical data".

320. At the same meeting, the Commission approved without a vote the amended draft resolution, as orally revised. (For the text, see chap. I, draft resolution VI.)

321. At its 671st meeting, the representative of India, on behalf also of Thailand, introduced a draft resolution which sought to increase the involvement of non-governmental organizations in the review of the implementation of the World Plan of Action and the Convention on the Elimination of Discrimination against Women (E/CN.6/L.712).

322. A revised text of the draft resolution (E/CN.6/L.712/Rev.1), of which Togo also became a co-sponsor, was introduced at the 676th meeting on 16 December 1976.

323. Subsequently, operative paragraph 1 of the revised text was orally revised by the sponsors by adding the words "and intergovernmental organizations" after the word "Governments"; they also revised paragraph 2 by inserting the words "intergovernmental and regional organizations and all other organizations concerned in the implementation of" after the words "specialized agencies". The word "under" was deleted.

324. At the same meeting, the Commission adopted without a vote the revised draft resolution as orally amended. (For the text, see chap. I, draft resolution VII.)

E. Preparatory work for the World Conference of the United Nations Decade for Women, 1980

Summary of discussion

325. This subitem of agenda item 4 was discussed by the Commission at its 635th and 637th meetings, at the twenty-sixth session and at its 670th-672nd and 674th meetings, at the resumed twenty-sixth session. Under the above subitem, the Commission had before it a note prepared by the Secretary-General (E/CN.6/600) in accordance with General Assembly resolution 3520 (XXX) and Economic and Social Council resolution 1999 (LX).

326. In introducing the document, the Deputy Director, Centre for Social Development and Humanitarian Affairs, reminded the Commission that the purpose of the 1980 World Conference as stated in paragraph 20 of resolution 3520 (XXX), was "to review and evaluate progress made in implementing the objectives of the International Women's Year ... and, where necessary, to readjust existing programmes in the light of new data and research available". The Conference, therefore, would review and evaluate progress achieved at the mid-point of the Decade. Subsequently, the Economic and Social Council, in its resolution 1999 (LX), had requested the Commission to consider different aspects of the preparatory work for the Conference, including its agenda. The Deputy Director drew the Commission's attention to a number of matters relating to the substantive preparation of the Conference, such as the agenda, documentation, committee structure, and to various organizational matters, including the financial implications of the Conference. She noted that revised proposals would have to be submitted to the General Assembly at its thirty-second session. The recommendations of the Commission at its present session would also be transmitted to the Committee on Review and Appraisal in May 1977, in accordance with Council resolution 1999 (LX).

327. The Commission considered the 1980 World Conference to be an event of crucial importance. It was stated that national and research planning for the Conference should begin without any delay. Two proposals were made with respect to the preparatory work. First, the Secretary-General should be requested to prepare a report for the Conference outlining an approach for achieving the objectives of the Decade. The report should deal with both national and international policies and stress the need for a full commitment on the part of each country. The approach should be devised to ensure that the economic, social, political and human constraints were minimized and an effective infrastructure for future development was created. Secondly, in preparing for the Conference, the Commission should not merely draw up a detailed agenda but should also, in consultation with all relevant United Nations agencies, with the proposed International Research and Training Institute for the Advancement of Women and with existing and proposed regional centres and programmes, as well as with national bodies, research institutions and experts, endeavour to stimulate national and regional planning in preparation for the Conference.

328. As regards the substantive preparation of the Conference and the topics to be discussed, the representatives were divided on the scope of the agenda and therefore on the number of the committees to be set up. Although there was

general agreement that the agenda should include topics relating to the three themes of the Decade and should provide a follow-up to the World Conference of the International Women's Year, it was felt that it should be more precise. Some representatives were of the opinion that the committees should be structured in accordance with the three themes of the Decade, and that the three themes should be accorded equal emphasis. They felt that development could not be approached separately from equality and peace, for women, though they participated in development, were not equal to men and the possibility or continuation of conflict posed a threat to development. One representative expressed the opinion that the specific objectives cited in paragraph 46 of the World Plan of Action 27/ to be achieved as a minimum in the first five-year period, dealt with only one objective of the Decade, namely development, and omitted the other two objectives: peace and equality. Another representative proposed that specific topics for review and appraisal at the Conference be listed and stressed that two questions required more emphasis: political rights of women, especially election on an equal footing with men, and participation by women in decision making on local, national and international levels.

329. A number of representatives were of the opinion that the integration of women in development should receive more attention than the other two themes: equality and peace. One suggestion which received support was that of subdividing this topic into three - educational opportunities, employment opportunities and special training for women - and to establish three separate committees to consider them. Another suggestion was to have two committees to discuss development, leaving peace to be discussed in plenary. It was suggested that special emphasis should be placed on community development, on women in economic development and on methods for increasing employment opportunities for women.

330. With respect to the documentation for the Conference, it was suggested that a deadline should be established for the submission of documentation well in advance of the Conference, to allow for adequate consultation and study. Some representatives expressed the opinion that the amount of documentation should be limited. As for the subject matter of documents, one representative suggested that three documents should be prepared on each of the three themes of the Decade. Another suggestion was to include a report by a special rapporteur on the portrayal of women by the mass communication media.

331. The role of the regional commissions was seen as a crucial one for the preparations for the Conference. One representative felt that the regional commissions could play an important role in the collection of data and in the preparation of indicators for the status of women on the regional level. The contributions of the regional commissions and also of the specialized agencies were considered essential for the Conference.

332. A number of representatives expressed the view that, owing to the close relationship between non-governmental organizations and women of the grass-roots level, the role of non-governmental organizations should receive full support. For a better understanding of what was done at the national level, the assistance of non-governmental organizations was needed.

27/ See foot-note 5.

333. The Commission considered the question of participation in the Conference. The participation of both men and women in the government delegations was stressed. Some representatives suggested the inclusion of representatives from women's organizations, women's commissions and trade unions.

334. On the subject of the duration of the Conference, one representative expressed the opinion that the duration of the Conference should be two weeks, as in Mexico. On the question of its site, the Commission was informed that two offers to act as hosts to the Conference had been received from the Governments of Bulgaria and Iran; it was noted, however, that this would be determined by the General Assembly.

335. A suggestion was made that the working languages of the Conference should be the official languages of the United Nations.

336. Representatives were divided on the need to have parallel activities at the Conference similar to the Tribune of the Mexico Conference. Some felt that the Tribune at Mexico had been ineffective and that there had been no interaction between the Tribune and the Conference. Some representatives were of the opinion that money should not be spent on a similar Tribune in 1980. Others favoured parallel activities and said that careful organization and consideration should be given to the planning of the Tribune. While still others felt that the Tribune, or a similar non-governmental organizational activity, should be organized prior to the Conference, so that its decisions and recommendations could be considered by the Conference. Among the suggestions were the following: the preparation of an agenda for the Tribune's consideration, better transportation facilities between the Conference location and the Tribune location, clearer links between the governmental delegations and representatives of non-governmental organizations and setting criteria for non-governmental organizations' participation. One representative felt that the Tribune should have a small liaison office staffed by the United Nations, whose function would be to report developments from one meeting to the other.

337. In reply to a question concerning the financial implications of parallel activities at the Conference, the Secretary informed the Commission that the Tribune in Mexico was not financed by the United Nations and that the United Nations had played very little part in its organization. It had been organized by the non-governmental organizations themselves and was open to the public as well.

338. The need to have effective information activities prior to the Conference was stressed. One representative was of the opinion that information materials should be made available to non-governmental organizations prior to the Conference to provide a clear idea about the Conference and related activities.

339. On the question of preparatory meetings, the Commission agreed that preparation for the 1980 World Conference should receive more careful and detailed planning and consideration ahead of time than had been possible for the 1975 Conference. The timing of the decision to convene that Conference had not allowed adequate preparation for it. Several representatives expressed the hope that preparatory meetings would be scheduled. There was, however, a difference of opinion as to what would be the most appropriate body to do the preparatory work for the Conference. Some representatives were of the opinion that an ad hoc committee of about 16 representatives should be the preparatory body. One

representative felt that the number of representatives should be 23 and not 16 and that the ad hoc committee should convene three meetings in 1977, 1978 and 1979. It was pointed out that should an ad hoc committee be agreed on, it could not begin to function until late 1977 because of the necessity of the approval of the Economic and Social Council for its creation. Some representatives felt that the Commission at its 1978 session could be the preparatory committee for the Conference and, if necessary, a special session could be convened for the preparation of the Conference.

340. In addition to the consideration of a preparatory committee, the Commission also examined the possibility of convening preparatory meetings such as regional seminars or conferences. Some representatives felt that the Conference should be preceded by such regional meetings, similar to those which had been convened in 1974 and 1975. The year 1979 was considered specially suitable for convening regional seminars or conferences. Regional meetings were also seen as a means of involving non-governmental organizations in the preparations for the Conference. It was also felt that the recommendations made by these meetings would contribute to a better understanding of regional problems and situations. One representative felt that the subject of mass communication media and its portrayal of women should be among the subjects discussed in regional seminars.

341. A number of representatives stressed the need for preparatory national seminars as a means of highlighting awareness of the 1980 Conference. As in the preparation of the 1975 Conference, it was felt that national commissions and national liaison officers should be appointed to facilitate communication between the national, regional and international levels.

342. Some representatives were of the opinion that international seminars should be part of the preparation for the Conference and that they should focus on the three themes of the Conference.

343. The need to consider financial resources ahead of time was stressed and it was also said that the earmarking of funds to subsidize regional seminars or conferences should be undertaken at an early stage.

Consideration of draft resolution and voting

344. At the 674th meeting, the representative of Iran, on behalf also of Colombia, Egypt, Guinea, India, Indonesia, Mexico, Senegal and Venezuela, introduced a draft resolution entitled "Preparatory work for the World Conference of the United Nations Decade for Women, 1980" (E/CN.6/L.717). The draft resolution proposed the establishment of

> "an Ad Hoc Committee composed of sixteen representatives of the States members of the Commission on the Status of Women to submit to the Commission at its twenty-seventh and twenty-eighth sessions in 1978 and 1980, proposals concerning the substantive and administrative arrangements for the Conference, taking into account all the relevant reports relating to the review and appraisal of the implementation of the World Plan of Action, as well as the discussions of the Commission and the documents (E/CN.6/600 and E/CN.6/L.713) submitted to it at its twenty-sixth session".

It also requested the Secretary-General

> "to prepare for the consideration of the Ad Hoc Committee in 1978 a report outlining a programme of concrete action for the second half of the United Nations Decade for Women: Equality, Development and Peace, 1976-1985, as the basis for a report to be submitted to the 1980 World Conference".

345. The Secretary informed the Commission that the financial implications for each two-week meeting of the Ad Hoc Committee would be $32,360. With a view to reducing the financial implications and the cost of travel for members of the Committee, the representative of the United Kingdom proposed an amendment to paragraph 1, which was accepted by the sponsors, as further amended orally by Iran. It read as follows:

> "the Ad Hoc committee will meet, if possible, immediately before the 1978 and 1980 sessions of the Commission and, if the Commission deems it necessary, an additional meeting of the Ad Hoc Committee will be held in 1979".

346. The Secretary of the Commission pointed out that the dates for the Ad Hoc Committee meetings would depend on the Economic and Social Council calendar of meetings which would be drawn up in the summers of 1977 and 1979.

347. The representatives of the Byelorussian SSR, France, the USSR and the United Kingdom expressed their reservations on the financial implications of these meetings.

348. The representative of the USSR proposed an oral amendment to operative paragraph 1 to replace the word "administrative" by the word "organizational". The amendment was accepted by the sponsors.

349. The sponsors decided to delete the words "in 1978" in operative paragraph 2, in order to allow adequate time for the Secretary-General to draw up a programme for the second part of the Decade.

350. At its 674th meeting, on 15 December 1976, the Commission approved without a vote the draft resolution as orally amended. (For the text, see chap. I, draft resolution VIII.)

IV. INFLUENCE OF THE MASS COMMUNICATION MEDIA ON ATTITUDES TOWARDS THE ROLES OF WOMEN AND MEN IN PRESENT-DAY SOCIETY

351. Agenda item 5 was discussed at the 675th, 676th and 678th meetings, at the resumed twenty-sixth session of the Commission. The Commission had before it the progress report of the Secretary-General (E/CN.6/601 and Corr.1) prepared in accordance with Economic and Social Council resolution 1862 (LVI).

352. The Deputy Director, Centre for Social Development and Humanitarian Affairs, in introducing the report, drew the attention of the Commission to its main purpose, which was to suggest measures to check the dissemination and perpetuation by the mass communication media of the deeply-rooted discriminatory attitudes, values and beliefs which held women to be inferior to men. These attitudes hampered the efforts of the United Nations to promote equality between men and women in law as well as in fact and to integrate women in development. The Deputy Director stated that the report was concerned with finding ways in which the media could be a positive influence in the formation of more dynamic attitudes towards the roles women should play in contemporary society. Based on the findings and recommendations of the World Conference of the International Women's Year, the World Plan of Action, the two regional plans of action for Asia and the Pacific and for Africa, a number of interregional and regional seminars organized by the United Nations and the UNESCO media workshop held at Mexico City, the report suggested a number of concrete measures which could be taken by the media, by Governments and by international organizations.

353. In view of the limited time which the Commission had in which to finish the remaining items on the agenda, it decided to combine the general discussion with the discussion on the draft resolution submitted by Denmark, Iran, Togo and the United States (E/CN.6/L.690).

354. A number of representatives noted that the report of the Secretary-General contained valuable information and analysed clearly the issues involved and the conclusions of the various meetings mentioned.

355. One representative drew attention in particular to the educational role of the mass communication media, as mentioned in the report, and the possibility they offered of reaching the masses faster than by any other means. She also underlined the great potential of the mass communication media for social action.

356. It was suggested that, in view of its tremendous importance, the item should be considered by the Preparatory Committee for inclusion in the agenda of the 1980 World Conference as well as of the regional meetings which would be organized in preparation for the Conference; in this way background material would be developed on the regional vatiations that existed in the portrayal of women by the mass communication media.

357. Another representative stressed the need for organizing seminars on the subject. She considered it of the utmost importance that there should be exchange of views and experience, which was possible in a seminar. It was considered

unfortunate that an interregional seminar on the mass communication media and women, which had been scheduled for the International Women's Year, had had to be cancelled. She expressed the hope that another seminar would be forthcoming which would provide substantive input into this subject.

358. Attention was drawn to the guidelines or minimum standards of fairness and accuracy for treatment of women in the media that had been prepared in one country by one of the committees organized for the International Women's Year.

359. Another representative spoke of the ridicule with which the mass communication media in her country had treated women's aspirations and expectations which were raised by the International Women's Year. In countries where illiteracy rates were high, the unsympathetic portrayals by the mass communication media of women were especially harmful. The effects of the media, especially cinema and television, on children had to be watched very carefully.

360. When introducing the draft resolution, on behalf also of Denmark, Iran and Togo, the representative of the United States noted that paragraph 1 (b) would be replaced by the Belgian amendment (E/CN.6/L.714) which read as follows:

> "Dissemination of more news about women, (particularly about progress made in the legal, social and political fields), in all languages of the country, giving this news the place it deserves in the light of its subject-matter and not placing it all in sections reserved for women."

361. The sponsors also orally revised the beginning of paragraph 7 to read as follows: "Decides to appoint a special rapporteur ...". Similarly, paragraph 8 was orally amended to read as follows:

> "Requests that the Secretary-General submit a progress report to the twenty-seventh session of the Commission on the Status of Women and findings to its twenty-eighth session."

Another oral revision was made by the sponsors to paragraph 9; the words "Requests further that the General Assembly include" were replaced by "Recommends further that the Ad Hoc Committee include"; similarly, the words "a possible agenda" replaced "an agenda".

362. The Secretary of the Commission drew attention to the financial implications of the draft resolution (see annex III, paras. 9-11).

363. Mexico submitted an amendment to paragraph 7 (E/CN.6/L.719) inserting, after the words "special rapporteur", the following phrase: "taking into account the close relationship between the economic and social aspects of development and the necessity of the full integration of women in the development process".

364. Sweden submitted an amendment to the introductory sentence of paragraph 1 (E/CN.6/L.720) adding, after the words "Encourages Member States to", the words "make representatives of mass communication media aware of the importance of formulating". Sweden also proposed the deletion of paragraphs 3 and 5. The representative of Sweden explained that these amendments would make the text more acceptable to her Government, as the original text might be interpreted as limiting the freedom of the press, radio and television and would therefore not be acceptable.

365. The USSR submitted amendments (E/CN.6/L.721) consisting, first, of adding to paragraph 2 the words "and that they should condemn the use of mass communication media, literature and art with a view to exploiting, discriminating against, and demeaning women", secondly, of inserting, in paragraph 4, the words "political, civic and cultural" after the word "vocational" and, thirdly, of adding a paragraph on UNESCO and other specialized agencies concerned with training and cultural matters.

366. India submitted amendments (E/CN.6/L.722) consisting, first, of adding in paragraph 1 (c), after the words "all walks of life", the words "especially in the fields of development and social welfare", secondly, of adding the following new paragraph before paragraph 5:

> "Requests UNESCO, with a view to helping developing countries, to prepare educational films for primary schools and functional literacy which are concerned with the improvement of the image of women and doing away with stereotyped sex roles;"

and, theirdly, of adding, in the original text of paragraph 5, after the words "staff of the mass communications media", the phrase "including particularly the field of advertising".

367. Egypt submitted amendments (E/CN.6/L.723) consisting, first, of inserting the words "said to be" after the words "film and television are" in the fourth paragraph of the preamble and, secondly, of adding the following sentence at the end of paragraph 7: "This information is to be drawn, inter alia, from studies on this subject to be undertaken by relevant research institutes, from seminars to be organized for this purpose, as well as from other studies which may be under way."

368. Pakistan and Thailand submitted amendments (E/CN.6/L.724) to paragraph 6, adding, after the words "government and non-governmental organizations" the words "especially in co-operation with those organizations dealing with the mass communication media" and, after the words "to organize workshops", the words "and seminars".

369. At its 678th meeting, on 17 September 1976, the Commission adopted without a vote the draft resolution as revised (E/CN.6/L.690/Rev.1) to incorporate the amendments accepted by the sponsors. (For the text, see chap. I, draft resolution IX.)

370. Reservations were expressed by the representatives of the Byelorussian SSR, Colombia, France, the German Democratic Republic and the USSR concerning the financial implications of paragraph 8.

V. COMMUNICATIONS CONCERNING THE STATUS OF WOMEN

371. The Commission discussed agenda item 6 at its 676th and 677th meetings, at the resumed twenty-sixth session. It had before it a note by the Secretary-General (E/CN.6/602). It also had statements from two non-governmental organizations in consultative status with the Economic and Social Council: the International Youth and Student Movement for the United Nations (category I) (E/CN.6/NGO/262) and the Women's International League for Peace and Freedom (category II) (E/CN.6/NGO/274).

372. In introducing the report, the Deputy Director, Centre for Social Development and Humanitarian Affairs drew attention to Economic and Social Council decision 86 (LVIII) of 6 May 1975, in which the Council had invited the Commission to consider the advisability of continuing to deal with communications concerning the status of women in the light of the report of the Secretary-General (E/5628) and the discussion in the Social Committee of the Council at its fifty-eighth session, and to report to the Council at its sixty-second session. She drew attention to paragraphs 5-8 of the note by the Secretary-General, which summarized the procedures for handling communications concerning human rights and to paragraphs 9 and 10 which referred to procedures for handling communications concerning the status of women. She reminded the Commission that procedures for handling communications regarding allegations of violations of human rights and the status of women were first established by the Economic and Social Council in its resolutions 75 (V) and 76 (V) respectively. While procedures for dealing with communications concerning human rights were amended and expanded by the Council in part by resolutions 728 F (XXVIII), 1235 (XLII) and 1503 (XLVIII), communications concerning the status of women had continued to be handled on the basis of Council resolution 76 (V) as amended by resolution 304 I (XI).

373. In the discussion on this item, opinion was divided as to the advisability of the Commission continuing to deal with communications concerning the status of women.

374. In support of the Commission dealing with communications, a number of reasons were put forward. It was pointed out that the communication system provided an important source of information. It helped pin-point gross and persistent violations. The Commission, it was stated, would be more sensitive and more committed to complaints relating to the status of women and there was no other appropriate forum for receiving communications relating to the status of women. It was stressed that by denying this channel of communication to women the very credibility of the Commission would be affected.

375. Representatives who opposed the handling of communications by the Commission gave the following reasons in support of their position. It was stated that violations of human rights, whether of women or men, should be placed on the same footing and that the human rights bodies were sufficiently competent to deal with them. Dividing rights into those of women and those of men would weaken these bodies. There would be too much duplication in the work and in the different committees and commissions, especially with the coming into force of the Convention on the Elimination of Racial Discrimination and the International Covenant on Civil and Political Rights. In view of the very heavy agenda of the Commission, it would

not have the time to deal satisfactorily with communications and would be distracted from its work on the Programme for the Decade for Women. It was pointed out that there was no significant change and no reason to go back on the decision which the Commission had taken at its last session to delete this item from its work programme.

376. Belgium, Canada, Denmark, Sweden, Thailand, the United Kingdom and the United States submitted a draft resolution (E/CN.6/L.686).

377. At its 677th meeting, on 16 December 1976, the Commission adopted the resolution by 14 votes to 5, with 5 abstentions. (For the text, see chap. I, draft resolution X.)

VI. PROGRAMME OF WORK

378. Agenda item 7 was taken up by the Commission at its 677th meeting. The Commission had before it the proposed programme budget for the biennium 1976-1977 concerning the Commission on the Status of Women, 28/ the medium-term plan for the period 1978-1981 29/ and the report of the Committee for Programme and Co-ordination on the work of its sixteenth session. 30/

379. The Deputy Director, Centre for Social Development and Humanitarian Affairs, drew attention to the programme budget for the biennium 1976-1977. As this programme budget had been drawn up before the World Conference of Mexico, it did not take into account the staff requirements for carrying out the programme for the implementation of the World Plan of Action. By General Assembly resolution 3520 (XXX), the Secretariat had been asked to prepare revised estimates to the 1977 budget because of the implications of the World Plan of Action. These revised estimates were actually under discussion within the Secretariat. The programme budget for the biennium 1978-1979, which would be based on the medium-term plan, was now being prepared and would take into account the decisions of the Commission at its current session.

380. The Deputy Director informed the Commission that it would be helpful for the Secretariat to have the guidance of the Commission on the medium-term plan for 1978-1981, which was prepared early in 1976 and submitted to the Committee for Programme and Co-ordination in May 1976. The relevant paragraphs related to the three subprogrammes of the Promotion of Equality of Men and Women Branch - subprogramme 4: integration of women in development, subprogramme 5: international instruments relating to the status of women, and subprogramme 6: women and peace.

381. The Commission was informed that, during the discussions in the Committee for Programme and Co-ordination, some amendments were introduced, taking into account the World Plan of Action and the resolutions of the General Assembly. The Committee recommended that the programme be raised from below average to above average rate of growth.

382. The Commission was also informed about the Voluntary Fund for the United Nations Decade for Women and the relevant General Assembly resolution (resolution 31/133).

383. A few questions were raised with respect to the budget and the additional staffing that was required for the Programme for the Decade for Women.

384. The Commission approved in general the medium-term plan and took note of the relevant recommendations of the Committee for Programme and Co-ordination.

28/ See Official Records of the General Assembly, Thirtieth Session, Supplement No. 6, vol. II.

29/ Ibid., Thirty-first Session, Supplement No. 6A and corrigenda, vol. I, paras. 1777-1803.

30/ Ibid., Supplement No. 38.

VII. DRAFT PROVISIONAL AGENDA FOR THE TWENTY-SEVENTH SESSION

385. In accordance with Economic and Social Council resolution 1894 (LVII), the Commission had before it a note by the Secretariat (E/CN.6/L.698/Rev.1) containing the following draft provisional agenda for the twenty-seventh session:

1. Election of officers

2. Adoption of the agenda

3. Developments relating to the Programme for the United Nations Decade for Women

   (a) Review and appraisal of progress made

   (b) Preparatory work for the 1980 World Conference

4. International instruments and standards relating to the status of women:

   (a) Implementation of the Declaration on the Elimination of Discrimination against Women and related instruments

   (b) Special problems relating to the human rights of women detained or imprisoned

5. Influence of the mass communication media

6. Measures to alleviate the condition of women and children in particular situations of hardship, emergency and armed conflict:

   (a) Condition of women and children in particular situations of armed conflict and emergency

   (b) Effects of apartheid on the status of women

7. Communications concerning the status of women

8. Programme of work

9. Draft provisional agenda for the twenty-eighth session

10. Adoption of the report of the Commission on its twenty-seventh session

386. In the course of the discussion, some representatives considered that the first substantive item should deal with international instruments and standards relating to the status of women and be followed by the item on developments relating to the Programme for the United Nations Decade for Women. It was also felt that the item on the effects of apartheid on the status of women should constitute a separate item rather than a subitem and that the item dealing with the condition of women and children in particular situations of armed conflict and emergency should be rephrased to conform more closely to the relevant resolutions

of the General Assembly and the Economic and Social Council and also constitute a separate item. Opinions were divided on the inclusion of an item on special problems relating to the human rights of women detained or imprisoned. Those who supported its inclusion considered that it should be a separate item. They also stressed the urgent need for the Commission to consider the condition and treatment of women prisoners and detainees, which question had been inadequately studied to date. It was noted that the Sub-Commission on the Prevention of Discrimination and Protection of Minorities had specifically requested the Commission to take up this question. Others believed, however, that the item should be studied by the Commission on Human Rights rather than the Commission on the Status of Women, which was not the appropriate body to consider the question of women prisoners and which, in any case, already had a very heavy work programme.

387. Some representatives requested the inclusion of an item on the influence of activities of foreign economic and other interests on the living conditions of women in dependent territories, following the recommendations contained in Economic and Social Council resolution 1516 (XLVIII). In this resolution, the Council had called for a study of this question but the Commission had not subsequently received any report from the Special Committee on the Situation with regard to the Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples.

388. It was agreed that the Secretary-General would take these observations and suggestions into consideration when drawing up, in consultation with the Chairman, the provisional agenda for adoption at the twenty-seventh session.

VIII. ADOPTION OF THE REPORT OF THE COMMISSION ON ITS TWENTY-SIXTH SESSION

389. At its 659th meeting, on 1 October 1976, the Commission adopted without a vote its draft report on agenda item 3 (a) and on the subitem of agenda item 4 which included the Programme for the Decade for Women (E/CN.6/L.681 and Add.1-6). At its 679th meeting, on 17 December 1976, the Commission adopted without a vote the draft report on its resumed twenty-sixth session (E/CN.6/L.716 and Add.1-5) at which it completed all the items on its agenda.

IX. ORGANIZATION OF THE SESSION

Opening and duration of the session

390. The Commission on the Status of Women held its twenty-sixth and resumed twenty-sixth sessions at the United Nations Office at Geneva from 13 September to 1 October and from 6 to 17 December 1976 respectively. The Commission held 50 plenary meetings (630th-679th meetings).

391. The session was opened by the Assistant Secretary-General for Social Development and Humanitarian Affairs.

Attendance

392. The following States members of the Commission were represented: Belgium, Byelorussian Soviet Socialist Republic, Canada, Colombia, Cuba, Denmark, Dominican Republic, Egypt, France, German Democratic Republic, Greece, Guinea, Hungary, India, Indonesia, Iran, Madagascar, Mexico, Pakistan, Senegal, Sweden, Thailand, Togo, Union of Soviet Socialist Republics, United Kingdom of Great Britain and Northern Ireland, United States of America and Venezuela. The following States members of the Commission were not represented: China, Ethiopia, Gabon, Nicaragua and Zaire. Observers of other States Members of the United Nations, representatives of bodies of the United Nations system, other intergovernmental organizations, a liberation movement and non-governmental organizations also attended the session. A complete list is given in annex I.

Election of officers

393. At its 633rd meeting, on 14 September 1976, the Commission elected the following officers by acclamation: Chairman, Anasixta González de Cuadros (Colombia); Vice-Chairmen: Hanna Bokor-Szego (Hungary); Janet Cockcroft (United Kingdom); Lena Gueye (Senegal); Rapporteur, Homa Rouhi (Iran).

Agenda

394. The Commission considered its agenda at its 631st meeting. It had before it the provisional agenda (E/CN.6/590) drawn up by the Secretary-General in consultation with the Chairman of the Commission at its twenty-fifth session. The provisional agenda was adopted without objection and is reproduced in annex II.

Organization of work

395. By 1 October 1976, the Commission had completed consideration of only part of agenda item 3 (a) and items 4 (a) and (b), under which it had adopted the Programme for the United Nations Decade for Women. Owing to lack of time, it

was unable to complete consideration of subitems (c) and (d) of item 4 or to consider items 5-8.

396. At its 659th meeting, on 1 October 1976, therefore, the Commission adopted the following draft resolution without a vote.

"The Commission on the Status of Women,

"Noting the provisions of resolution 3521 (XXX) of 15 December 1975, by which the General Assembly requested the Commission on the Status of Women to complete in 1976 the elaboration of the draft Convention on the Elimination of Discrimination against Women,

"Regretting its inability to conclude its work on the drafting of the Convention on the Elimination of Discrimination against Women and other items of the agenda,

"Noting the extreme importance of completing this work, particularly in the light of the United Nations Decade for Women: Equality, Development and Peace, 1976-1985,

"Strongly recommends to the Economic and Social Council that it authorize the holding of a resumed twenty-sixth session of the Commission on the Status of Women in 1976, preferably in New York, to enable it to complete the remainder of its agenda, with special priority to the drafting of the Convention on the Elimination of Discrimination against Women and the preparatory work for the World Conference of the United Nations Decade for Women, 1980."

397. The Economic and Social Council, at its 2035th meeting, on 27 October 1976, decided, by decision 195 (LXI), to approve the holding of a resumed twenty-sixth session of the Commission at Geneva from 6 to 17 December 1976.

398. At the same meeting, by its decision 196 (LXI), the Council also decided, as an exception, (a) to take note of the decision adopted by the Commission at its twenty-sixth session concerning the Programme for the United Nations Decade for Women (see para. 293), (b) to transmit the Programme to the General Assembly at its thirty-first session for its information, 31/ and (c) to consider the report of the Commission as a whole at the sixty-second session.

Summary records, resolutions and recommendations

399. The Commission decided, at its 631st meeting, to have summary records prepared of the discussion of items 3 (a), 4 and 6.

400. The draft resolutions recommended for adoption by the Economic and Social Council and the decision taken by the Commission at its twenty-sixth session and which is of special relevance to the Council, are reproduced in chapter I of the present report.

31/ The General Assembly subsequently, in its resolution 31/136 of 16 December 1976, approved the Programme as adopted by the Commission.

401. The documents before the Commission at its twenty-sixth session are listed in annex VI.

Consultations with non-governmental organizations

402. In accordance with rule 75 of the rules of procedure of the functional commissions of the Economic and Social Council, the observers of the following non-governmental organizations in consultative status with the Council made statements during the twenty-sixth session:

Category I: International Confederation of Free Trade Unions (item 3), International Planned Parenthood Federation (item 4), Women's International Democratic Federation (item 4).

Category II: World Union of Catholic Women's Organizations (item 3), International Federation of Business and Professional Women (item 4), International Federation of Women in Legal Careers (item 4), World Women's Christian Temperance Union (item 4), Women's International League for Peace and Freedom (item 6).

403. Written statements submitted by non-governmental organizations are listed in annex VI.

ANNEXES

Annex I

ATTENDANCE

Members

Belgium: M. A. Coene; E. Foucart-Floor;* S. Oschinsky;* S. Gerlo-Van Loey;* P. Noterdaeme;* a/ G. Van Duyse;* J. Harroy*

Byelorussian Soviet Socialist Republic: E. K. Romanovich; V. I. Lukyanovich* a/

Canada: Rita Cadieux

China: b/

Colombia: Anasixta González de Cuadros; Angela Herrán*

Cuba: Esther Velis Díaz de Villalvilla; María Yolanda Ferrer Gómez;* Leonor Rodríguez* a/

Denmark: Karen Dahlerup; Nanna Dahlerup;* Grethe Fenger Møller;* Tyge Lehmann;* Marianne Lehmann* a/

Dominican Republic: Licelott Marte de Barrios; c/ Diana Elisa Noelting*

Egypt: Aziza Hussein; M. Tallawy;* Minou Serry*

Ethiopia: b/

France: Marcelle Devaud; Germaine Hirlemann*

German Democratic Republic: Helga Hoerz; Hans-Juergen Micheel;* Horst Muller*

Gabon: b/

Greece: Anna Venezi-Cosmetatos

Guinea: Sophie Maka

Hungary: Hanna Bokor-Szego; Gyorgy Szenasi*

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* Alternate.

a/ Attended the resumed twenty-sixth session only.

b/ Not represented at the session.

c/ Did not attend the session.

India: Kamila Tyabji; K. S. Sodhi*

Indonesia: Suwarni Salyo;d/ Kustijah Prodjolalito*

Iran: Princess Shraf Pahlavi;c/ Manaz Afkhani;* d/ Mehdi Ehsasi; Homa Rouhi;* Haleh Esfandiari;* d/ Shahnaz Vokhshourfar* a/

Madagascar: Lucette Ramanantsoavina; Hafa Lamina*

Mexico: Aída González Martínez;d/ José Luis Vallarta;*a/ Gloria Brasdefer*

Nicaragua:b/

Pakistan: Tazeen Faridi; Khalid Saleem*

Senegal: Lena Gueye

Sweden: Maj Britt Sandlund;d/ K. Sonja Fredgardh;a/ Karin M. Ahrland*a/

Thailand: Princess Ng. Prem Purachatra

Togo: Adjoavi Sika Thompson-Trenou;a/ Madoc Sivomey*a/

Union of Soviet Socialist Republics: Tatiana Nikolaeva

United Kingdom of Great Britain and Northern Ireland: Janet Cockcroft; Eric Callway*

United States of America: Patricia Hutar; Shirley B. Hendsch;* Virginia Y. Trotter*

Venezuela: Verónica Peñalver de Lepage;d/ Blanca Canache Mata;*d/ Irama Balza Rodríguez;* a/ Rosa Lisboa de Necer* a/

Zaire:b/

States Members of the United Nations represented by observers

Argentina, Australia, Austria, Chile, Finland, Germany, Federal Republic of, Ireland, Israel, Japan, Lebanon, Libyan Arab Republic, Netherlands, New Zealand, Norway, Poland, Portugal, Tunisia, Turkey

United Nations Secretariat

Centre for Social Development and Humanitarian Affairs, Economic and Social Commission for Asia and the Pacific (ESCAP), Economic Commission for Latin America (ECLA), Economic Commission for Africa (ECA), Economic Commission for Western Asia (ECWA)

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d/ Attended the twenty-sixth session only.

United Nations bodies

United Nations Children's Fund, United Nations Development Programme, United Nations Fund for Population Activities, United Nations Research Institute for Social Development

Specialized agencies

International Labour Organisation, Food and Agriculture Organization of the United Nations, United Nations Educational, Scientific and Cultural Organization

Other intergovernmental organizations represented by observers

Commission on the Status of Arab Women, European Economic Communities, Inter-American Commission of Women

Liberation movement

Palestine Liberation Organization

Non-governmental organizations

Category I: International Alliance of Women, International Confederation of Free Trade Unions, International Council of Women, International Planned Parenthood Federation, International Youth and Student Movement for the United Nations, Women's International Democratic Federation

Category II: All-India Women's Conference, All-Pakistan Women's Association, Arab Lawyers Union, Associated Country Women of the World, Bahá'i International Community, The Commission of the Churches on International Affairs, Friends World Committee for Consultation, International Catholic Child Bureau, International Confederation of Catholic Charities, International Council of Jewish Women, International Council of Social Democratic Women, International Council on Social Welfare, International Federation for Human Rights, International Federation of Business and Professional Women, International Federation of University Women, International Federation of Women in Legal Careers, International Federation of Women Lawyers, International Movement for Fraternal Union among Races and Peoples, International Union for Child Welfare, Pan-Pacific and South-East Asia Women's Association, Soroptimist International, St. Joan's International Alliance, Women's International League for Peace and Freedom, Women's International Zionist Organization, World Union of Catholic Women's Organizations, World Women's Christian Temperance Union, World Young Women's Christian Association, Zonta International

Roster: World Peace Council

Annex II

AGENDA

1. Election of officers

2. Adoption of the agenda

3. International instruments relating to the status of women:

   (a) Draft Convention on the Elimination of Discrimination against Women

   (b) Implementation of the Declaration on the Elimination of Discrimination against Women

4. The United Nations Decade for Women: Equality, Development and Peace, 1976-1985:

   (a) Evaluation of activities undertaken during the International Women's Year

   (b) The programme for the Decade and related questions, including technical co-operation activities

   (c) Review and appraisal of progress made under the International Development Strategy for the Second United Nations Development Decade and in the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year

   (d) Preparatory work for the World Conference of the United Nations Decade for Women, 1980

5. Influence of the mass communication media on attitudes towards the roles of women and men in present-day society

6. Communications concerning the status of women

7. Programme of work

8. Draft provisional agenda for the twenty-seventh session

9. Adoption of the report of the Commission on its twenty-sixth session

Annex III

ADMINISTRATIVE AND FINANCIAL IMPLICATIONS OF DECISIONS TAKEN BY THE COMMISSION AT ITS TWENTY-SIXTH SESSION

Draft resolution I

1. Under the terms of article 19, paragraph 3, of the draft Convention on the Elimination of Discrimination against Women (see chap. I above, draft resolution I, annex), the Commission on the Status of Women shall establish an ad hoc Group consisting of 10 to 15 persons elected by the Commission from among its own members who are States Parties to the Convention and from an additional list of persons nominated by States Parties who are not members of the Commission, consideration being given to the principle of equitable geographical distribution and representation of differing legal systems. Those elected to the Group shall serve in their personal capacity and shall be elected for a two-year term. Paragraph 4 of the same article provides that the Group shall meet for a period of not more than two weeks before the opening of the regular session of the Commission and paragraph 5 that it shall report to the Commission on the Status of Women which shall transmit its report, together with its own comments, to the Economic and Social Council.

2. Should this article be adopted, financial implications would arise. These have been calculated based on the following assumptions:

(a) That the ad hoc Group would meet in New York and that its members, serving in their personal capacity, would be provided with first-class travel and subsistence allowance;

(b) The Group would meet for a period of two weeks;

(c) There would be two meetings daily;

(d) Simultaneous interpretation in English, French, Russian and Spanish would be required; whether Chinese would be required would depend on the composition of the Group;

(e) No summary records would be prepared, but sound recording would be required;

(f) There would be 300 pages of pre-session, 100 pages of in-session and 50 pages of post-session documentation, all to be translated from the original version into three other languages, subject to the possible inclusion of Chinese; the report of the Group to the Economic and Social Council would in any event have to be translated into Chinese;

(g) Supplementary staff resources would be required to undertake the additional work involved (including the preparation of the summary, requested under article 19, para. 7, of information received from States Parties and specialized agencies, on measures taken and progress made in achieving full observance of the rights recognized in the Convention).

3. On the basis of the above assumptions, the total cost of the meeting of the ad hoc Group to the United Nations regular budget is estimated as follows:

	United States dollars
Travel and subsistence of members of the ad hoc Group (15 members - average $1,870 per member)	28,050
Interpretation: 12 interpreters, on basis of meetings in New York with 7 non-local interpreters travelling from Geneva to New York and return	26,028
Pre-session documentation: 180 work days of translation and 90 work days of revision	20,803
In-session documentation: 60 work days of translation and 30 work days of revision	6,934
Post-session documentation: 40 work days of translation and 20 work days of revision	4,623
Typing: pre-session 210 work days) . . . . . in-session 70 work days) . . . . . post-session 45 work days)	11,375
Reproduction and distribution of pre-, in- and post-session documentation a/	14,480
Other support staff: 1 conference officer and 1 documents officer	840
Additional staff resources: 1 P-4 post with common staff costs	31,200
TOTAL	$144,333

4. If Chinese were to be included, the following additional costs would arise:

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a/ Includes cost of translation into Chinese of the report to the Economic and Social Council.

	United States dollars
Three interpreters	5,616
Pre-session documentation: 60 work days of translation and 30 work days of revision	6,934
In-session documentation: 20 work days of translation and 10 work days of revision	2,311
Typing: pre-session, 60 work days) in-session, 20 work days)	2,800
Reproduction and distribution of documents	810
TOTAL	$18,471

Draft resolution VIII

5. Under the terms of paragraph 1 of draft resolution VIII (see chap. I above), the Economic and Social Council would decide to establish, on the basis of equitable geographical distribution, an ad hoc Committee composed of 16 representatives of the Governments members of the Commission on the Status of Women and responsible for submitting to the Commission at its twenty-seventh and twenty-eighth sessions in 1978 and 1980, proposals concerning the substantive and organizational arrangements for the World Conference of the United Nations Decade for Women, 1980. The ad hoc Committee would meet, if possible, immediately before the 1978 and 1980 sessions of the Commission with an additional meeting of the Committee being held in 1979 if deemed necessary.

6. Should the Council approve the establishment of this ad hoc Committee, financial implications would arise. For the purpose of establishing the costs the following assumptions apply:

(a) The ad hoc Committee would meet in New York;

(b) The duration of each meeting would be five days;

(c) The Committee would meet twice daily;

(d) The documentation would be in English, French and Spanish, its volume being estimated as follows:

Pre-session: 20 pages
In-session: 10 pages
Post-session: 20 pages;

(e) No summary records would be prepared, but sound recording would be provided;

(f) Travel of Committee members would be paid by the United Nations at the economy rate, but they would receive no per diem inasmuch as they are representatives of Governments members of the Commission;

(g) Temporary assistance would be required.

7. The cost of each meeting would be apportioned as follows:

	United States dollars
Travel of representatives	22,470
Temporary personnel:	
Interpreters	5,180
Translators	1,650
Revisers	600
Typists	500
Reproduction and distribution of documents	1,660
Miscellaneous	300
TOTAL	$32,360

8. If the Committee were to meet prior to the 1978 and 1980 sessions of the Commission, the travel costs of the representatives (estimated at $22,470) would not arise, making a total cost per meeting of $9,890.

Draft resolution IX

9. Under draft resolution IX, paragraph 8 (see chap. I above), the Economic and Social Council would decide to appoint a special rapporteur to prepare a study on the impact of the mass communication media on the changing roles of men and women, including action taken by the public and private sectors at national, regional and international levels, to remove prejudices and sex-role stereotyping, to accelerate the acceptance of women's new and expanded roles in society, and to promote their integration into the development process as equal partners with men.

10. Should the Council appoint a special rapporteur, financial implications would arise, based on the following assumptions:

(a) No honorarium would be paid to the special rapporteur;

(b) Two visits to United Nations Headquarters for consultations would be required, each of one week's duration;

(c) One visit to Paris for consultations with UNESCO, also for one week, would be required.

11. The total cost would be as follows:

	United States dollars	
Two one-week visits to New York (first-class travel)	2,860	
Subsistence	920	3,780
One one-week visit to Paris (first class travel)	1,915	
Subsistence	370	2,285
TOTAL		6,065

Annex IV

DRAFT CONVENTION ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN

Text of the Preamble and articles 1-13
recommended by the Style Committee

PREAMBLE

The States Parties to the present Convention,

Considering that the Charter of the United Nations reaffirmed faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Considering that the Universal Declaration of Human Rights affirms the principle of non-discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including any distinction based on sex,

Considering that the international covenants on human rights impose on States the obligation to ensure to men and women the equal right to enjoyment of all economic, social, cultural, civil and political rights,

Taking into account the conventions concluded under the auspices of the United Nations and the specialized agencies and the resolutions, declarations and recommendations adopted by those organizations in favour of equal rights of women and men,

Concerned to find that, despite those various instruments, extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equal rights and respect for human dignity, hampers the participation of women, on equal terms with men, in the political, social, economic and cultural life of their country, is an obstacle to the growth of the well-being of society and of the family, and makes more difficult the full development of the potentialities of women in the service of their country and humanity,

Concerned particularly that scientific and technological progress has, in general, improved the potential for employment and the development of new skills but without benefiting women to the same extent as men,

Affirming that the strengthening of international peace and security, friendly co-operation among States irrespective of their social and economic systems, general and complete disarmament under strict and effective international control, the elimination of colonialism and racism in all their forms including apartheid, the elimination of the gap between developing and developed countries,

and the right to self-determination are vital in promoting the fundamental rights of women, in the achievement of which they should play their full part,

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

Conscious of the great contribution made by women to the progress of society, which contribution has not yet been fully recognized, of the social significance of maternity and of the role of parents in the family and in the rearing of children,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the necessary measures to eliminate de facto and de jure discrimination,

Have agreed upon the following:

GENERAL PROVISIONS

Article 1

For the purpose of the present Convention the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect of or the purpose of impairing or nullifying the recognition, enjoyment or exercise by women, on a basis of equality with men, of human rights and fundamental freedoms in the political, economic, social and cultural fields or any other field of public life.

Article 2

The States Parties condemn discrimination against women and undertake to pursue, by all appropriate means and without delay, a policy of eliminating discrimination against women and, to this end:

(a) Each State Party undertakes to embody the principle of the equality of men and women in its national Constitution, if not yet incorporated therein, and to ensure, through law or by other appropriate means, the practical realization of this principle;

(b) Each State Party undertakes to adopt legislative and/or all other appropriate measures, accompanied by sanctions, prohibiting all discrimination against women and guaranteeing the realization of the principle of equality of rights;

(c) Each State Party undertakes to establish legal protection for the equality of rights of men and women;

(d) Each State Party undertakes not to engage in any act or practice of discrimination against women and to ensure that public authorities and public institutions shall act in conformity with this obligation;

(e) Each State Party undertakes to take all necessary measures to eliminate discrimination against women by any person or organization;

(f) Each State Party shall take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which are discriminatory to women;

(g) Each State Party undertakes to promote organizations and movements whose purpose is to advance the status of women and eliminate discrimination against them.

Article 3

The States Parties shall undertake in all fields, particularly in the political, social, economic and cultural areas, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4

1. Adoption by States of temporary special measures aimed at accelerating de facto equality shall not be considered discriminatory but shall in no way entail, as a consequence, the maintenance of unequal or separate standards; these measures should be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States of special measures aimed at protecting maternity, including those measures contained in the present Convention, shall not be considered discriminatory.

Article 5

1. The States Parties shall take all appropriate measures, notably educational, to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women.

2. Suitable family education should include a proper understanding of motherhood as a social function and the recognition of the common responsibility of both men and women in the upbringing and development of their children.

Article 6

Each State Party undertakes to repeal all provisions of national penal legislation which constitute discrimination against women.

Article 7

Each State Party agrees to take all appropriate measures, including legislation, to combat all forms of traffic in women and exploitation of prostitution of women.

POLITICAL RIGHTS

Article 8

The States Parties shall undertake all appropriate measures to ensure to women, on equal terms with men and without any discrimination, opportunities to participate in the political and public life of the country and, in particular:

(a) To vote in all elections and be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and exercise all public functions at the national and local levels;

(c) To vote in all public referenda;

(d) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Article 9

1. The States Parties shall grant spouses the same rights to acquire, change or retain their nationality and shall, in particular, make provisions to ensure that neither marriage of a person to, nor dissolution of marriage from, an alien nor change of nationality by an alien during marriage will automatically change such person's nationality, render him or her stateless or force upon him or her the nationality of the spouse.

2. The States Parties may permit the alien husband or wife of one of their nationals, at his or her request, to acquire the nationality of his or her spouse through specially privileged naturalization procedures; the granting of such nationality is subject to such limitations as may be imposed in the interests of national security or public policy, or by virtue of certain penal or administrative measures taken against the applicant.

3. The present Convention shall not be construed as affecting any legislation or judicial practice by which the alien husband or wife of a national of one of the States Parties may, at his/her request, acquire his/her spouse's nationality as a matter of right.

4. The States Parties undertake to grant women the same rights as men to transmit their own nationality to their children.

SOCIAL AND ECONOMIC RIGHTS

Article 10

Each State Party agrees to take all appropriate measures to ensure to women, married or unmarried, equal rights with men in the field of education. Education shall be directed towards the full development of the human personality and the sense of dignity and shall strengthen respect for human rights and fundamental freedoms. In particular, each State shall ensure:

(a) Equal conditions for career guidance, access to studies and earning of degrees or diplomas in educational institutions of all categories in rural as well as in urban areas; this equality is to be ensured in pre-school, general, technical, professional and higher, including higher technical education, as well as in all types of vocational training;

(b) Equal access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality, whether the institutions are coeducational or not;

(c) The speedy achievement of coeducation, which will also help to eliminate any stereotyped concept of masculine and feminine roles, at all levels and in all forms of education;

(d) Equal opportunities to benefit from scholarships and other study grants;

(e) Equal opportunity for access to programmes of continuing education, including adult and functional literacy programmes, particularly aimed at reducing as soon as possible the existing knowledge gap between men and women;

(f) Measures to reduce the school drop-out rate among girls and provision of programmes for young girls who have left school early;

(g) Access to specific educational information which will help to ensure the health and well-being of families, including information and advice on family planning.

Article 11

1. The States Parties shall undertake to adopt all appropriate measures to ensure to women, married or unmarried, equal rights with men in economic and social life and, in particular:

(a) The right to work as an inalienable right of all human beings;

(b) The right, without discrimination on grounds of civil status or any other grounds, to receive vocational training and retraining, to free choice of profession and employment and to promotion and job security;

(c) The right to equal remuneration with men for work of equal value and to equality of treatment with respect to the evaluation of quality of work of equal value, as defined in the Convention of the International Labour Organisation on this subject;

(d) The right, on equal terms with men to social security, particularly with respect to retirement, unemployment, sickness, disability and old age or other incapacity to work, as well as the right to paid leave;

(e) The right to family benefits on equal terms for men and women;

(f) Equal employment opportunities for women and the prevention of discrimination in employment on the basis of sex.

2. In order to prevent discrimination against women on account of marriage or maternity and to ensure their effective right to work, the States Parties shall undertake measures:

(a) Prohibiting - and making punishable - dismissal on grounds of marriage, pregnancy or maternity leave;

(b) Progressively introducing paid leave for pregnancy and maternity without loss of the job held and without loss of social allowances and benefits, the periods of leave being treated as equivalent to periods of work actually performed; the cost of this protection should be borne by social security systems or other public funds or collective systems;

(c) Encouraging the provision of the necessary support services, including child-care services, and granting women free medical services during pregnancy, confinement and the post-natal period.

Article 12

The States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to guarantee them equality as participants and as beneficiaries of agricultural and rural development and particularly the right to:

(a) Participate fully in the formulation and implementation of development planning from the local to the national levels;

(b) Receive adequate medical and health facilities, including family planning advice and services, as well as personal rights to social security on equal basis with men;

(c) Have access to all types of training and education, formal and non-formal, including functional literacy, as well as the benefit of all community and extension services;

(d) Participate equally in all community activities including co-operatives;

(e) Have equal access to credit and loans, marketing facilities and appropriate technologies and receive equal treatment in land and agrarian reform as well as in land resettlement schemes.

Article 13

1. The States Parties shall encourage measures to enable parents to combine fulfilment of family and parental obligations with activity in the labour force, in professions and in public life and shall, for that purpose, promote the establishment of child-care facilities as needed, as a co-operative effort of Government, business and industry and other institutions and organizations in the private sector.

2. The States Parties shall adopt appropriate measures, including legislation, to ensure the health and safety of all workers, male and female, in their working conditions.

3. Protective legislation applying to women should be reviewed in the light of

scientific and technological knowledge, and should be revised, repealed or extended to all workers as necessary.

4. The States Parties shall adopt measures to extend special protection to women for types of work which have been proved to be harmful to them from the standpoint of their social function of reproduction. Such measures shall be periodically reviewed and brought up to date in cases where such limitations are discriminatory with regard to free choice of employment of women and in the light of advances in scientific and technological knowledge.

Annex V

PROGRAMME FOR THE UNITED NATIONS DECADE FOR WOMEN a/

I. UNITED NATIONS DECADE FOR WOMEN: POLICIES, PRINCIPLES AND MANDATES

1. The policies, principles and mandates for the Programme for the United Nations Decade for Women are set forth in a number of international documents, b/ including in particular:

(a) The Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975, the World Plan of Action for the Implementation of the Objectives of the International Women's Year, the regional plans of action for Asia and the Pacific and for Africa and related resolutions of the Conference, c/ endorsed by the General Assembly in its resolution 2530 (XXX);

(b) General Assembly resolutions 3490 (XXX), 3505 (XXX), 3518 (XXX) to 3524 (XXX) and 3416 (XXX) of December 1975;

(c) Economic and Social Council resolutions 1998 (LX), 1999 (LX) and 2005 (LX) of May 1976.

These international documents, and especially the World Plan of Action, stress the importance of national action, supported by action at the regional and global levels, involving all organizations in the United Nations system. The World Plan of Action and the regional plans provide detailed guidelines for such action.

2. In addition to the above-mentioned texts, a number of resolutions and declarations have been adopted during the International Women's Year by the specialized agencies. These resolutions and declarations request action by these agencies in various technical subjects which are included in the Programme for the Decade and for which they should, according to the mandate given to them in the United Nations system, continue to have the technical responsibility.

3. At the same time the World Plan of Action provides that "each country should decide upon its own national strategy and identify its own targets and priorities within the present World Plan (para. 28). It also stipulates that, by 1980, the achievement of the following should be envisaged and that these minimum objectives should be developed in more specific terms in regional plans of action (para. 46):

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a/ See paras. 257-293 of the present report.

b/ The inclusion of this paragraph should not be interpreted as indicating a change in the positions taken by certain delegations when the documents and resolutions referred to in the paragraph were adopted.

c/ Report of the World Conference of the International Women's Year (United Nations publication, Sales No.: E/76.IV.1), chaps. I-III.

"(a) Marked increase in literacy and civic education of women, especially in rural areas;

"(b) The extension of co-educational technical and vocational training in basic skills to women and men in the industrial and agricultural sectors;

"(c) Equal access at every level of education, compulsory primary school education and the measures necessary to prevent school drop-outs;

"(d) Increased employment opportunities for women, reduction of unemployment and increased efforts to eliminate discrimination in the terms and conditions of employment;

"(e) The establishment and increase of the infrastructural services required in both rural and urban areas;

"(f) The enactment of legislation on voting and eligibility for election on equal terms with men and equal opportunity and conditions of employment including remuneration, and on equality in legal capacity and the exercise thereof;

"(g) Encouragement of a greater participation of women in policy-making positions at the local, national and international levels;

"(h) Increased provision for comprehensive measures for health education and services, sanitation, nutrition, family education, family planning and other welfare services;

"(i) Provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;

"(j) Recognition of the economic value of women's work in the home, in domestic food production and marketing and voluntary activities not traditionally remunerated;

"(k) Direction of formal, non-formal and life-long education towards the re-evaluation of the man and woman, in order to ensure their full realization as individuals in the family and in society;

"(l) The promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions;

"(m) The development of modern rural technology, cottage industry, pre-school day centres, time and energy saving devices so as to help reduce the heavy work load of women, particularly those living in rural sectors and the urban poor and thus facilitate the full participation of women in community, national and international affairs;

"(n) The establishment of an interdisciplinary and multisectoral machinery within the Government for accelerating the achievement of equal opportunities for women and their full integration into national life."

4. The General Assembly, in proclaiming the United Nations Decade for Women: Equality, Development and Peace (resolution 3520 (XXX), called upon Governments,

as a matter of urgency, to examine the recommendations contained in the World Plan of Action and related resolutions of the Conference including action to be taken at the national level, such as:

"(a) The establishment of short-term, medium-term and long-term targets, and priorities to this end, taking into account the guidelines set forth in sections I and II of the World Plan of Action, including the minimum objectives recommended for achievement by 1980;

"(b) The adoption of national strategies, plans and programmes for the implementation of the recommendations within the framework of over-all development plans, policies and programmes;

"(c) The undertaking of regular reviews and appraisals of progress made at the national and local levels in achieving the goals and objectives of the World Plan of Action within the framework of over-all development plans, policies and programmes."

5. The Assembly also called for the co-operation of the entire United Nations system in implementing the World Plan, and the development and implementation within the framework of the Administrative Co-ordination Committee of a joint interagency programme for the integration of women in development. This joint programme now has the title: "Joint Inter-Organizational Programme for the United Nations Decade for Women: Equality, Development and Peace".

6. The Assembly also urged non-governmental organizations to assist in implementing the World Plan and related recommendations of the Conference within their particular areas of interest and competence.

7. It is proposed to implement the Programme for the Decade in two phases: 1976-1980, the year of the World Conference for the Decade, and the period 1981-1985, constituting the second half of the Decade.

8. The programme outlined below focuses on the first half of the Decade, 1976-1980.

9. In order to ensure the effective integrated implementation of the Programme, it is essential to strengthen the organizational structures responsible for the over-all co-ordination, development of programmes, public information and evaluation of the Decade for Women, at all levels, international, regional and national. Such structures should be basically responsive to the realistic needs of women at country level, in urban and rural areas.

10. The Programme, if it is to achieve its objectives, will require resources, both within the regular budgets of organizations in the United Nations system and through bilateral and multilateral extrabudgetary funds, including the Voluntary Fund for the United Nations Decade for Women.

11. It is recommended that adequate resources from the regular budget, both for staffing for Headquarters and for the secretariats of regional commissions, be provided as they are essential to ensure the continuity in the infrastructure required for the satisfactory implementation of the Programme for the Decade at the international and regional levels.

II. SPECIFIC AREAS FOR ACTION TO ATTAIN THE THREEFOLD OBJECTIVES OF THE DECADE

A. Formulation and implementation of international and national standards to eliminate discrimination against women

International and regional action, 1976-1980

1. Adoption and entry into force of the Convention on the Elimination of Discrimination against Women with effective measures for its implementation

Adoption of the Convention by the General Assembly, entry into force of the Convention and application of its implementation measures as soon as possible.

2. Implementation of existing international instruments relating to the status of women

(a) Biennial review by the Commission on the Status of Women of the implementation of the Declaration on the Elimination of Discrimination against Women and other international instruments with related provisions (Economic and Social Council resolution 1677 (LII)).

(b) Review of the implementation of the Convention on the Elimination of Discrimination against Women when it has been adopted, in accordance with the implementation provisions laid down in it.

(c) Biennial review by the General Assembly and other relevant bodies of progress achieved in the promotion of full equality with men in all spheres of life, in accordance with international standards and in particular the participation of women in political life, in international co-operation and in the strengthening of international peace in accordance with General Assembly resolution 3520 (XXX) (see also section C below).

(d) Review of existing instruments by relevant international organizations, including the United Nations specialized agencies, to ensure that they do not contain obstacles to the full integration, utilization and participation of women in development, with a view to amending them where necessary.

3. Studies in specific areas with a view to the elaboration of new instruments (conventions, declarations, recommendations)

The objective is to broaden the field of studies and preparation of international standards in specific areas, so as to seek and find the best way of introducing new definitions of family functions in terms of rights and responsibilities, with a view to improving the status of women by changing the present patterns of behaviour.

(a) Comparative studies on different aspects of civil and family law to be submitted to the Commission on the Status of Women in accordance with Economic and Social Council resolution 1849 (LVI).

Such studies should cover legislation, regulations and customs relating to age of marriage, legal capacity, rights and responsibilities on entering marriage, during marriage and at its dissolution, laws on inheritance and taxation and rights and responsibilities of parents vis-à-vis their children.

(b) Studies relating to the sharing of family responsibilities to be submitted to the Commission on the Status of Women in accordance with its resolution 2 (XXIII).

These studies should take into account the need to reform school curricula to do away with traditional stereotypes of men and women and to renew, in the best possible way, the picture generally given to boys and girls of their respective roles and of the sharing of the tasks in the family and in the society.

(c) The International Labour Organisation should study the application of Recommendation No. 123 of 1965 and the elaboration of a convention on the employment of women with family responsibilities.

4. Activities to increase knowledge and awareness of international standards

United Nations regional commissions and regional centres and other concerned international organs as well as competent regional intergovernmental organizations should:

(a) Take all appropriate measures to disseminate information on all the United Nations instruments dealing with the status of women and to assist and encourage the Governments in their respective regions to ratify and implement these instruments;

(b) Promote studies in and between countries to assess the effects of existing legislation and determine further legislative needs and promote technical seminars, workshops or similar meetings to discuss these matters at national and intercountry levels.

5. Appropriate public information activities designed to ensure that men and women in urban and rural areas will be made aware of their rights and responsibilities under international instruments (e.g. pamphlets, publications, audio-visual means, seminars, meetings and non-governmental activities).

National action, 1976-1980

(a) The principle of eliminating discrimination on grounds of sex should be secured through constitutional and legislative or other appropriate measures;

(b) Enactment of legislation to bring national laws into conformity with international instruments and review of national legislation in order to ensure equality between men and women;

(c) Ratification of or accession to relevant international conventions;

(d) Adoption of measures to inform and advise women, with the assistance of non-governmental organizations, of their rights and responsibilities and to assist them in securing their implementation.

B. Integration of women in development

In elaborating programmes promoting the integration of women in development, international, regional and national bodies and organizations may, as an initial step, establish separate programmes exclusively for women where their status is particularly low and where discriminatory attitudes towards them are strong. The aim of programmes for the advancement of women, however, is ultimately to integrate their activities with those of men in all sectors so that women do not remain isolated in their activities. Separate programmes for the integration of women in development should therefore be appropriately phased out as women gain more confidence in themselves and as men accept more readily the role of women as equal partners in development.

Priority should be given to the elaboration of programmes which tend towards the implementation of the new international economic order in order to help eliminate situations in which any human being may be exploited or left out of society and to emphasize that inadequate conditions of the population, including the female population, are closely linked to the inadequate internal structures of countries. Programmes for the integration of women in the process of development must be periodically revised in the light of the socio-economic progress of the countries.

International and regional action, 1976-1980

1. Structural organization

(a) All organizations in the United Nations system should participate in implementing the Programme for the Decade.

(b) At the regional level, the United Nations regional commissions and existing intergovernmental commissions should play an important role in stimulating national action through the development of regional programmes for the Decade:

(i) Where they have not yet done so, the regional commissions should create appropriate machinery such as regional standing committees, following the guidelines of the World Plan of Action, paragraph 207;

(ii) Regional bureaux and/or regional research and training centres should also be established in each region. d/

(c) Establishment in 1977 of the International Research and Training Institute for the Advancement of Women, in accordance with Economic and Social Council resolution 1998 (LX).

(d) In accordance with resolution 1998 (LX), the International Research and Training Institute for the Advancement of Women should work in close collaboration with all relevant organizations within the United Nations system. In particular, it should co-ordinate its activities with those of the regional centres, regional commissions and other regional intergovernmental organizations.

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d/ The African Training and Research Centre for Women already exists in Addis Ababa and an Asian Institute for Research and Training will shortly be established in Teheran.

(e) The activities of the International Research and Training Institute for the Advancement of Women should not be restricted to research but should be a part of a general methodological and research process in order that the Institute may be of major assistance in programming aimed at the integration of women in development. It should:

(i) Constitute one of the key elements for assisting in the implementation of the programme for the United Nations Decade for Women, in accordance with the goals of the World Conference of the International Women's Year;

(ii) Make a substantial contribution to the preparation of the 1980 World Conference for the Decade.

2. Improvement of the data base and information necessary for drawing up programmes and policies

(a) General research and methodologies

(i) Collection and analysis, by sex, of all census and survey data relating to such factors as urban/rural residence, age, marital status, including consentual unions, literacy, education, income, levels of skill and participation in both modern and traditional economic activities and household and family composition.

(ii) Special efforts should be made to measure:

- The extent of women's activities in food production (cash crop and subsistence agriculture), in water and fuel supply, in marketing and in transportation;

- The economic and social contribution of housework and other domestic chores, handicrafts and other home-based economic activities.

(iii) The development of social and economic indicators, sensitive to the situation and needs of women, in particular regional and subregional indicators to enable better and more realistic evaluation of progress to be made and to assist Governments in using relevant data to increase the contribution of women to development.

(iv) Development of methodologies required to measure the total human resource needs of countries.

(b) Studies in specific areas

The studies mentioned in this section all have specific mandates as indicated. Priorities will have to be established among all the studies requested in the light of the survey undertaken under subparagraph (i) below. Some of the studies may ultimately be undertaken by the Institute and, where appropriate, by interested agencies, within the framework of the joint interorganizational programme for the Decade.

(i) Survey, by 1977, of existing data and information available in United Nations organizations and other international, regional and national institutes.

(ii) Study on the extent to which women participate in agriculture, industry, trade, science and technology, with recommendations for increasing and upgrading their participation (General Assembly resolution 3505 (XXX)).

(iii) Preparation of guidelines for non-formal education programmes for rural women and biennial review by the General Assembly of progress achieved in developing programmes and projects aimed at the full integration of rural women in development (General Assembly resolution 3523 (XXX)).

(iv) Studies on the interrelationship of the role of women, population change and development (Economic and Social Council resolution 1854 (LVI); World Plan of Action, paras. 142 and 146; Conference resolution 11).

(v) Study on the impact of scientific and technological developments on the status of women and their contribution to development (Economic and Social Council resolution 1849 (LVI)).

(vi) Study of questions relating to prostitution and the traffic in women (World Plan of Action, paras. 159 and 160; Conference resolution 7).

(vii) Cross-cultural study of the causes of discriminatory customs, practices and attitudes which impede women's contribution to the development process and mechanisms of change (World Plan of Action, para. 171).

(viii) Cross-cultural study of the influence on the condition of women in the family and in society of family and children's allowances and benefits, motherhood awards and similar measures (ibid., para. 134).

(ix) Study on the needs of women at different life cycles: youth, adult and elderly.

(x) Studies in the field of health and nutrition, including the special health problems of women and the improvement of maternal and child health and family planning (ibid., para. 113; Conference resolutions 5 and and 9).

(xi) Review of the International Standard Classifications of Occupations with a view to redefining current classifications (Conference resolution 23).

(xii) Study on the impact of foreign economic interests on the condition of women (World Plan of Action, para. 8).

3. Regional and global programmes for the integration of women in development

(a) Elaboration and implementation of a joint interorganizational programme for the Decade for Women

(i) The joint interorganizational programme is based on a synthesis of organizations' activities in relation to nine agreed principal objectives and a number of specific objectives relating to:

- National development plans and programmes; political life and international co-operation, social welfare and peace and policy-making; economic life; education and training; culture and leisure-time activities; attitude and practices; health, nutrition and social well-being; family and community life; situations of armed conflict and emergency.

(ii) The synthesis of activities will be updated every two years.

(iii) Areas identified by organizations in the United Nations system for concentrated joint interorganizational action in assisting countries for the period 1976-1980 are:

- National development planning and evaluation of progress;
- Participation in political life and decision making;
- Participation in economic life;
- Education and training;
- Maternal and child health, family planning, nutrition and health and social services.

The organizations of the United Nations system have decided that:

(i) Priority will be given to country level activities, particularly in the least developed and the most seriously affected countries, with special attention to the poorest areas and most vulnerable groups;

(ii) Public information and communication support activities should be developed as integral inputs of programmes;

(iii) Mechanisms for evaluation and monitoring should be a built-in part of all projects.

(b) Development of regional and subregional programmes to promote the integration of women in development

(i) Adoption, by 1977, of regional plans of action for those regions which have not yet adopted them.

(ii) Incorporation, by 1977, in regional action plans of the minimum objectives set forth in paragraph 46 of the World Plan of Action.

(iii) Regional commissions and interregional commissions, in collaboration with the United Nations system, should in particular:

- Provide Governments which so request and non-governmental organizations with the technical support and information they require to formulate and implement effective strategies to further the objectives of the World Plan of Action;

- Assist Governments when they ask in the preparation of development projects designed to improve opportunities for women and engage in continuous consultation with regional officers of the United Nations Development Programme (UNDP) for that purpose;

- Assist Governments and non-governmental organizations to develop policies, strategies and programmes to strengthen the role of women in national development, especially in rural areas, and to formulate requests for technical and financial assistance;

- Promote technical co-operation among developing countries in the region, making use of available knowledge and expertise and encouraging existing sources of bilateral and multilateral assistance to make greater contributions of funds for the financing of programmes for the advancement of women and seeking new sources of funds, including by the establishment of revolving funds at national and local levels.

(c) Co-ordination of activities with United Nations Headquarters, between regional commissions and with interested regional intergovernmental organizations outside the United Nations system

(i) A network system should be established between United Nations Headquarters, the United Nations system, the regional commissions, regional intergovernmental commissions and offices of the specialized agencies to facilitate the exchange of information concerning projects and programmes and mutual assistance to strengthen the integration of women in development on a world-wide basis.

(ii) Regional commissions should establish links with existing and future United Nations centres, including the International Research and Training Institute for the Advancement of Women and other regional and national centres working in related fields.

(d) Expansion of technical co-operation activities to support the integration of women in development

(i) Special attention should be given to the development of programmes in the following areas:

- Integrated rural development: special attention should be given to women's role as producers, processors and vendors of food, stressing the need for training women and girls; training is especially needed in modern methods of farming, marketing, purchasing and sales techniques, basic accounting and organizational methods, fundamentals of hygiene and nutrition, crafts and co-operatives;

- Technological assistance for women, including full participation in community and extension services, particularly in the rural areas, including access to loans, credit facilities and co-operatives, on the same basis as men;

- Health, reproduction and growth and development, including family and child health, family planning, nutrition and health education;

- Education and training at all levels and in all sectors, including on-the-job training in production centres, related to the creation of employment opportunities so that women can play an economic, social and political role which corresponds to their training, in the interest of their society as a whole;

- Youth projects, which should be examined to make sure that they include adequate emphasis on the participation of young women;

- Public administration, with the aim of preparing women to participate in development planning and policy-making, especially in middle- and higher-level posts.

(ii) UNDP resident representatives should collaborate with Governments in formulating requests for technical assistance as part of country programming, at the same time providing for periodic review of the programmes to suggest crucial areas where special support might be needed and to assess their influence and success in improving the position of women.

(iii) Women should participate fully in planning and implementing UNDP country programmes and regional, interregional and global projects under the auspices of the United Nations and other international agencies.

(iv) Organizations of the United Nations system, especially UNDP, and national Governments should give better opportunity for women to participate as technical experts in providing assistance among developing countries.

(v) Special attention should be paid to the provision of employment opportunities for women in the developing countries. Short-term training courses should be set up at the rural and smaller urban levels for training nursery school teachers and day-care personnel. Production centres should also be established where on-the-job teaching can continue, with provision of marketing facilities for the production centres so that the whole scheme can be made self-supporting. This integrated approach of training, production and marketing should be followed at all levels, starting from the villages right up to the big cities.

(vi) The United Nations specialized agencies, national Governments and non-governmental organizations, in co-operation with regional commissions, should give attention within their existing consultative services to the need for creating a corps of experts to provide guidance to countries on request in the adaptation and implementation of the World Plan of Action, in accordance with specific country needs. These experts should have the necessary qualifications to assist intergovernmental organizations, non-governmental organizations, regional commissions and national machinery in the following areas:

- Designing of projects adapted from the World Plan of Action and relevant to national needs and priorities;

- The techniques for creating an awareness among women's groups in order to get their full support for such projects;

- The strengthening of national machinery for the effective implementation of the World Plan of Action during the Decade for Women.

National action, 1976-1980

At the national level, efforts to widen opportunities for women to participate in development will require action by society at large through its governmental machinery, non-governmental organizations and other groups and individuals, all of which may be supported by international and regional organizations. To this end, appropriate machinery and administrative procedures are essential.

The following objectives should be taken into account when national programmes are being drawn up:

- That equality between men and women means equality of dignity and value as human beings, as well as equality of rights, opportunities and duties;

- The removal of all obstacles to women's enjoyment of equal status with men, with a view to ensuring the full participation of women in the social and economic development of their countries;

- The achievement of full participation by women in the task of maintaining international peace and security.

National machinery and mechanisms

1. National machinery and mechanisms (national commissions, women's bureaux, information and documentation centres) should have mandates and resources sufficient to ensure the inclusion of women in planning and other activities for development, and to propose special programmes for women as necessary, based on the World Plan of Action, the regional plans and relevant General Assembly resolutions.

National bodies would be entrusted with the responsibility of maintaining under constant review national laws and regulations and reporting to Governments every second year on the result achieved, with the aim of ensuring that the objects of the Decade will be secured on a national basis.

In the elaboration of the programme to implement the World Plan of Action, the national mechanism will take into account the opinion of the interested sectors concerned with the integration of women in development.

2. Programmes to integrate women in development should be included in the over-all national development plans, based on the World Plan of Action, the regional plans and relevant General Assembly resolutions.

3. All national plans and programmes for economic development should include positive policies and targets for increasing the employment of women in both the public and private sectors, so as to achieve equality with men.

4. Programmes should be established with concrete targets and measures, including financial allocations, as well as a system of in-built evaluation to monitor progress in the implementation of the programme.

5. Measures should be adopted to ensure participation of women in development planning and policy making.

C. Increased involvement of women in political life and in international co-operation and the maintenance of peace

International and regional action, 1976-1980

1. Review of the nature and extent of women's participation in political life and in international co-operation and the maintenance of peace

(a) Periodic collection and publication of reports containing data and other relevant information concerning women's participation in public and political life at the national, regional and international levels, including their participation in efforts to achieve general and complete disarmament under strict and effective international controls, international co-operation and peace.

(b) Study, under the terms of General Assembly resolution 3519 (XXX), on women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination, foreign aggression, occupation and all forms of foreign domination.

2. Development of programmes to increase women's involvement in international co-operation and the maintenance of peace

(a) Development of training programmes for women, especially in the areas of public administration and management and international politics, mediation, peacemaking and peace-building.

Particular attention should be paid to the institutions which endeavour to stimulate greater participation by women in political activities and processes, urban and rural development programmes and communal and youth programmes and to facilitate their access to training for the direction of such programmes.

(b) Establishment in consultation with Governments and in co-operation, as appropriate, with non-governmental organizations of rosters of women qualified to participate in decision making relating to international co-operation and the maintenance of peace.

(c) Organization, in consultation with Governments and in co-operation, as appropriate, with non-governmental organizations, of panel discussions, seminars, conferences and similar meetings to create greater awareness among women of national and international issues.

(d) Organization of courses, seminars, lectures and similar activities to encourage the participation of women in the promotion of friendship between the peoples and the effort to achieve general and complete disarmament under strict and effective international control.

3. Measures to alleviate the condition of women and children in particular situations of hardship, emergency and armed conflict

(a) Studies (to be carried out every four years) for the Commission on the Status of Women on the condition of women and children in emergency and armed

conflict, in the struggle for peace, self-determination, national liberation and independence and elaboration and/or implementation of international conventions, declarations and similar instruments in this field (Economic and Social Council resolution 1687 (LII)).

(b) Development of measures for the implementation of the Declaration on the Protection of Women and Children in Emergency and Armed Conflict as set forth in General Assembly resolution 3318 (XXIX).

(c) Study on the effects of apartheid on the condition of women and on their role in the struggle against apartheid. Submission of a report by the Secretary-General to the Commission on the Status of Women at its twenty-seventh session and to the Special Committee against Apartheid on the effects of apartheid in South Africa (Conference resolution 3, endorsed by the General Assembly in its resolution 3505 (XXX)).

National action, 1976-1980

1. Increase in the participation of women in political life and decision making at all levels - local, national and international.

2. Establishment of specific goals, strategies and time-tables to achieve the above end.

3. Measures to encourage women to take part on an equal footing with men, in all international meetings on political and legal subjects, on economic development, on planning, administration and financing, on science and technology, on the environment, on human settlements and on population.

III. INFORMATIONAL AND EDUCATIONAL ACTIVITIES FOR THE DECADE

International and regional action, 1976-1980

1. Dissemination of information

(a) Development and maintenance of channels of communication at the national, regional and international levels (e.g. liaison officers, national correspondents, national and regional machinery, non-governmental organizations, universities and academic institutions).

(b) Use of the symbol of the International Women's Year to promote the Decade.

(c) Publication of the Programme for the Decade, in pamphlet form.

(d) Publicity for the Decade by means of radio, television, films and audio-visual programmes for all socio-economic categories of men and women.

(e) Issuance of pamphlets, posters etc.

(f) Commemorative postage stamps.

(g) Commemorative publications etc.

(h) Publication of a Decade bulletin (at least twice a year), a calendar of forthcoming United Nations events and special supplements to the Development Forum.

(i) Dissemination of information on the situation of women in every country through the preparation of a publication such as a yearbook.

(j) Development of programmes with non-governmental organizations to reach women at the grass-roots level.

2. Exchange of information and experience

Organization of international and regional symposia, seminars, workshops or other types of meetings and briefings:

(i) Meetings for planners and policy makers of relevant Government departments, educational authorities and opinion leaders;

(ii) Organization of seminars for writers, journalists, film and broadcasting producers on treatment of news relating to and production of programmes on women;

(iii) Provision of technical assistance and consultative advice for information programmes, mass media campaigns etc.

3. Establishment of information networks

(a) The establishment of information research centres to serve as key repositories of relevant documentation for United Naions bodies, specialized agencies, regional commissions etc. and of audio-visual material, films, recorded radio and television programmes.

(b) The creation of information feedback systems relating to women.

4. Educational activities

(a) Encouragement of the inclusion in school curricula of teaching about the principles of the United Nations, human rights, non-discrimination on grounds of sex, the history of the United Nations Commission on the Status of Women, the International Women's Year, the Conference of Mexico and the United Nations Programme for the Decade for Women.

(b) Encouragement of the elimination from school textbooks of stereotypes about "masculine" and "feminine" roles and occupations.

(c) Undertaking of research and development of guidelines for media on images of women projected by the media and publishing of studies on women and the media.

(d) Study of the use of the mass communication media as a vehicle to enhance the status of women and encouragement of the use of the media in accelerating the acceptance of women's new and expanding roles in society (World Plan of Action, para. 174).

(e) Organization of training activities for qualified women in journalism and in all aspects of the media - programming, production, management etc.

(f) Use of radio and television for educational purposes in addition to their informational role.

National action, 1976-1980

All the informational and educational activities listed under "international and regional action" should be carried out and developed at the national levels by Governments, schools systems, media authorities, non-governmental organizations etc. as appropriate.

IV. REVIEW AND APPRAISAL OF PROGRESS MADE IN RELATION TO THE THREEFOLD THEME OF THE DECADE: EQUALITY, DEVELOPMENT AND PEACE

International and regional action, 1976-1980

1. Development of procedures, in accordance with General Assembly resolutions 3490 (XXX) and 3520 (XXX), for a system-wide biennial review and appraisal of the implementation of the World Plan of Action as an input to the process of review and appraisal of the International Development Strategy for the Second United Nations Development Decade, taking into account the Programme of Action on the Establishment of a New International Economic Order.

Such procedures should begin in 1976 and ensure that items on the implementation of the World Plan of Action will be included, at two-year intervals, in the agenda of the sessions of the Economic and Social Council and its relevant functional commissions and advisory bodies.

2. Biennial review of material received from Governments, the organizations of the United Nations system and non-governmental organizations concerning the implementation of the World Plan of Action and the International Development Strategy and determination of major trends and policies with regard to the status of women and their integration in development.

Under General Assembly resolution 3490 (XXX), the Commission on the Status of Women is requested to report its findings and conclusions on major trends and policies with regard to the status of women, particularly their integration in development, to the Economic and Social Council through the Committee for Development Planning and the Committee on Review and Appraisal.

The review and appraisal of progress made should also include:

(i) Assessment of current development programmes and projects and evaluation as to their relevance for women, the adequacy of current financial support, and whether they meet the objectives and goals of the World Plan of Action;

(ii) Evaluation of women's voluntary organization projects to determine whether or not they should be strengthened through support from technical assistance agencies and national Governments, particularly as they relate to the goals of development and the priority needs of women.

National action, 1976-1980

1. Appropriate machinery and mechanisms should be established to undertake regular biennial reviews and appraisals of progress made in implementing the World Plan of Action and the regional plans at the local and national levels.

2. Such reviews should be carried out within the framework of over-all development plans, policies and programmes.

3. All organizations of the United Nations system and national Governments should be urged to make all efforts for the achievement, by 1980, of the minimum objectives set forth in paragraph 46 of the World Plan of Action.

Annex VI

LIST OF DOCUMENTS BEFORE THE COMMISSION AT ITS TWENTY-SIXTH SESSION

Document number	Agenda item	Title or description
E/CN.6/574	3	Consideration of proposals concerning a new instrument or instruments of international law to eliminate discrimination against women: Report of the Working Group to the Commission on the Status of Women
E/CN.6/581	5	Report of the Secretary-General on the influence of mass communication media on the formation of a new attitude towards the role of women in present-day society
E/CN.6/590	2	Provisional agenda of the twenty-sixth session
E/CN.6/591	3 (a)	Working paper prepared by the Secretary-General on a draft Convention on the Elimination of Discrimination against Women
E/CN.6/591/Add.1 and Corr.1	3 (a)	Comments received from the Government of Belgium in response to the request contained in resolution 1 (XXV) of the Commission
E/CN.6/592 and Add.1	3 (b)	Reports of the Secretary-General analysing information received from Governments on implementation of the Declaration on the Elimination of Discrimination against Women
E/CN.6/593	4 (a)	Report of the Secretary-General on evaluation of activities undertaken during the International Women's Year and evaluation of their impact
E/CN.6/594 and Corr.1 and Add.1	4 (b)	Reports of the Secretary-General
E/CN.6/595	4 (b)	Report of the Secretary-General on technical co-operation activities for the advancement of women

Document number	Agenda item	Title or description
E/CN.6/596	4 (b)	Report of the Inter-American Commission of Women
E/CN.6/597	4 (b)	Report of the Commission on the Status of Arab Women
E/CN.6/598 and Add.1 and 2	4 (c)	Reports of the Secretary-General on measures undertaken under the International Development Strategy of the Second United Nations Development Decade and in implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year
E/CN.6/599	4 (c)	Procedures concerning future review and appraisal of the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year: note by the Secretary-General
E/CN.6/600	4 (d)	Note by the Secretary-General
E/CN.6/601 and Corr.1	5	Progress report of the Secretary-General
E/CN.6/602	6	Note by the Secretary-General
E/CN.6/603	4 (b)	Report of the International Labour Organisation on its activities of special interest to women
E/CN.6/604	4 (b)	Report of the United Nations Educational, Scientific and Cultural Organization on its activities of special interest to women
E/CN.6/605	3 (a)	Report of the Working Group on the Draft Convention on the Elimination of Discrimination against Women
E/CN.6/606	3 (b)	Communication from the Permanent Representative of Pakistan to the United Nations Office at Geneva transmitting a declaration on the rights of women by Begum Nusrat Bhutto, President of the National Organizing and Co-ordinating Committee for Women's activities in Pakistan

Document number	Agenda item	Title or description
E/CN.6/607	4 (b)	Complementary report of the Inter-American Commission of Women
E/CN.6/INF/29 and Corr.1 and Add.1 and 2		List of representatives to the twenty-sixth session
E/CN.6/L.676	3 (a)	Cuba: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.677	3 (a)	Belgium and France: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.678	3 (a)	United States of America: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.679	3 (a)	Belgium and France: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.680	3 (a)	United States of America: amendments to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.681 and Add.1-6	9	Draft report of the Commission on its twenty-sixth session
E/CN.6/L.682	4	The United Nations Programme for the Decade for Women: Equality, Development and Peace, 1976-1985 - working paper prepared by the Secretariat
E/CN.6/L.683 and Add.1 and 2	3 (a)	Text of articles of the draft Convention on the Elimination of Discrimination against Women adopted by the Commission at its twenty-sixth session
E/CN.6/L.684	4	Denmark, Iran, Thailand and United States of America: draft resolution
E/CN.6/L.684/Rev.1	4	Denmark, Iran, Thailand and United States of America: revised draft resolution
E/CN.6/L.685	4 (b)	United States of America: amendments to document E/CN.6/L.682
E/CN.6/L.686	6	Belgium, Canada, Denmark, Sweden, Thailand, United Kingdom of Great Britain and Northern Ireland and United States of America: draft resolution
E/CN.6/L.687	3 (a)	Egypt, German Democratic Republic, India, Indonesia, Iran, Pakistan, Thailand and United States of America: amendment to documents E/CN.6/591 and Add.1 and Corr.1

Document number	Agenda item	Title or description
E/CN.6/L.688	3 (a)	United States of America: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.689	3 (a)	United States of America: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.690	5	Denmark, Iran and United States of America: draft resolution
E/CN.6/L.690/Rev.1	5	Denmark, Iran, Togo and United States of America: revised draft resolution
E/CN.6/L.691	4	Sweden: amendment to document E/CN.6/L.682
E/CN.6/L.692	4	Food and Agriculture Organization and International Labour Organisation: suggestion for the amendment of document E/CN.6/L.682
E/CN.6/L.693	4	United States of America: amendment to document E/CN.6/L.682
E/CN.6/L.693/Rev.1	4	United States of America: revised amendment to document E/CN.6/L.682
E/CN.6/L.694	4	Iran: amendment to document E/CN.6/L.682
E/CN.6/L.695	4 (c)	Colombia, Egypt, Guinea, India, Indonesia, Iran, Mexico, Senegal and Venezuela: draft resolution
E/CN.6/L.696	4 (c)	Canada, Denmark, Egypt, France, Greece and Sweden: draft resolution
E/CN.6/L.696/Rev.1	4 (c)	Canada, Denmark, Egypt, France, Greece, India and Sweden: revised draft resolution
E/CN.6/L.697	4 (a)	Colombia, Iran, Mexico, United States of America and Venezuela: draft resolution
E/CN.6/L.698	8	Draft provisional agenda for the twenty-seventh session
E/CN.6/L.698/Rev.1	8	Revised draft provisional agenda for the twenty-seventh session
E/CN.6/L.699	3 (a)	Text of articles of the draft Convention on the Elimination of Discrimination against Women adopted by the Commission at its twenty-sixth session

Document number	Agenda item	Title or description
E/CN.6/L.700	3 (a)	Belgium: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.701	3 (a)	Denmark: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.702	3 (a)	United Kingdom of Great Britain and Northern Ireland: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.703	3 (a)	German Democratic Republic: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.704	3 (a)	Text of the eighth paragraph of the preamble of the draft Convention on the Elimination of Discrimination against Women approved by the Working Group
E/CN.6/L.705	3 (a)	India: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.706	3 (a)	Iran: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.707	3 (a)	India: amendments to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.708	3 (a)	Egypt: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.709	3 (a)	Text of articles of the draft Convention on the Elimination of Discrimination against Women adopted by the Commission at its resumed twenty-sixth session
E/CN.6/L.710	3 (a)	Denmark: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.711	4	Canada and India: draft resolution
E/CN.6/L.712	3 (a) and 4 (c)	India and Thailand: draft resolution
E/CN.6/L.712/Rev.1	3 (a) and 4 (c)	India, Thailand and Togo: revised draft resolution
E/CN.6/L.713	4 (d)	United Kingdom of Great Britain and Northern Ireland: suggestions regarding the World Conference of the United Nations Decade for Women, 1980

Document number	Agenda item	Title or description
E/CN.6/L.714	5	Belgium: amendment to document E/CN.6/L.690
E/CN.6/L.715	3 (a)	Suggested new version of article 21 of the draft Convention on the Elimination of Discrimination against Women
E/CN.6/L.716 and Corr.1 and Add.1-5	9	Draft report of the Commission on its resumed twenty-sixth session
E/CN.6/L.717	4 (d)	Colombia, Egypt, Guinea, India, Indonesia, Iran, Mexico, Senegal and Venezuela: draft resolution
E/CN.6/L.718	3 (a)	Belgium: amendment to documents E/CN.6/591 and Add.1 and Corr.1
E/CN.6/L.719	5	Mexico: amendment to document E/CN.6/L.690
E/CN.6/L.720	5	Sweden: amendments to document E/CN.6/L.690
E/CN.6/L.721	5	Union of Soviet Socialist Republics: amendments to document E/CN.6/L.690
E/CN.6/L.722	5	India: amendments to document E/CN.6/L.690
E/CN.6/L.723	5	Egypt: amendments to document E/CN.6/L.690
E/CN.6/L.724	5	Pakistan and Thailand: amendments to document E/CN.6/L.690
E/CN/6/L.725	3 (a)	Text of articles of the draft Convention on the Elimination of Discrimination against Women adopted by the Commission at its resumed twenty-sixth session
E/CN.6/L.726	3 (a)	Report of the Style Committee
E/CN.6/NGO/258	4 (d)	Statement submitted by the International Federation of Business and Professional Women (category II)
E/CN.6/NGO/259	3 (a)	Statement submitted by the International Alliance of Women, the International Council of Women (category I), the Associated Country Women of the World, the Bahá'i International Community, the Consultative Council of Jewish Organizations, the International Catholic Migration Commission, the International Council of Social Democratic Women, the International Federation of Business and

Document number	Agenda item	Title or description
		Professional Women, the Pan-Pacific and South-East Asia Women's Association, Soroptimist International, St. Joan's International Alliance, the Women's International League for Peace and Freedom, the World Muslim Congress, the World Union of Catholic Women's Organizations, the World Women's Christian Temperance Union, Zonta International (category II), the Christian Peace Conference, the International Peace Academy, the International Society for Community Development and the National Organization for Women (roster)
E/CN.6/NGO/260	4 (b)	Statement submitted by the Associated Country Women of the World (category II)
E/CN.6/NGO/261	4 (a)	Statement submitted by the International Federation of Business and Professional Women (category II)
E/CN.6/NGO/262	6	Statement submitted by the International Youth and Student Movement for the United Nations (category I)
E/CN.6/NGO/263	3 (b)	Statement submitted by the All-Pakistan Women's Association (category II)
E/CN.6/NGO/264	3 (b)	Statement submitted by the Bahá'i International Community (category II)
E/CN.6/NGO/265	4 (b)	Statement submitted by the International Catholic Child Bureau (category II)
E/CN.6/NGO/266 and Add.1	4 (c)	Statement submitted by: the International Alliance for Women, the International Council of Women, the Women's International Democratic Federation, the World Federation of Labour, the World Federation of Trade Unions (category I), the All India Women's Conference, the Arab Lawyers Union, the International Federation of Human Rights, the International Federation of Women in Legal Careers, the International Movement for Fraternal Union among Races and Peoples, Soroptimist International, St. Joan's International Alliance, the Women's International League for Peace and Freedom, the World Alliance of Young Men's

Document number	Agenda item	Title or description
		Christian Associations, the World Association of World Federalists, the World Muslim Congress, the World Union of Catholic Women's Organizations (category II) and the World Peace Council (roster)
E/CN.6/NGO/267 and Add.1	4 (c)	Statement submitted by the International Alliance of Women, the International Council of Women, the International Planned Parenthood Federation (category I), the All-India Women's Conference, the International Council of Jewish Women, the International Federation of Business and Professional Women, the International Federation of Women in Legal Careers, the International Federation of Women Lawyers, Soroptimist International, the Women's International Zionist Organization, the World Women's Christian Temperance Union and the World Young Women's Christian Association (category II)
E/CN.6/NGO/268	4 (c)	Statement submitted by the International Federation of Women in Legal Careers (category II)
E/CN.6/NGO/269	4 (b) and (d)	Statement submitted by Soroptimist International (category II)
E/CN.6/NGO/270 and Corr.1 and Add.1	4 (b)	Statement submitted by the International Alliance of Women, the International Council of Women, the International Planned Parenthood Federation (category I) the All-India Women's Conference, the International Confederation of Catholic Charities, the International Council of Jewish Women, the International Federation of Business and Professional Women, Soroptimist International and the World Women's Christian Temperance Union (category II)
E/CN.6/NGO/271	7	Statement submitted by the International Youth and Student Movement for the United Nations (category I) and the Women's International League for Peace and Freedom (category II)

Document number	Agenda item	Title or description
E/CN.6/NGO/272 and Add.1	3 (a)	Statement submitted by the International Alliance of Women, the International Council of Women (category I) the All-India Women's Conference, the International Federation of Business and Professional Women, the International Federation of University Women, the International Federation of Women in Legal Careers, the International Federation of Women Lawyers and the World Union of Catholic Women's Organizations (category II)
E/CN.6/NGO/273	3 (a)	Statement submitted by the International Alliance of Women, the International Council of Women (category I), the International Federation of Business and Professional Women, the International Federation of Women in Legal Careers, the International Federation of Women Lawyers, the International Federation of University Women, the Pan-Pacific and South-East Asia Women's Associations and the World Union of Catholic Women's Organizations (category II)
E/CN.6/NGO/274	6	Statement submitted by the Women's International League for Peace and Freedom (category II)
E/CN.6/NGO/275	3 (a)	Statement submitted by the International Council of Women (category I)

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