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Annex

DRAFT PLATFORM FOR ACTION**I. STATEMENT OF MISSION**

1. The Platform for Action aims to accelerate the removal of the remaining obstacles to women's full and equal participation in all spheres of life, including economic and political decision-making; to protect women's human rights throughout the life cycle, and to mainstream women in all areas of sustainable development so that men and women can work together for equality, development and peace. For this purpose, the international community, Governments, non-governmental organizations and the private sector are called upon to undertake strategic action to implement the Nairobi Forward-looking Strategies for the Advancement of Women in critical areas of concern.

II. GLOBAL FRAMEWORK

2. Since the adoption of the Nairobi Forward-looking Strategies for the Advancement of Women, in 1985, the world has been experiencing a global process of restructuring of political, economic, social and cultural relationships. This restructuring process has had a profound impact, both positive and negative, on women, and forms the backdrop for this Platform for Action.

3. Changes in political relationships have reduced the threat of global conflict and increased the importance of multilateral solutions to political problems. While the threat of global conflict has been reduced, a resurgence of nationalism and ethnic conflict have threatened the peace in many areas. They have also led to the expansion of the role of the United Nations in humanitarian assistance and peace-keeping.

4. The move towards democratization has been coupled with a renewed emphasis on the implementation of universal human rights. The recognition by the World Conference on Human Rights that the human rights of women are an inalienable, integral and indivisible part of universal human rights has meant that the full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community. However, much remains to be done nationally and internationally to monitor and enforce women's human rights.

5. Economic relationships are also changing. The prolonged global economic recession has led to a restructuring of the economic relationships between countries and, in some regions, a decline in national as well as personal income and well-being. It has been accompanied by a growing reliance on market economies. The role of transnational corporations has increased. New areas of economic growth have emerged, especially in areas related to new technologies in information, health and related services. Global patterns of employment have been changing and women have begun to form the labour force in new growth sectors in all regions. At the same time, the capacity to provide services and make long-term investments through the public sector has been reduced, and poverty, both absolute and relative, has increased, accompanied by widespread migration of both women and men in search of employment.

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6. Evidence of accelerating depletion of natural resources and other environmental problems has resulted in a global consensus on the need to see development in terms of sustainability over the long term. The United Nations Conference on Environment and Development identified women as key actors in the management and protection of natural resources, particularly in rural areas.

7. There has been renewed attention to human development seen in terms of the life cycle of the individual, progressing from childhood and youth through old age, and people's needs at different stages should be taken into account in policies and planning. There is a recognition that the generations are interdependent, that the youth of today will be the ageing of tomorrow and that the older generation transmits enduring values to the new generation.

8. As societies are being transformed, so too are the relationships between women and men. Differences between women's and men's achievements and participation are recognized as the result of socially constructed gender roles rather than biological differences. The sexual division of labour between productive roles and reproductive roles has become increasingly blurred as women have entered the workplace in growing numbers and their productive contribution in other spheres has received greater recognition, and as men have taken greater responsibility for domestic tasks, including the care of children. A focus on gender roles rather than on women alone is needed to emphasize the evolving partnership between men and women in a changing world.

9. Notably, despite common problems, the world is not homogeneous, and there are regional and national differences. But these differences are often a matter of degree rather than essence, a matter of resources and capacity available for solution rather than characteristic of the problems to be solved. Women are not a homogeneous group and there are differences among women with different life experiences. Young women, ageing women, disabled, migrant, refugee or displaced women all have special concerns. However, they also share many of the same concerns derived from their gender. As a result, both the diversity and the commonality of women's experience, knowledge, vision and hopes constitute a source of strength and the basis for believing that the mission of this Platform for Action can be achieved.

III. CRITICAL AREAS OF CONCERN

10. The text proposed by the Secretary-General constituted a good starting point. The discussion during the thirty-eighth session of the Commission provided an opportunity to expand the text, ensure inclusion of priority concerns and deepen the analysis. The discussion resulted in a number of proposed changes.

11. The section should begin with a preambular paragraph that would note the interdependence of the critical areas of concern, their relationship with the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, and the fact that the order of presentation reflects the concerns of women, but that all are of equal priority. The order of the presentation of the critical areas of concern should be modified as they appear in this Annex.

12. There should be a clear correspondence between the strategic objectives and the critical areas of concern, both in terms of sequence in the text and aspects addressed. Use should be made of the indicators designed for use by national reports in the narratives of critical areas of concern to show the empirical basis for the concerns and to indicate the dimensions of the problems to be addressed.

13. The text on poverty should reflect the relationship of the concern with structural adjustment policies and programmes and with rural women. The text on violence against women should draw on the results of the expert group meeting on measures to eradicate violence against women presented to the Commission at its thirty-eighth session and should also make appropriate reference to violence deriving from terrorism and extremist religious views. The titles of the sections on mass media and mechanisms should be modified to reflect suggestions made during the discussion. Detailed suggestions made during the discussion should be reflected in the revised text to be presented to the Commission at its thirty-ninth session.

A. The persistent and growing burden of poverty on women

14. The heavy burdens of poverty generally fall disproportionately on women because women are less likely to have sufficient access to the economic and other resources necessary to improve their lives. The number of rural women living in absolute poverty is increasing at a faster rate than for men and the proportion of women among the poor is growing in all societies.

15. There has been little progress in eradicating the worst forms of poverty over the past 10 years. The effects of prolonged global economic recession, combined with adjustment programmes that have undermined the capacity of Governments to provide for the basic needs of their populations, have also undermined anti-poverty initiatives. This situation, coupled with civil strife in many parts of the world, has resulted in an overall increase in the proportion of households living in poverty and in the number of people in absolute poverty.

16. Poverty affects households as a whole, but within them women bear a disproportionate share of the burden. Women experience poverty differently from men because of differences in their entitlement and responsibility. Women must manage household consumption under situations of increasing scarcity or obtain remunerated employment in low-paid jobs or in the informal sector, and, in so doing, they make the invisible adjustment necessary to cope with poverty.

17. There has been a significant increase in the number of female-headed households, the majority of which are poor, with dependants young and old. Lacking education, health and other support services, and not having access to economic resources, these poor women confront significant obstacles to improving their situation. If they are unable to emerge from poverty, the cycle tends to be perpetuated through their children. In the absence of programmes to attenuate the effects of poverty, these families are likely to remain among the poorest of the poor.

18. Experience has shown that public policies and private initiatives that take account of women's skills and potential by providing the resources and opportunities they need to bring themselves out of poverty can help provide a basis for national economic growth with equity.

B. Inequality in access to education, health and related services and means of maximizing the use of women's capacities

19. Education is a key to development, but despite this the educational opportunities offered to women have often contributed to reinforcing traditional female roles, denying them full partnership in society. There is growing awareness that educating women has a major impact on social change and is a worthwhile investment. Such education must be responsive to the practical needs of women and include training in science and technology and modern communications. Education is a necessary tool for women to continue to be agents of change.

20. In most regions of the world, girls and boys now have the same access to primary and secondary education and, in some regions, equality in enrolment is being achieved in tertiary education. Despite this, almost a billion people, two thirds of them women, are still illiterate and the benefits of more equal access to education will not be felt for some time. In other regions, girls still suffer discrimination in access to education and training and reductions in spending on education and health services as a result of structural adjustment.

21. For girls entering school, the fundamental question is whether they will receive quality education that will prepare them to enter any field, expose them to science and technology, stimulate their creativity, and build up their self-esteem, and that is structured to keep them from dropping out prematurely. For adult women, the challenge is to provide education and training that is cost-effective and can help them overcome the consequences of past discrimination which often left them lacking in essential skills. Experience in many countries has shown that investment in education of women and girls pays significant dividends in economic growth, improved health and quality of life for women and men alike.

22. Progress has also been made in making primary health care available, and new technologies make the prevention and treatment of many medical problems more feasible than ever before. However, reductions in spending on health services as a result of structural adjustment has halted progress in providing needed services in many countries. Lack of treatment of health problems primarily affecting women place women as a group at risk. When combined with lack of family-planning and other health-related services, the inadequate situation is reflected in high rates of maternal mortality, malnutrition, anaemia and too early and too frequent pregnancies.

23. To this is added the scourge of HIV/AIDS, which is affecting women at an increasing rate along with newborns. Women are often not able to insist on safe sex practices and have little access to information on prevention. The consequences of HIV/AIDS reach beyond women's health to their role as caretakers of the sick and destitute. The social, developmental and health consequences of AIDS need to be seen through a gender perspective, but this is not always the case.

24. Society has much to gain from investments in education, health, family planning and child- and dependant-care services, for they are investments in the future of both women and men. Experience has shown that when such services are available, women are able to contribute their creativity and skills to the public good.

C. Violence against women

25. Violence against women is a global problem. It takes various forms in both public and private life, and has been recognized as a violation of basic human rights, instilling fear and insecurity in women's lives.

26. Violence against women derives essentially from the lower status accorded to women in the family and in society. Physical, psychological or sexual violence, whether occurring in the home or in society, is linked to male power, privilege and control. It is abetted by ignorance, lack of laws to prohibit violence, inadequate efforts by public authorities to enforce existing laws, and absence of educational and other means to address its causes. The absence of adequate statistics about incidence make elaboration of programmes and monitoring of changes difficult.

27. Violence against women has entered public debate and is now condemned as a violation of the human rights of women. It is a growing concern of men and women alike and has been condemned internationally in the Declaration on the Elimination of Violence against Women, in general recommendations 12 and 19 of the Committee on the Elimination of Discrimination against Women and by other international bodies.

28. Experience in a number of countries shows that women and men can be mobilized to fight against violence in all its forms and that effective public measures can be taken to address both the consequences and the causes of violence.

D. Effects of armed or other kinds of conflict on women

29. Women seldom perpetrate national and international armed and other kinds of conflict, and are almost never involved in the decisions leading to such conflict. Nevertheless, they bear a disproportionate share of the consequences of these conflicts, and conflict resolution at this level has remained largely a male domain.

30. Everyone caught up in armed conflicts is affected, but women are affected in particular ways, largely as a reflection of their status in society. They are seldom combatants themselves, lack protection and are often left with the responsibility of maintaining families when conflict disrupts or destroys social and economic life. They have been victims of such practices as torture, disappearance and systematic rape as a weapon of war. Women are disproportionately represented, with their children, among refugees and displaced persons. They are subject to violence or threats of violence or sexual abuse.

31. There is little evidence to confirm whether women in leadership positions would act differently from men in initiating conflict, but there is considerable evidence that women have different approaches to resolving conflict which can be brought to bear both nationally and internationally.

E. Inequality in women's access to and participation in the definition of economic structures and policies and the productive process itself

32. Women lack equal access to, and control over, land, capital, technology and other means of production owing to the predominant division of labour between men and women in most societies. Consequently, women have been largely excluded from the shaping of economic structures and policies. At the same time, women's labour, which

has contributed significantly to economic development, has generally been underpaid, undervalued and unrecognized.

33. Women have always contributed to national economies. They are the primary producers of food, constitute an increasing proportion of the economically active population, provide the skilled labour for economic sectors showing the fastest growth, and are increasingly the owners and managers of small and medium-sized enterprises.

34. However, women are infrequently part of the process of decision-making about economic structures and policies, either nationally or internationally, and are not well-represented in financial and other key economic institutions. In large enterprises, whether public or private, they are largely absent at management levels. Women tend to be segregated in a limited number of occupations, where pay is lower than for equivalent work by men. The value of their unremunerated contribution to the economy, whether in family enterprises or in domestic work, is unrecognized and not reflected in national accounts.

35. In most of the world, business has been considered a male preserve, reinforced by stereotypes and discriminatory practices. Women have lacked access to critical economic factors such as ownership of land, credit and training in technology. Women's opportunities have been limited by discriminatory laws, inadequate education and training, inadequate sharing of domestic responsibilities, including child care, and inflexible working environments. The skills women have obtained as a result of their experience in household management, working in the informal sector and in the community has not been valued. Women doing remunerated work have largely been relegated to low-paying, low-prestige jobs and to the unregulated informal sector where exploitation is often easy.

36. Experience has shown that when women are given access to credit they apply it effectively. Given access to resources, technology and training, women can take the lead in expanding production. Women's skills at performing many tasks simultaneously, their discipline and their ability to adjust to new situations constitute a major underutilized resource for development which can be released if economic structures and policies can be made responsive to them.

F. Inequality between men and women in the sharing of power and decision-making at all levels

37. More women are serving as heads of State or Government, ministers, members of parliament, mayors and members of city councils than ever before. Yet, women still lack equal access to power structures that shape society. In a period of increasing democratization, women make up at least half of the voters in almost all countries, and have had the right to vote and hold office for more than a generation. Yet, they are not full participants in the public choices that affect their lives. All but a few countries are far from achieving the target set by the Economic and Social Council of 30 per cent women in decision-making levels by 1995. Nor do women participate fully in the leadership of international organizations, as top-level diplomats, in transnational corporations and banks, in the military, the police or in peace-keeping. Yet, without women's full participation, democracy cannot be achieved or maintained. Experience has shown that women can make a difference by casting their votes and affecting the outcomes of electoral processes for change.

38. The continuing gap between women's de jure equality and the reality of women's lives and exclusion from power comes from many sources, and societies differ greatly. For example, in most countries, the norms and practices of political activity suit male lifestyles more than women's. Women often have had little opportunity to compete fairly for leadership positions. Negative stereotypes have discouraged some women from such roles.

39. Inequality in the public arena is often matched by, and often starts with, inequality within the household. Yet, in some societies there have been gains in domestic partnership and role-sharing. Experience has shown that measures can be taken to increase power-sharing in the home, where children first witness gender relations.

G. Insufficient mechanisms at all levels to promote the advancement of women

40. Effective mechanisms are needed at the international, regional, national and community levels to serve as catalysts for promoting the advancement of women. In most countries, the mechanisms established do not have the capacity in terms of financial and human resources to perform this function successfully.

41. National machineries for the advancement of women have been created in almost every country of the world. Diverse in form, they provide a tool for the advancement of women through advocacy, monitoring of public policies and mobilizing support. Women's organizations, including grass-roots women's groups, professional associations, women's networks and other non-governmental organizations, have demonstrated success in effectively and forcefully mobilizing women, especially at the community level, in both rural and urban areas.

42. While there has been an improvement in the development and use of statistics and indicators disaggregated by sex, their coverage is by no means complete. The availability of this information can provide the base for compelling analysis of gender aspects, leading to action.

43. However, these national machineries are often marginalized in national government structures; they are understaffed and under-funded, and are often unable to mobilize the information and clout necessary for advocacy and monitoring, or for linking with grass-roots organizations. At the international level, mechanisms to promote the advancement of women, as part of mainstream political, developmental or human rights activities, experience the same problems as national machineries.

44. Without strong and powerful women's institutions at all levels, mainstreaming women's concerns in public policies and programmes will be ineffective. Without sources of information about the gender-specific impacts of public actions, programmes are weakened. Without a focus for mobilizing the efforts of grass-roots organizations, their efforts can be dissipated.

45. Experience in many countries shows that strong national machinery, complemented by institutions at the community level, can accelerate the process of change for women. The existence of strong and active women's organizations provides a basis for reaching out from international, national and community levels to mobilize women for change.

H. Lack of awareness of, and commitment to, internationally and nationally recognized women's human rights

46. International standards to prevent discrimination against women are in place. The World Conference on Human Rights emphasized that women's rights were an integral part of the mainstream of universal, inalienable and indivisible human rights. However, unless these standards are fully applied, interpreted and enforced in civil, penal and commercial codes and administrative rules and regulations, they will exist only in name. Lack of awareness, as well as means for enjoyment, of these rights are critical obstacles.

47. Recognition of women's human rights is reflected in the fact that over two thirds of the world's States are party to the Convention on the Elimination of All Forms of Discrimination against Women, including all of the countries in some regions. Indeed, in most countries, steps have been taken to reflect these rights in law. Women are increasingly using the legal system to exercise these rights.

48. However, in the countries that have not become party to the Convention or where serious reservations have been entered, or where national laws have not been changed to conform with international norms, women's *de jure* equality is not yet secured. In other countries, lack of enforcement of civil, penal and commercial codes or administrative rules and regulations means that the enjoyment of women of their rights is far less than that of men.

49. The gap between having rights and enjoying them derives in part from a lack of knowledge by women and men alike about those rights and a lack of commitment by Governments to enforce them. It also results from unresponsive legal systems, overly complex administrative procedures, insensitive judicial personnel and inadequate monitoring of the violation of the human rights of women. There is a lack of appropriate recourse mechanisms at the national and international levels. Inadequate resources for institutions monitoring the violation of the human rights of women at the international level, such as the Committee on the Elimination of Discrimination against Women, compounds the problem.

50. Experience in many countries has shown that women can be mobilized around the struggle to enjoy their rights, regardless of level of education or socio-economic status. Legal literacy programmes have been shown to be effective in helping women understand the link between their rights and other aspects of their lives and in demonstrating that cost-effective institutions can be created to help women obtain those rights.

I. Insufficient use of mass media to promote women's positive contributions to society

51. The world is undergoing a communications revolution in which new images and ideas reach into the far corners of the world. New technologies offer the promise of greater interaction among people. These technologies are powerful tools that can be used either for social progress or to reinforce stereotypes.

52. In many countries, the public image of women is changing because of the positive images of women being projected. There are also increasing numbers of women involved in the communications media.

53. On the whole, however, the mass media in most countries still rely on stereotyped images of women and do not provide an accurate picture of women's roles and value in a changing world, but reinforce outdated perceptions of women's roles. Whether public or

private, the mass media are still controlled primarily by men and reflect, in many ways, their values and perceptions. These include images of violence and dominance, which have an impact on viewers young and old.

54. Experience in some countries in which efforts have been made to portray women's contributions accurately shows that the mass media can be a significant force for reinforcing change and promoting equality. The possibilities of using communications technology to link women nationally and internationally have been demonstrated in a number of pilot efforts.

J. Lack of adequate recognition and support for women's contribution to managing natural resources and safeguarding the environment

55. Managing natural resources and safeguarding the environment are the responsibilities of everyone, and the consequences of environmental degradation affect everyone as well. Women's deep concern for the quality and sustainability of the natural systems that sustain life is an intimate part of women's lives. This concern takes root in their daily reality, their experience as persons primarily responsible for obtaining fuel and water in much of the world and their role in managing the consumption patterns of the household. It also takes root in their concern for the future generations they bear.

56. The preparations for the United Nations Conference on Environment and Development showed that women were concerned with the environment and had unique experiences that could help develop national and international programmes and policies. This has been reflected in Agenda 21.

57. However, women have been largely absent from decision-making about the environment. The enthusiasm and experience brought by women has not been applied to environmental decision-making and management.

58. In a world of accelerating resource depletion which results in diminished agricultural production, desertification and dislocation, the expertise and knowledge of all is required. Despite the close interaction between the environment and women's daily lives, environmental policies typically have not been formulated with this in mind and technical solutions that have been proposed have not taken this perspective into account. As a result, women have tended to suffer the effects of environmental degradation rather than enabled to bring their perspectives and experience to bear to protect natural resources.

59. Experience in many countries has shown that when women have been involved in environmental management, protection and conservation, they can be a decisive factor in the success of programmes and initiatives.

IV. STRATEGIC OBJECTIVES DERIVED FROM THE CRITICAL AREAS OF CONCERN AND ACTION TO BE TAKEN

60. The critical areas of concern cut across the boundaries of equality, development and peace. They reflect the interdependence of these goals, which were set out for the United Nations Decade for Women. The strategic objectives derived from the critical areas of concern and action to be taken are also cross-cutting. The themes of the United Nations Decade for Women: Equality, Development and Peace require efforts to address

both the practical and the strategic needs of women. Action may be taken by the international community, Governments, non-governmental organizations, other community organizations, the private sector and individuals.

General comments

61. The strategic objectives and action to be taken should be expressed in clear, direct, and forceful language. Actions should be expressed by use of the infinitive. An effort should be made to develop a more evocative, concise format for the actions, including the use of devices such as bullet points and through logical organization of the text. The Platform for Action should provide a new approach to presenting United Nations consensus accessible to all.

62. There should be a clear correspondence between the strategic objectives and the critical areas of concern, both in terms of sequence in the text and aspects addressed. In order to match the order agreed for the critical areas of concern, the strategic objectives should follow the order found in the critical areas of concern. It was noted that strategic objectives I, J and K were instrumental rather than substantive. Objective K should be integrated into all of the other objectives and not shown separately.

63. The strategic objectives and actions should reflect throughout a life-cycle approach to women that can reflect concerns at different stages of life, from childhood and youth through ageing. They should be drafted with clear, achievable and measurable targets. Actions to affect the girl-child should be found throughout. Institutions responsible for specific actions should be identified and the role of international cooperation, including multi-lateral and bi-lateral donors and the international community generally.

64. A concise introduction to chapter IV should be maintained, as in document E/CN.6/1994/10, which should highlight the interdependence of strategic objectives and actions, their relationship with the Nairobi Forward-looking Strategies for the Advancement of Women, the fact that the order of presentation reflects the concerns of women, but that all are of equal priority. The introduction should also pay tribute to the role of the women's movement in initiating and maintaining action. It should include some overall elements, such as gender planning, different methods of action, systematic monitoring and evaluation using both quantitative and qualitative indicators, an emphasis on women as key actors, with an appropriate emphasis on the role of men.

65. In preparing the section on strategic objectives and actions, use should be made of suggestions provided by Member States, by intergovernmental bodies, by organizations of the United Nations system and by non-governmental organizations, as well as the observations made during the thirty-eighth session. The actions should also take account of the results of regional conferences, as well as the International Conference on Population and Development and the preparations for World Summit for Social Development.

A. Enable women to overcome poverty

66. Actions that address women's economic self-reliance, access to quality education and to health services also will help to eliminate the factors that accentuate poverty. Given the appropriate resources and structural support women can themselves overcome poverty. However, poverty is different in degree and in solution in developed and developing countries, between urban and rural areas and for specific groups of women. Actions should be designed to take into account these differences. Women should be

incorporated in the design and implementation of poverty alleviation policies and programmes. A target of a 50 percent reduction in the population in extreme poverty by the year 2000 should be aimed at.

Develop gender-sensitive national and international economic policies

67. International financial institutions, governments, intergovernmental and non-governmental organizations should assess the poverty and gender implications of current macro-economic policies, including structural adjustment programmes, especially those that have direct impact on women in poverty. National and international financial institutions should study their effects on poor and develop gender-sensitive policies, appraisal and approval procedures and monitoring, in particular programmes aiming at the achievement of sustainable livelihood for poor rural and urban women of developing countries. Governments should prioritize efforts and take further concrete steps to quantify and value the contribution of women's unpaid work in agriculture, food production, reproduction and household labour and to reflect the value of these contributions in the Gross National Product and other economic statistics, defining the unpaid worker as a worker in the System of National Accounts.

Target policies and programmes to poor women

68. Programmes to provide access to productive resources should be designed to provide poor women with economic opportunities. Governments should give increased priority to investments in education and training, including the eradication of illiteracy, as well as investment in health services, including reproductive health and family planning, toward areas where poor women live and work. Special efforts should be made to reach the girl child. Child- and dependent care and other social support facilities should be made available through action by governments and non-governmental organizations. Introduce alternative women-friendly credit systems, methods of control on household resources, food security, adequate housing, promote self-help organizations, and assist female-headed households. Assistance should be provided of both a specific and multi-sectoral character, by the international community as well as national sources.

Help rural women to overcome poverty

69. Rural women in particular should be provided equal access to productive resources, through ensuring legal equality in access to land and other productive resources and through the development of programmes to provide credit and extension. Affirmative actions, specific programmes and the inclusion of poor rural women in the definition of policies for poverty alleviation should orient any action. These could include the review of effects on poor rural women of any policy; mutual actions between governments and non-governmental organizations; the provision of adequate human and financial resources; training including in new fields; sensitize through the media on their situation and increase United Nations assistance to rural women.

Address the needs of migrant, including women workers, and displaced women

70. Migrant and displaced women are both extremely economically vulnerable groups with specific needs and mechanisms for solution. Therefore, actions on poverty should also include measures to improve their situation. In the receiving countries measures should be taken to provide them with legal protection of their rights as workers.

B. Ensure women's access to quality education and training for self-reliance at all levels and in all fields and sectors.

71. A substantial quantitative and qualitative improvement of the education of girls and women needs to be made to achieve equality as one of the major priorities arising from the Conference, and resources committed for this end. The international community should, in partnership, forcefully address the gender disparities and develop gender-sensitive education and training. Relevant non-governmental organizations, organizations of the United Nations system and other national, regional and interregional bodies should assist governments in the establishment and implementation of a broad approach to the education of girls and women in the context of overall development strategies in full recognition of the benefits to society of investment in women's education.

Achieve education for all

72. Top priority should be given to removing gender disparities from national policies and programmes for universal primary, secondary and higher education and adult literacy. The existing gap in education between developing and developed countries has to be removed. The necessary expenditure should be allocated and affirmative actions defined, to achieve equality in enrolment and educational achievements and prevent drop-outs of girls from formal schooling. Incentives should be given families to minimize the opportunity cost of girls' education on families through such means as free text-books, scholarships for girls, flexible school schedules, child care systems for young siblings. Action to promote mutual sharing of girls' workload in the household and to delay marriage and avoid early pregnancy would also prevent drop-outs of girls. This would create a learning environment which could retain girls in schooling when equality in enrolment is not achieved. In accordance with the Jomtien Declaration on Education for All, the gender gap in basic and functional literacy should be eliminated by the year 2000 and the disparities in literacy between developed and developing countries narrowed. Literacy programmes based on the social context and basic needs of the learners should be provided.

Prepare women for the twenty-first century

73. Measures should be taken to encourage women and girls to enter new fields of studies which offer different job opportunities and career perspectives. Human resource development should draw on the untapped talents and potentials of women. Vocational guidance and counselling services in secondary, vocational and higher level education should be strengthened, including innovative strategies as use of role-models, in order to encourage girls and women to enter and remain in new fields, notably scientific and technical education and to be retained in them. Flexible educational provisions must be established in order to reach remote areas or special groups. Life-long training should be promoted to allow women to re-enter the labour market after interruptions for caring responsibilities. Actions should be taken to increase women's participation at decision-making levels in education.

Make education gender-sensitive

74. Action should focus on the elimination of social stereotypes from curricula, textbooks and teacher training and materials that present the positive role and contribution of women in order to enhance the empowerment and self-reliance of girls and women and ensure a gender-sensitive educational environment. This would also promote women's role in public life and eliminate violence against women. At the community level, parents organisations and non-governmental organizations should play

an active supporting role in this. Research by and on women must be encouraged and supported, in the areas of both the human and natural sciences. Components on legal literacy and information on human rights should be incorporated in the curricula, as well as on reproductive health and rights and sustainable development.

C. Increase women's full access throughout the life cycle to appropriate, affordable and quality health care and related services

75. Adequate financing must be provided to ensure availability of primary health services to all that respond to women's specific health needs in all stages of life-cycle. There is a joint responsibility of women and men for the next generation. The targets set for health for all in the International Development Strategy for the Fourth United Nations Development Decade should be achieved.

Deliver affordable and accessible health care for all

76. A comprehensive, integrated model of health services for women should be applied, adequately funded and available to all at affordable cost. It should emphasize on health promotion and disease prevention, including prevention of disabilities, utilization of traditional medicine and establishment of care systems for elderly. There should be support for gender-sensitive research and training for health workers and greater participation and effective representation of women, especially female health care workers, in planning and programme delivery, including training of women doctors and health technicians. Service-delivery should emphasize quality-related aspects. Traditional health knowledge should be used and respected. International financial institutions should take steps to assist governments to deliver these health services by instituting policies favourable to public investment in health. Efforts should be made to combat the HIV/AIDS through a recognition of gender factors and its specific and growing impact on women.

Promote reproductive health and rights

77. The target of reducing infant and maternal mortality by one half, especially reducing the gap between developed and developing countries, should be met. Reproductive health and family-planning programmes, including education and awareness raising about reproductive rights as human rights and about harmful practices, should be adequately funded and staffed, designed to help individuals and couples to meet their needs and accessible to all, aiming also to reduce early pregnancies and their effects on women. Programmes should target men as fathers and as persons responsible for their sexual behaviour. There should be with training and participation in health and family planning programmes of midwives and community trained female health workers.

Foster research on women's health

78. Research on prevention, treatment, and health care systems for diseases and conditions that affect women and girls differently, including drugs and medical technology, should be encouraged and supported. Specific needs related to old age should systematically be incorporated in research, training and service delivery, since women tend to be a majority in that age-group and the burden of caring for that age group also rests with women.

D. Eliminate violence against women

79. Strategic action should address all of the manifestations of violence set out in the Declaration on the Elimination of Violence against Women, which are physical, and psychological violence including sexual violence occurring in the family, in workplaces, within the general community. Violence against women should be recognized as a violation of women's human rights. Various action should be taken by governments, by non-governmental organizations, and the international community in their respective area of authority and competence. Governments should cooperate with the Special Rapporteur on Violence against Women and support her in the fulfilment of her mandate.

Address the root causes of violence against women

80. Gender based violence is inextricably linked to male power, privilege and control. It is important to continue to study and widely publicize the root causes and mechanisms of the different forms of violence including their relation to the balance of power between men and women in general as well as between individual men and women. Emphasis should be given to understanding the basis of sexual abuse, violence against the girl child, against women migrant workers, sexual harassment, and trafficking in women in the context of social, economic and political conditions, including violence committed against women by extremists, including religious extremists. The study should examine the roots of violence in the social-cultural environment, and the impact of mass media, including commercial advertisements, on violence against women. Studies should also address the cycle of violence and how violence is repeated through generations. Violence against women should be shown as an issue of gender inequality and human rights, requiring improvement of the status of women and their empowerment. Governments should further combat the root causes of violence by adopting measures including development and conducting of community education campaigns to promote non-violent attitudes and the unacceptability of violence against women, analysis and review of existing legislation relevant to violence against women, and where such legislation does not exist, its introduction of such legislation in consultation with non-governmental organizations and relevant Government mechanisms. Non-governmental organizations should themselves continue campaigns to eliminate violence against women.

Take integrated measures to eradicate violence against women

81. Violence against women is a crime and should be punished as such. Action to eradicate violence against women should be comprehensive and address both the causes and the consequences and use both legal and social measures, along the lines set out in the Declaration on the Elimination of Violence against women. Governments should develop legislation at national level in accordance with the Declaration. Emphasis should be placed on preventing violence, but also protection of women subject to violence, prosecution of offenders and rehabilitation of victims and perpetrators. Legal literacy programmes and information campaigns on existing laws for the protection of women targets of violence need to be carried out to make women and men aware of women's human rights. The education system should include curricular material showing the links between gender inequality and violence against women and that violence against women is not legitimate but rather criminal behaviour. The mass media should be enlisted to carry this message. Education and orientation should be targeted to men's and the importance of mutual respect between men and women. Security measures such as provision of shelters are to be provided as well as relief to women subject to violence through medical and psychological counselling services. The judiciary and the police forces should be trained to ensure fair treatment of women targets of violence.

Governments should sponsor programmes to enhance sensitivity among the legal and health professionals including counsellors to understand the nature and dynamics of violence against women so as to ensure that women receive fair treatment and their safety is prioritized. Increased recruitment of women into the police forces and redressing the under representation of women within the judiciary should be sought. Legal and social assistance should be provided to women subject of violence and their access to justice be facilitated. New approaches to sanctioning offenders including therapeutic intervention should be developed. Governments should consider the setting up of a high-level independent, statutory national bodies to oversee the working of safeguards for women including the state enforcement machinery.

Adopt special measures to eliminate trafficking in women and to assist women targets of violence in specific situations

82. Special measures to eradicate violence against women particularly in vulnerable situations such as women with disabilities and women migrant workers should be taken. Both sending and receiving countries of migrants should enforce existing legislation for women migrant workers. Specific action should be taken to protect women and girls who are subject of sex trafficking and forced prostitution and prevent further abuse, including the dismantling of international networks on trafficking. Special measures for medical and psychological care of those women should be designed. Coordination of action between governments and non-governmental organizations should be achieved.

E. Increase the participation of women in conflict resolution and protect women in armed and other kinds of conflict and foreign occupation

83. The participation by women in conflict resolution is their right and their experience valuable. Actions to increase the participation of women in conflict resolution are linked closely with those proposed under the strategic objective to promote full participation of women in power structures and the objective to eliminate violence against women. Violence directed against women in international armed and other kinds of conflict is a war crime and a violation of international human rights law. Action should include redirecting possible savings from defense budgets to development, including through the promotion of disarmament programmes.

Bring more women into the peace process

84. More women in all levels should become involved in peace and conflict resolution. Countries and the United Nations should aim at a target of gender parity in peace negotiation and conflict resolutions and take steps to provide women and men with training in this. Measures should be taken to bring women into peacekeeping, both in civilian and military roles. Measures should be taken to reinforce women's roles as peace educators, both in the family and in society.

Support women affected by armed conflict and foreign occupation

85. Grave violations of human rights of women in specific armed conflict including acts of terrorism and foreign occupation, especially in the form of genocide and "ethnic cleansing", which include in particular murder, systematic rape, sexual slavery, and forced pregnancy creating mass-exodus of refugees and displaced persons, constitute grave breaches of should be considered violations of the fundamental principles of international human rights and humanitarian law and swiftly condemned and punished. Countries and all parties to armed conflicts should strictly observe international humanitarian law, as set forth in the Geneva Conventions of 1949 and other principles of

international laws, as well as minimum standards for protection of human rights as laid down in international conventions. Efforts should be made rapidly to identify these situations, publicize them and immediately arrange impartial investigations leading to the prosecution of perpetrators. The Special Rapporteur and other human rights mechanisms should be used for this purpose. Awareness campaigns regarding violence against women in armed conflict and under foreign occupation should be launched and assistance provided to the victims of these violations. International measures to address armed conflict and foreign occupation, such as economic sanctions, should be designed to limit their impact on women and children. During rehabilitation and reconstruction from conflicts, women's role should be recognized and planning include a gender dimension. Programmes to assist women who have become disabled or must care for disabled persons should be developed.

Guarantee assistance to refugee and displaced women

86. Special attention should be given to refugee and displaced and displaced women in accordance with the guidelines and conclusions established by the Executive Committee of the United Nations High Commissioner for Refugees. Governments should ensure equal right and access of women and men to refugee determination procedures and the grant of asylum. Governments should consider gender factors in recognizing as refugees women whose claim to refugee status is based on a well-founded fear of persecution, through violence, for reasons enumerated in the 1951 Geneva Convention and related 1967 Protocol. Special training should be given to law enforcement officers and members of military forces to prevent violence against refugee and displaced women and promote respect of their rights.

F. Promote women's economic self-reliance including access to employment, appropriate working conditions and control over economic resources - land, capital and technology

87. Actions should provide women with the same access to employment, appropriate working conditions and control over economic resources as men. These actions should be seen in terms of other strategic objectives including eliminating factors that accentuate poverty and strengthening factors that promote the full participation of women. They should involve a combination of actions by governments, non-governmental organizations and the private sector, supported by the international community. A gender approach should be followed in the definition, implementation and monitoring of policies at national, regional and international levels; and in the design, implementation and monitoring of international cooperation.

Secure economic rights for women

88. Governments and private sector institutions should eliminate all laws and regulations that discriminate against women in economic activities, especially those that discriminate against rural women, those in the informal sector and self-employed in their access to economic resources. Measures should also guarantee protection against discrimination and provide the right of petition for discrimination, including implementation of ILO Convention No. 156 on workers with family responsibilities and special efforts to protect the rights of migrant women workers. Non-governmental organizations and national machinery for the advancement of women should cooperate to facilitate public education and awareness, monitor progress and initiate legislative provisions for enforcement of women's rights.

Take positive action to give women access to resources, employment and appropriate working conditions, markets and trade

89. Positive actions should be taken to overcome barriers to access to economic resources, such as targeting women in employment programmes, providing guarantee loans for women entrepreneurs, especially in rural areas, introducing programmes and training courses in non-traditional areas of work, revaluing women's traditional work and the informal sector by improving training in these sectors and recognizing them in national accounts and national social security schemes. Access to technology, markets and trade should be promoted. International financial institutions should include these positive actions in their programmes and projects and monitor them. The goal of equal pay for work of equal value should be actively promoted with a view to achieving it by the year 2000 through such measures as job evaluation and the establishment of equal pay legislation covering both the formal and informal sectors. Redress mechanisms should be set up for women who have experience discrimination and monitoring instruments established.

Create a flexible work environment

90. Actions by governments, non-governmental organizations, business, professional and trade associations and the private sector should lead to the creation of a work environment that facilitates women's participation in economic activities. This should include providing opportunities for both women and men to reconcile family and economic responsibilities through flexible administrative regulations, parental leave, providing for part-time work with benefits and flexible hours, individual taxation, and provision of social support services such as child and dependent care and occupational health. Special measures should be taken to eliminate sexual harassment in the workplace.

G. Strengthening factors that promote the full and equal participation of women in power structures and decision-making at all levels and all areas

91. Actions should address the lack of full and equal participation at all levels and all sectors. This should include sharing of decision-making at the level of the family, in the community and at higher levels of decision-making. Separate actions should be developed respectively to promote participation in public decision-making and in the private sector. The actions should lead to significant progress in achieving the target of parity.

Ensure the training of women to become decision-makers

92. Priority actions in education and training related to participation of women in decision-making should be developed by governments and non-governmental organizations. These should include the revision of school curricula and teaching materials which reflect equality, women's rights, the contribution made by women to decision-making, promotes the norm of sharing of decision-making in the family and provides a basis of knowledge about power structures and decision-making, including revision of textbooks as appropriate. Actions should also include traditional and non-traditional training programmes targeted toward women designed to equip them for participation in management and decision-making in the public and private sectors. At community level, it should include leadership training; in government, public and private enterprises, it should include training programmes throughout careers in management and professional development; in legislatures and other public decision-making bodies it...

should include orientation about the political and legislative processes. This responsibility should be undertaken with the cooperation of the United Nations system and other governmental, regional and international organizations.

Provide equal access, participation and opportunity in careers in all sectors

93. Legislative and administrative should be taken to ensure equality of opportunity by women to enter public service, private sector, political parties, professional associations, trade unions and other non-governmental organizations; and to be assured of equal treatment in career development. Efforts should be made by governments and non-governmental organizations to promote networking among women in these organizations.

Take positive measures to bring women into decision-making rapidly

94. Temporary positive action measures should be developed to overcome the present effects of past discrimination that have led to a low-level of women in public decision-making positions. The actions that can be taken will depend on the political traditions of each country, but should include efforts on a voluntary or mandatory basis to appoint women and men on a parity basis to advisory boards, setting of targets for including women in lists of candidates for public office by political parties and setting targets for the appointment of women to the public service at decision-making levels. The organizations of the United Nations system should set an example by achieving gender balance by the year 2000.

Create an enabling environment for equal participation

95. Actions should be taken to provide an enabling environment for women to participate in decision-making. These should include provision of appropriate social support facilities such as day-care, making carer patterns flexible, revision of administrative rules and customary practices for decision-making to adapt them to the needs of both male and female decision-makers and managers to reconcile family and public responsibilities.

Use information to facilitate support for women in decision-making

96. Dissemination of information about participation of women in decision-making as well as women's views is an important means for monitoring progress and mobilizing for change. Data, from the public and private sectors, should be collected, analysed and disseminated at both national and international levels, on the number and proportion of women in decision-making bodies, on the nature of obstacles faced and on the qualitative nature and effects of their participation. Governments should report, in detail, especially through the media, on participation and national researchers should be supported by governments and non-governmental organizations. The United Nations should continue to collect and disseminate statistics on women in decision-making and promote analysis of the differences made in public and private decision-making, both in terms of the types of decisions made and in the nature of decision-making itself, when the proportion of women increases.

H. Integrate gender equality dimensions into policy and programme planning and implementation at all levels and in all areas

97. Actions should encourage mainstreaming of gender equality issues at all levels and all areas of policy and programme planning by establishing appropriate, adequately

resourced and strategically placed, information-gathering, dissemination and monitoring mechanisms. Actions should be taken by governments, non-governmental organizations and the United Nations system, on the basis of mutual support.

Generate and disseminate gender disaggregated data and information for planning and evaluation

98. Governments and the United Nations system should increase the collection of statistics and indicators disaggregated by sex and develop new quantitative and qualitative indicators that can show the gender-dimension of policies and programmes. Measures should be taken to strengthen and increase the analysis of this information in the context of policy development, monitoring and evaluation and adequate support should be given to research institutions developing analysis, especially on emerging and priority issues having a gender dimension. The resulting information should be widely disseminated at both national and international levels. International cooperation should be intensified in this area.

Strengthen national machinery for the advancement of women for the implementation of the Platform for Action

99. Actions should be taken to define a clear mandate for national machinery, place them at the highest political level of government, provide adequate staff and resources, upgrade the positions, provide financial autonomy and direct international linkages with other national machinery and with the United Nations system in order to be independent, to promote a global gender equality policy, monitor other governmental institutions, and integrate their concerns at all levels and in all areas. Measures should be taken to facilitate the active participation of and coordination with non-governmental organizations and related agencies and institutions doing research on women. Actions are also required to ensure close integration of women in advisory consultative bodies with national machinery.

Train in gender analysis

100. Governments should develop tools for gender analysis and require government officials to apply these tools in developing policies and programmes; train all key personnel on gender analysis as a tool for planning, implementation and monitoring programmes and projects; the United Nations should assist countries by developing models for gender analysis for national policies and programmes; promote the employment of women in policy development and programme implementation institutions, especially for sustainable development.

1. Apply and enforce international norms and standards to promote and safeguard the full and equal enjoyment by women of all human rights

101. Women should be able to enjoy their rights on a full and equal basis and actions should be taken that will enable women to exercise their rights. The actions should cover all international human rights instruments and their monitoring mechanisms. They should ensure that national norms reflect international norms and that both are applied and enforced through mechanisms that are open, accessible and effective.

Make international instruments effective

102. All human rights treaty bodies should include the status of women and the human rights of women in their deliberations and findings and make use of gender specific data. States should supply information on the situation of women *de jure* and *de facto* in their reports to treaty monitoring bodies and also work with all special rapporteurs and working groups on human rights in this respect. The High Commissioner for Human Rights should monitor coordination and cooperation among all human rights mechanisms on identification of violations of and enjoyment by women of their human rights. Improved cooperation should be developed between the Commission on the Status of Women and the Commission on Human Rights. Governments that have not yet done so should accede to human rights conventions, including especially the Convention on the Elimination of All Forms of Discrimination against Women, so that universal ratification is achieved by the year 2000. Non-governmental organizations should work to change this vigorously through advocacy and awareness-raising campaigns. States parties to the Convention on the Elimination of All Forms of Discrimination Against Women are urged to withdraw reservations that are contrary to the object and purpose of the Convention or which are otherwise incompatible with international treaty law. Sufficient resources should be given in the regular budget of the United Nations to the Committee on the Elimination of Discrimination against Women to enable it to fulfil its mandate.

Implement international norms in national practice

103. Governments are encouraged to take steps to give effect in national laws, administrative regulations and public policies to the provisions of international conventions, including the Convention on the Elimination of All Forms of Discrimination against Women and other international instruments such as the Declaration on the Elimination of Violence against Women and United Nations principles for elderly persons. Action should be taken to enact laws that establish women's rights to autonomy, particularly in the area of family law and property rights. National machinery for the advancement of women and national human rights institutions should monitor the process and provide input to it. Non-governmental organizations should support this process. Special measures should be taken to safeguard, promote and protect the full enjoyment of all human rights and freedoms by non-citizen women (i.e., migrant women workers, other migrant women, refugee and displaced women, temporary workers), by women with disabilities, women in situations of internal and international armed conflict, indigenous women. Special measures should be taken to improve the equal enjoyment by rural women of their human rights.

Achieve legal literacy

104. Governments and non-governmental organizations should take steps to improve awareness about human rights of women and to create an environment where women can exercise those rights. These should include campaigns to inform women about their rights under international instruments and national laws and to provide training in the functioning of the legal system. Human rights education with a gender perspective should be included in the curriculum. Measures should be taken to make public administration in general both at national and local level aware of women's human rights and to improve women's access to justice through providing legal assistance, streamlining procedures and orienting judicial personnel, police and other public officials, especially at the community level, about women's human rights.

J Enhance the role of the traditional and modern communications media effectively to promote awareness of equality between women and men

105. Actions to encourage the communications media to promote awareness depend on the approach taken in each country. The media should be accountable for presenting a positive image of women. In some countries actions would emphasize encouragement by non governmental organizations to the media to promote equality. In other countries where communications media are public, action would emphasize use of guidelines. When the media is controlled by the government, governments should encourage the media to provide a positive portrayal of women.. National actions should be accompanied with support by the United Nations system to study the impact of communications on the promotion of equality.

Guarantee the access of women to information and participation in the media

106. Governments should take steps to guarantee the rights of all people to communicate, disseminate and exchange information and to ensure the access by women to information and to the media on an equal basis. Governments should support non-governmental organizations developing information material based on national experience. Measures should be taken to guarantee more balanced participation of women in government-owned media at decision making level.

Eliminate gender stereotyping in the media

107. Governments and non-governmental organizations should encourage more positive presentation of women in the mass media, through studies, awareness campaigns, promoting the development of codes of conduct and other forms of self-regulation by media institutions, including advertising association and others.. National machineries should promote measures toward a more positive image of women. Encouragement should be given to target messages about gender equality. The diverse and changing social and economic roles of women in society should be accurately portrayed in terms of society at large and for young people.

K. Promote action to develop the mutual responsibility of women and men to achieve equality

108. Actions to develop mutual responsibility should be found throughout the strategic objectives, but there should be special measures to encourage the specific strategic objective by targeting men and women and encouraging partnership on an equal basis. Actions can be taken by governments through public programmes, including education, by non-governmental organizations through campaigns, advocacy and training, and by international institutions through research, information dissemination and gender-sensitive programmes. They should inspire a new generation of women and men working together for equality.

Encourage sharing of family and other responsibilities

109. Actions should include measures to support couples and parents in reconciling their family and unpaid work responsibilities. These can include measures to provide for recognition of mutual and equal responsibility in law, promotion of flexible working environments, promotion of technologies which facilitate the sharing and reduce the burden of domestic chores. They should promote a climate of opinion conducive to addressing the needs of workers with family responsibilities, including changing attitudes.

and practices of employers, governments and trade unions to support workers with family responsibilities, including those from different cultural and socio-economic groups. Affirmative actions policies should be promoted that assist in counteracting negative aspects of the impact of women's family responsibilities on their roles in the public sphere. They should promote the benefits for men of improved relationships and greater satisfaction through increased responsibility for family matters.

Improve communication between women and men

110. Governments should introduce family-life education and education for self-reliance at all levels. Non-governmental organizations should develop campaigns to raise awareness about mutual responsibility and improved sensitivity to gender equality issues, especially among young people.

V. FINANCIAL ARRANGEMENTS

111. Based on an analysis of the probable content of Section IV, financial arrangements should address the strategic objectives contained in the Platform for Action. The Conference should lead to a clear commitment by governments and the international community to allocate funds required to undertake the activities to achieve the objectives set out in the Platform. Resources should be creatively sought from many sources, but should include a concerted effort to reallocate existing resources worldwide at all levels through setting priorities and identifying the gender dimension of existing programmes. They should emphasize the high rate of return, especially over the medium and long-term from investing in women, and their multiplier effect on other programmes. Actions are required for new additional resources should to be mobilized to implement the Platform for Action in a cost-effective manner.

112. At the national level, this should include applying gender-sensitive planning and evaluation to all public spending, including identifying the amounts directed to benefit women and their impact. Existing programmes directed toward women should be maintained and made more effective, by giving highest priority to those programmes that show the high rate of return from programmes targeted to women's concerns. A greatly increased commitment to implement the Platform for Action should be promoted through intensive and imaginative campaigns by governments and by non-governmental organizations. Governments should make concrete commitments to implement priority areas of the Platform for Action by the Year 2000 with appropriate mechanisms designed to monitor compliance. National machinery should be given a critical role in influencing macro economic policies, through consultation in their formulation, financing, implementation and monitoring. Given the large growth of non-governmental organizations concerned with women's equality, there should be institutionalized systems of financial support to and networking, by governments and the United Nations system.

113. At the international, regional and sub-regional levels the emphasis should be on evaluating and coordinating the programmes undertaken by organizations of the United Nations system in order to improve their contribution to the implementation of the Platform for Action and to indicate their gender impact. There should be a diagnosis of the existing situation with regard to resource allocation to women's activities by the UN system as a basis for proposing new approaches to resource allocations in UN system programmes. International financial institutions should address the negative effects of structural adjustment on women, particularly as a result of reduction of social spending, as well as the benefits from targeting programmes to women. In addition to mobilizing

existing mainstream programmes to take a gender approach new initiatives might be considered.

VI. INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTATION AND MONITORING OF THE PLAN OF ACTION

114. Existing institutions should be strengthened and new arrangements where needed established at national, regional and international levels where needed, with mandates to monitor implementation of the Platform for Action. They should provide inputs into policy and planning as well. Steps should be taken to promote cooperation and coordination among national machineries for the advancement of women and non-governmental organizations.

115. National machineries are in place in most countries, but there remains a need to analyze their impact, to strengthen their mandate, to increase their resources and capacities, and to upgrade their position in the national political structure. They should play the key role in monitoring the implementation of the Platform for Action at the national level and have an impact on policy making. Links of between the national machineries and national planning and policy making structures should be reinforced and special mechanisms for mainstreaming established, to ensure incorporation of a gender perspective in all planning and budgeting exercises. Cooperation between national machineries and non-governmental organisations should be increased as well as among national machineries in different countries.

116. At the regional level, establishment or strengthening of existing structures in the regional commissions is necessary to permit the monitoring and to assist in the implementation of regional plans of action, as well as of regional dimensions of the Platform for Action. Restructuring and revitalisation of coordinating and cooperating bodies on regional level should be considered.

117. At the international level, the role and mandate of the Commission on the Status of Women should be reviewed and updated to strengthen its capacity to develop policies and monitor and evaluate implementation of the Platform for Action both at national level and within the United Nations system. The procedures by which governments, non-governmental organizations and organizations of the United Nations system will report on progress should be defined. The network of focal points in the United Nations system should be strengthened, as well as the offices of the focal points in the various organizations. At the centre of the network, the Division for the Advancement of Women should be strengthened through provision of additional human and financial resources to undertake the new tasks as well as to support full implementation of existing mandates. Efforts should be made to establish effective links with national machinery, research institutions and non-governmental organizations. The mainstreaming mechanisms in the system of the United Nations should also be strengthened in the context of the Platform for Action. United Nations interagency coordination for the advancement of women should be regularized and strengthened. The Secretary-General should report annually to the General Assembly on progress in following up results of the Beijing Conference and in particular, the implementation of the Platform for Action.

Annex

DRAFT PLATFORM FOR ACTION**I. STATEMENT OF MISSION**

1. The Platform for Action aims to accelerate the removal of the remaining obstacles to women's full and equal participation in all spheres of life, including economic and political decision-making; to protect women's human rights throughout the life cycle, and to mainstream women in all areas of sustainable development so that men and women can work together for equality, development and peace. For this purpose, the international community, Governments, non-governmental organizations and the private sector are called upon to undertake strategic action to implement the Nairobi Forward-looking Strategies for the Advancement of Women in critical areas of concern.

II. GLOBAL FRAMEWORK

2. Since the adoption of the Nairobi Forward-looking Strategies for the Advancement of Women, in 1985, the world has been experiencing a global process of restructuring of political, economic, social and cultural relationships. This restructuring process has had a profound impact, both positive and negative, on women, and forms the backdrop for this Platform for Action.

3. Changes in political relationships have reduced the threat of global conflict and increased the importance of multilateral solutions to political problems. While the threat of global conflict has been reduced, a resurgence of nationalism and ethnic conflict have threatened the peace in many areas. They have also led to the expansion of the role of the United Nations in humanitarian assistance and peace-keeping.

4. The move towards democratization has been coupled with a renewed emphasis on the implementation of universal human rights. The recognition by the World Conference on Human Rights that the human rights of women are an inalienable, integral and indivisible part of universal human rights has meant that the full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community. However, much remains to be done nationally and internationally to monitor and enforce women's human rights.

5. Economic relationships are also changing. The prolonged global economic recession has led to a restructuring of the economic relationships between countries and, in some regions, a decline in national as well as personal income and well-being. It has been accompanied by a growing reliance on market economies. The role of transnational corporations has increased. New areas of economic growth have emerged, especially in areas related to new technologies in information, health and related services. Global patterns of employment have been changing and women have begun to form the labour force in new growth sectors in all regions. At the same time, the capacity to provide services and make long-term investments through the public sector has been reduced, and poverty, both absolute and relative, has increased, accompanied by widespread migration of both women and men in search of employment.

6. Evidence of accelerating depletion of natural resources and other environmental problems has resulted in a global consensus on the need to see development in terms of sustainability over the long term. The United Nations Conference on Environment and Development identified women as key actors in the management and protection of natural resources, particularly in rural areas.

7. There has been renewed attention to human development seen in terms of the life cycle of the individual, progressing from childhood and youth through old age, and people's needs at different stages should be taken into account in policies and planning. There is a recognition that the generations are interdependent, that the youth of today will be the ageing of tomorrow and that the older generation transmits enduring values to the new generation.

8. As societies are being transformed, so too are the relationships between women and men. Differences between women's and men's achievements and participation are recognized as the result of socially constructed gender roles rather than biological differences. The sexual division of labour between productive roles and reproductive roles has become increasingly blurred as women have entered the workplace in growing numbers and their productive contribution in other spheres has received greater recognition, and as men have taken greater responsibility for domestic tasks, including the care of children. A focus on gender roles rather than on women alone is needed to emphasize the evolving partnership between men and women in a changing world.

9. Notably, despite common problems, the world is not homogeneous, and there are regional and national differences. But these differences are often a matter of degree rather than essence, a matter of resources and capacity available for solution rather than characteristic of the problems to be solved. Women are not a homogeneous group and there are differences among women with different life experiences. Young women, ageing women, disabled, migrant, refugee or displaced women all have special concerns. However, they also share many of the same concerns derived from their gender. As a result, both the diversity and the commonality of women's experience, knowledge, vision and hopes constitute a source of strength and the basis for believing that the mission of this Platform for Action can be achieved.

III. CRITICAL AREAS OF CONCERN

10. The text proposed by the Secretary-General constituted a good starting point. The discussion during the thirty-eighth session of the Commission provided an opportunity to expand the text, ensure inclusion of priority concerns and deepen the analysis. The discussion resulted in a number of proposed changes.

11. The section should begin with a preambular paragraph that would note the interdependence of the critical areas of concern, their relationship with the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, and the fact that the order of presentation reflects the concerns of women, but that all are of equal priority. The order of the presentation of the critical areas of concern should be modified as they appear in this Annex.

12. There should be a clear correspondence between the strategic objectives and the critical areas of concern, both in terms of sequence in the text and aspects addressed. Use should be made of the indicators designed for use by national reports in the narratives of critical areas of concern to show the empirical basis for the concerns and to indicate the dimensions of the problems to be addressed.

13. The text on poverty should reflect the relationship of the concern with structural adjustment policies and programmes and with rural women. The text on violence against women should draw on the results of the expert group meeting on measures to eradicate violence against women presented to the Commission at its thirty-eighth session and should also make appropriate reference to violence deriving from terrorism and extremist religious views. The titles of the sections on mass media and mechanisms should be modified to reflect suggestions made during the discussion. Detailed suggestions made during the discussion should be reflected in the revised text to be presented to the Commission at its thirty-ninth session.

A. The persistent and growing burden of poverty on women

14. The heavy burdens of poverty generally fall disproportionately on women because women are less likely to have sufficient access to the economic and other resources necessary to improve their lives. The number of rural women living in absolute poverty is increasing at a faster rate than for men and the proportion of women among the poor is growing in all societies.

15. There has been little progress in eradicating the worst forms of poverty over the past 10 years. The effects of prolonged global economic recession, combined with adjustment programmes that have undermined the capacity of Governments to provide for the basic needs of their populations, have also undermined anti-poverty initiatives. This situation, coupled with civil strife in many parts of the world, has resulted in an overall increase in the proportion of households living in poverty and in the number of people in absolute poverty.

16. Poverty affects households as a whole, but within them women bear a disproportionate share of the burden. Women experience poverty differently from men because of differences in their entitlement and responsibility. Women must manage household consumption under situations of increasing scarcity or obtain remunerated employment in low-paid jobs or in the informal sector, and, in so doing, they make the invisible adjustment necessary to cope with poverty.

17. There has been a significant increase in the number of female-headed households, the majority of which are poor, with dependants young and old. Lacking education, health and other support services, and not having access to economic resources, these poor women confront significant obstacles to improving their situation. If they are unable to emerge from poverty, the cycle tends to be perpetuated through their children. In the absence of programmes to attenuate the effects of poverty, these families are likely to remain among the poorest of the poor.

18. Experience has shown that public policies and private initiatives that take account of women's skills and potential by providing the resources and opportunities they need to bring themselves out of poverty can help provide a basis for national economic growth with equity.

B. Inequality in access to education, health and related services and means of maximizing the use of women's capacities

19. Education is a key to development, but despite this the educational opportunities offered to women have often contributed to reinforcing traditional female roles, denying them full partnership in society. There is growing awareness that educating women has a major impact on social change and is a worthwhile investment. Such education must be responsive to the practical needs of women and include training in science and technology and modern communications. Education is a necessary tool for women to continue to be agents of change.

20. In most regions of the world, girls and boys now have the same access to primary and secondary education and, in some regions, equality in enrolment is being achieved in tertiary education. Despite this, almost a billion people, two thirds of them women, are still illiterate and the benefits of more equal access to education will not be felt for some time. In other regions, girls still suffer discrimination in access to education and training and reductions in spending on education and health services as a result of structural adjustment.

21. For girls entering school, the fundamental question is whether they will receive quality education that will prepare them to enter any field, expose them to science and technology, stimulate their creativity, and build up their self-esteem, and that is structured to keep them from dropping out prematurely. For adult women, the challenge is to provide education and training that is cost-effective and can help them overcome the consequences of past discrimination which often left them lacking in essential skills. Experience in many countries has shown that investment in education of women and girls pays significant dividends in economic growth, improved health and quality of life for women and men alike.

22. Progress has also been made in making primary health care available, and new technologies make the prevention and treatment of many medical problems more feasible than ever before. However, reductions in spending on health services as a result of structural adjustment has halted progress in providing needed services in many countries. Lack of treatment of health problems primarily affecting women place women as a group at risk. When combined with lack of family-planning and other health-related services, the inadequate situation is reflected in high rates of maternal mortality, malnutrition, anaemia and too early and too frequent pregnancies.

23. To this is added the scourge of HIV/AIDS, which is affecting women at an increasing rate along with newborns. Women are often not able to insist on safe sex practices and have little access to information on prevention. The consequences of HIV/AIDS reach beyond women's health to their role as caretakers of the sick and destitute. The social, developmental and health consequences of AIDS need to be seen through a gender perspective, but this is not always the case.

24. Society has much to gain from investments in education, health, family planning and child- and dependant-care services, for they are investments in the future of both women and men. Experience has shown that when such services are available, women are able to contribute their creativity and skills to the public good.

C. Violence against women

25. Violence against women is a global problem. It takes various forms in both public and private life, and has been recognized as a violation of basic human rights, instilling fear and insecurity in women's lives.

26. Violence against women derives essentially from the lower status accorded to women in the family and in society. Physical, psychological or sexual violence, whether occurring in the home or in society, is linked to male power, privilege and control. It is abetted by ignorance, lack of laws to prohibit violence, inadequate efforts by public authorities to enforce existing laws, and absence of educational and other means to address its causes. The absence of adequate statistics about incidence make elaboration of programmes and monitoring of changes difficult.

27. Violence against women has entered public debate and is now condemned as a violation of the human rights of women. It is a growing concern of men and women alike and has been condemned internationally in the Declaration on the Elimination of Violence against Women, in general recommendations 12 and 19 of the Committee on the Elimination of Discrimination against Women and by other international bodies.

28. Experience in a number of countries shows that women and men can be mobilized to fight against violence in all its forms and that effective public measures can be taken to address both the consequences and the causes of violence.

D. Effects of armed or other kinds of conflict on women

29. Women seldom perpetrate national and international armed and other kinds of conflict, and are almost never involved in the decisions leading to such conflict. Nevertheless, they bear a disproportionate share of the consequences of these conflicts, and conflict resolution at this level has remained largely a male domain.

30. Everyone caught up in armed conflicts is affected, but women are affected in particular ways, largely as a reflection of their status in society. They are seldom combatants themselves, lack protection and are often left with the responsibility of maintaining families when conflict disrupts or destroys social and economic life. They have been victims of such practices as torture, disappearance and systematic rape as a weapon of war. Women are disproportionately represented, with their children, among refugees and displaced persons. They are subject to violence or threats of violence or sexual abuse.

31. There is little evidence to confirm whether women in leadership positions would act differently from men in initiating conflict, but there is considerable evidence that women have different approaches to resolving conflict which can be brought to bear both nationally and internationally.

E. Inequality in women's access to and participation in the definition of economic structures and policies and the productive process itself

32. Women lack equal access to, and control over, land, capital, technology and other means of production owing to the predominant division of labour between men and women in most societies. Consequently, women have been largely excluded from the shaping of economic structures and policies. At the same time, women's labour, which

has contributed significantly to economic development, has generally been underpaid, undervalued and unrecognized.

33. Women have always contributed to national economies. They are the primary producers of food, constitute an increasing proportion of the economically active population, provide the skilled labour for economic sectors showing the fastest growth, and are increasingly the owners and managers of small and medium-sized enterprises.

34. However, women are infrequently part of the process of decision-making about economic structures and policies, either nationally or internationally, and are not well-represented in financial and other key economic institutions. In large enterprises, whether public or private, they are largely absent at management levels. Women tend to be segregated in a limited number of occupations, where pay is lower than for equivalent work by men. The value of their unremunerated contribution to the economy, whether in family enterprises or in domestic work, is unrecognized and not reflected in national accounts.

35. In most of the world, business has been considered a male preserve, reinforced by stereotypes and discriminatory practices. Women have lacked access to critical economic factors such as ownership of land, credit and training in technology. Women's opportunities have been limited by discriminatory laws, inadequate education and training, inadequate sharing of domestic responsibilities, including child care, and inflexible working environments. The skills women have obtained as a result of their experience in household management, working in the informal sector and in the community has not been valued. Women doing remunerated work have largely been relegated to low-paying, low-prestige jobs and to the unregulated informal sector where exploitation is often easy.

36. Experience has shown that when women are given access to credit they apply it effectively. Given access to resources, technology and training, women can take the lead in expanding production. Women's skills at performing many tasks simultaneously, their discipline and their ability to adjust to new situations constitute a major underutilized resource for development which can be released if economic structures and policies can be made responsive to them.

F. Inequality between men and women in the sharing of power and decision-making at all levels

37. More women are serving as heads of State or Government, ministers, members of parliament, mayors and members of city councils than ever before. Yet, women still lack equal access to power structures that shape society. In a period of increasing democratization, women make up at least half of the voters in almost all countries, and have had the right to vote and hold office for more than a generation. Yet, they are not full participants in the public choices that affect their lives. All but a few countries are far from achieving the target set by the Economic and Social Council of 30 per cent women in decision-making levels by 1995. Nor do women participate fully in the leadership of international organizations, as top-level diplomats, in transnational corporations and banks, in the military, the police or in peace-keeping. Yet, without women's full participation, democracy cannot be achieved or maintained. Experience has shown that women can make a difference by casting their votes and affecting the outcomes of electoral processes for change.

38. The continuing gap between women's de jure equality and the reality of women's lives and exclusion from power comes from many sources, and societies differ greatly. For example, in most countries, the norms and practices of political activity suit male lifestyles more than women's. Women often have had little opportunity to compete fairly for leadership positions. Negative stereotypes have discouraged some women from such roles.

39. Inequality in the public arena is often matched by, and often starts with, inequality within the household. Yet, in some societies there have been gains in domestic partnership and role-sharing. Experience has shown that measures can be taken to increase power-sharing in the home, where children first witness gender relations.

G. Insufficient mechanisms at all levels to promote the advancement of women

40. Effective mechanisms are needed at the international, regional, national and community levels to serve as catalysts for promoting the advancement of women. In most countries, the mechanisms established do not have the capacity in terms of financial and human resources to perform this function successfully.

41. National machineries for the advancement of women have been created in almost every country of the world. Diverse in form, they provide a tool for the advancement of women through advocacy, monitoring of public policies and mobilizing support. Women's organizations, including grass-roots women's groups, professional associations, women's networks and other non-governmental organizations, have demonstrated success in effectively and forcefully mobilizing women, especially at the community level, in both rural and urban areas.

42. While there has been an improvement in the development and use of statistics and indicators disaggregated by sex, their coverage is by no means complete. The availability of this information can provide the base for compelling analysis of gender aspects, leading to action.

43. However, these national machineries are often marginalized in national government structures; they are understaffed and under-funded, and are often unable to mobilize the information and clout necessary for advocacy and monitoring, or for linking with grass-roots organizations. At the international level, mechanisms to promote the advancement of women, as part of mainstream political, developmental or human rights activities, experience the same problems as national machineries.

44. Without strong and powerful women's institutions at all levels, mainstreaming women's concerns in public policies and programmes will be ineffective. Without sources of information about the gender-specific impacts of public actions, programmes are weakened. Without a focus for mobilizing the efforts of grass-roots organizations, their efforts can be dissipated.

45. Experience in many countries shows that strong national machinery, complemented by institutions at the community level, can accelerate the process of change for women. The existence of strong and active women's organizations provides a basis for reaching out from international, national and community levels to mobilize women for change.

H. Lack of awareness of, and commitment to, internationally and nationally recognized women's human rights

46. International standards to prevent discrimination against women are in place. The World Conference on Human Rights emphasized that women's rights were an integral part of the mainstream of universal, inalienable and indivisible human rights. However, unless these standards are fully applied, interpreted and enforced in civil, penal and commercial codes and administrative rules and regulations, they will exist only in name. Lack of awareness, as well as means for enjoyment, of these rights are critical obstacles.

47. Recognition of women's human rights is reflected in the fact that over two thirds of the world's States are party to the Convention on the Elimination of All Forms of Discrimination against Women, including all of the countries in some regions. Indeed, in most countries, steps have been taken to reflect these rights in law. Women are increasingly using the legal system to exercise these rights.

48. However, in the countries that have not become party to the Convention or where serious reservations have been entered, or where national laws have not been changed to conform with international norms, women's de jure equality is not yet secured. In other countries, lack of enforcement of civil, penal and commercial codes or administrative rules and regulations means that the enjoyment of women of their rights is far less than that of men.

49. The gap between having rights and enjoying them derives in part from a lack of knowledge by women and men alike about those rights and a lack of commitment by Governments to enforce them. It also results from unresponsive legal systems, overly complex administrative procedures, insensitive judicial personnel and inadequate monitoring of the violation of the human rights of women. There is a lack of appropriate recourse mechanisms at the national and international levels. Inadequate resources for institutions monitoring the violation of the human rights of women at the international level, such as the Committee on the Elimination of Discrimination against Women, compounds the problem.

50. Experience in many countries has shown that women can be mobilized around the struggle to enjoy their rights, regardless of level of education or socio-economic status. Legal literacy programmes have been shown to be effective in helping women understand the link between their rights and other aspects of their lives and in demonstrating that cost-effective institutions can be created to help women obtain those rights.

I. Insufficient use of mass media to promote women's positive contributions to society

51. The world is undergoing a communications revolution in which new images and ideas reach into the far corners of the world. New technologies offer the promise of greater interaction among people. These technologies are powerful tools that can be used either for social progress or to reinforce stereotypes.

52. In many countries, the public image of women is changing because of the positive images of women being projected. There are also increasing numbers of women involved in the communications media.

53. On the whole, however, the mass media in most countries still rely on stereotyped images of women and do not provide an accurate picture of women's roles and value in a changing world, but reinforce outdated perceptions of women's roles. Whether public or

private, the mass media are still controlled primarily by men and reflect, in many ways, their values and perceptions. These include images of violence and dominance, which have an impact on viewers young and old.

54. Experience in some countries in which efforts have been made to portray women's contributions accurately shows that the mass media can be a significant force for reinforcing change and promoting equality. The possibilities of using communications technology to link women nationally and internationally have been demonstrated in a number of pilot efforts.

J. Lack of adequate recognition and support for women's contribution to managing natural resources and safeguarding the environment

55. Managing natural resources and safeguarding the environment are the responsibilities of everyone, and the consequences of environmental degradation affect everyone as well. Women's deep concern for the quality and sustainability of the natural systems that sustain life is an intimate part of women's lives. This concern takes root in their daily reality, their experience as persons primarily responsible for obtaining fuel and water in much of the world and their role in managing the consumption patterns of the household. It also takes root in their concern for the future generations they bear.

56. The preparations for the United Nations Conference on Environment and Development showed that women were concerned with the environment and had unique experiences that could help develop national and international programmes and policies. This has been reflected in Agenda 21.

57. However, women have been largely absent from decision-making about the environment. The enthusiasm and experience brought by women has not been applied to environmental decision-making and management.

58. In a world of accelerating resource depletion which results in diminished agricultural production, desertification and dislocation, the expertise and knowledge of all is required. Despite the close interaction between the environment and women's daily lives, environmental policies typically have not been formulated with this in mind and technical solutions that have been proposed have not taken this perspective into account. As a result, women have tended to suffer the effects of environmental degradation rather than enabled to bring their perspectives and experience to bear to protect natural resources.

59. Experience in many countries has shown that when women have been involved in environmental management, protection and conservation, they can be a decisive factor in the success of programmes and initiatives.

IV. STRATEGIC OBJECTIVES DERIVED FROM THE CRITICAL AREAS OF CONCERN AND ACTION TO BE TAKEN

60. The critical areas of concern cut across the boundaries of equality, development and peace. They reflect the interdependence of these goals, which were set out for the United Nations Decade for Women. The strategic objectives derived from the critical areas of concern and action to be taken are also cross-cutting. The themes of the United Nations Decade for Women: Equality, Development and Peace require efforts to address

both the practical and the strategic needs of women. Action may be taken by the international community, Governments, non-governmental organizations, other community organizations, the private sector and individuals.

General comments

61. The strategic objectives and action to be taken should be expressed in clear, direct and forceful language. Actions should be expressed by use of the infinitive. An effort should be made to develop a more evocative, concise format for the actions, including the use of devices such as bullet points and through logical organization of the text. The Platform for Action should provide a new approach to presenting United Nations consensus accessible to all.

62. There should be a clear correspondence between the strategic objectives and the critical areas of concern, both in terms of sequence in the text and aspects addressed. In order to match the order agreed for the critical areas of concern, the strategic objectives should follow the order found in the critical areas of concern. It was noted that strategic objectives I, J and K were instrumental rather than substantive. Objective K should be integrated into all of the other objectives and not shown separately.

63. The strategic objectives and actions should reflect throughout a life-cycle approach to women that can reflect concerns at different stages of life, from childhood and youth through ageing. They should be drafted with clear, achievable and measurable targets. Actions to affect the girl-child should be found throughout. Institutions responsible for specific actions should be identified and the role of international cooperation, including multi-lateral and bi-lateral donors and the international community generally.

64. A concise introduction to chapter IV should be maintained, as in document E/CN.6/1994/10, which should highlight the interdependence of strategic objectives and actions, their relationship with the Nairobi Forward-looking Strategies for the Advancement of Women, the fact that the order of presentation reflects the concerns of women, but that all are of equal priority. The introduction should also pay tribute to the role of the women's movement in initiating and maintaining action. It should include some overall elements, such as gender planning, different methods of action, systematic monitoring and evaluation using both quantitative and qualitative indicators, an emphasis on women as key actors, with an appropriate emphasis on the role of men.

65. In preparing the section on strategic objectives and actions, use should be made of suggestions provided by Member States, by intergovernmental bodies, by organizations of the United Nations system and by non-governmental organizations, as well as the observations made during the thirty-eighth session. The actions should also take account of the results of regional conferences, as well as the International Conference on Population and Development and the preparations for World Summit for Social Development.

A. Enable women to overcome poverty

66. Actions that address women's economic self-reliance, access to quality education and to health services also will help to eliminate the factors that accentuate poverty. Given the appropriate resources and structural support women can themselves overcome poverty. However, poverty is different in degree and in solution in developed and developing countries, between urban and rural areas and for specific groups of women. Actions should be designed to take into account these differences. Women should be

incorporated in the design and implementation of poverty alleviation policies and programmes. A target of a 50 percent reduction in the population in extreme poverty by the year 2000 should be aimed at.

Develop gender-sensitive national and international economic policies

67. International financial institutions, governments, intergovernmental and non-governmental organizations should assess the poverty and gender implications of current macro-economic policies, including structural adjustment programmes, especially those that have direct impact on women in poverty. National and international financial institutions should study their effects on poor and develop gender-sensitive policies, appraisal and approval procedures and monitoring, in particular programmes aiming at the achievement of sustainable livelihood for poor rural and urban women of developing countries. Governments should prioritize efforts and take further concrete steps to quantify and value the contribution of women's unpaid work in agriculture, food production, reproduction and household labour and to reflect the value of these contributions in the Gross National Product and other economic statistics, defining the unpaid worker as a worker in the System of National Accounts.

Target policies and programmes to poor women

68. Programmes to provide access to productive resources should be designed to provide poor women with economic opportunities. Governments should give increased priority to investments in education and training, including the eradication of illiteracy, as well as investment in health services, including reproductive health and family planning, toward areas where poor women live and work. Special efforts should be made to reach the girl child. Child- and dependent care and other social support facilities should be made available through action by governments and non-governmental organizations. Introduce alternative women-friendly credit systems, methods of control on household resources, food security, adequate housing, promote self-help organizations, and assist female-headed households. Assistance should be provided of both a specific and multi-sectoral character, by the international community as well as national sources.

Help rural women to overcome poverty

69. Rural women in particular should be provided equal access to productive resources, through ensuring legal equality in access to land and other productive resources and through the development of programmes to provide credit and extension. Affirmative actions, specific programmes and the inclusion of poor rural women in the definition of policies for poverty alleviation should orient any action. These could include the review of effects on poor rural women of any policy; mutual actions between governments and non-governmental organizations; the provision of adequate human and financial resources; training including in new fields; sensitize through the media on their situation and increase United Nations assistance to rural women.

Address the needs of migrant, including women workers, and displaced women

70. Migrant and displaced women are both extremely economically vulnerable groups with specific needs and mechanisms for solution. Therefore, actions on poverty should also include measures to improve their situation. In the receiving countries measures should be taken to provide them with legal protection of their rights as workers.

B. Ensure women's access to quality education and training for self-reliance at all levels and in all fields and sectors.

71. A substantial quantitative and qualitative improvement of the education of girls and women needs to be made to achieve equality as one of the major priorities arising from the Conference, and resources committed for this end. The international community should, in partnership, forcefully address the gender disparities and develop gender-sensitive education and training. Relevant non-governmental organizations, organizations of the United Nations system and other national, regional and interregional bodies should assist governments in the establishment and implementation of a broad approach to the education of girls and women in the context of overall development strategies in full recognition of the benefits to society of investment in women's education.

Achieve education for all

72. Top priority should be given to removing gender disparities from national policies and programmes for universal primary, secondary and higher education and adult literacy. The existing gap in education between developing and developed countries has to be removed. The necessary expenditure should be allocated and affirmative actions defined, to achieve equality in enrolment and educational achievements and prevent drop-outs of girls from formal schooling. Incentives should be given families to minimize the opportunity cost of girls education on families through such means as free text-books, scholarships for girls, flexible school schedules, child care systems for young siblings. Action to promote mutual sharing of girls' workload in the household and to delay marriage and avoid early pregnancy would also prevent drop-outs of girls. This would create a learning environment which could retain girls in schooling when equality in enrolment is not achieved. In accordance with the Jomtien Declaration on Education for All, the gender gap in basic and functional literacy should be eliminated by the year 2000 and the disparities in literacy between developed and developing countries narrowed. Literacy programmes based on the social context and basic needs of the learners should be provided.

Prepare women for the twenty-first century

73. Measures should be taken to encourage women and girls to enter new fields of studies which offer different job opportunities and career perspectives. Human resource development should draw on the untapped talents and potentials of women. Vocational guidance and counselling services in secondary, vocational and higher level education should be strengthened, including innovative strategies as use of role-models, in order to encourage girls and women to enter and remain in new fields, notably scientific and technical education and to be retained in them. Flexible educational provisions must be established in order to reach remote areas or special groups. Life-long training should be promoted to allow women to re-enter the labour market after interruptions for caring responsibilities. Actions should be taken to increase women's participation at decision-making levels in education.

Make education gender-sensitive

74. Action should focus on the elimination of social stereotypes from curricula, textbooks and teacher training and materials that present the positive role and contribution of women in order to enhance the empowerment and self-reliance of girls and women and ensure a gender-sensitive educational environment. This would also promote women's role in public life and eliminate violence against women. At the community level, parents organisations and non-governmental organizations should play

an active supporting role in this. Research by and on women must be encouraged and supported, in the areas of both the human and natural sciences. Components on legal literacy and information on human rights should be incorporated in the curricula, as well as on reproductive health and rights and sustainable development.

C. Increase women's full access throughout the life cycle to appropriate, affordable and quality health care and related services

75. Adequate financing must be provided to ensure availability of primary health services to all that respond to women's specific health needs in all stages of life-cycle. There is a joint responsibility of women and men for the next generation. The targets set for health for all in the International Development Strategy for the Fourth United Nations Development Decade should be achieved.

Deliver affordable and accessible health care for all

76. A comprehensive, integrated model of health services for women should be applied, adequately funded and available to all at affordable cost. It should emphasize on health promotion and disease prevention, including prevention of disabilities, utilization of traditional medicine and establishment of care systems for elderly. There should be support for gender-sensitive research and training for health workers and greater participation and effective representation of women, especially female health care workers, in planning and programme delivery, including training of women doctors and health technicians. Service-delivery should emphasize quality-related aspects. Traditional health knowledge should be used and respected. International financial institutions should take steps to assist governments to deliver these health services by instituting policies favourable to public investment in health. Efforts should be made to combat the HIV/AIDS through a recognition of gender factors and its specific and growing impact on women.

Promote reproductive health and rights

77. The target of reducing infant and maternal mortality by one half, especially reducing the gap between developed and developing countries, should be met. Reproductive health and family-planning programmes, including education and awareness raising about reproductive rights as human rights and about harmful practices, should be adequately funded and staffed, designed to help individuals and couples to meet their needs and accessible to all, aiming also to reduce early pregnancies and their effects on women. Programmes should target men as fathers and as persons responsible for their sexual behaviour. There should be with training and participation in health and family planning programmes of midwives and community trained female health workers.

Foster research on women's health

78. Research on prevention, treatment, and health care systems for diseases and conditions that affect women and girls differently, including drugs and medical technology, should be encouraged and supported. Specific needs related to old age should systematically be incorporated in research, training and service delivery, since women tend to be a majority in that age-group and the burden of caring for that age group also rests with women.

D. Eliminate violence against women

79. Strategic action should address all of the manifestations of violence set out in the Declaration on the Elimination of Violence against Women, which are physical, and psychological violence including sexual violence occurring in the family, in workplaces, within the general community. Violence against women should be recognized as a violation of women's human rights. Various action should be taken by governments, by non-governmental organizations, and the international community in their respective area of authority and competence. Governments should cooperate with the Special Rapporteur on Violence against Women and support her in the fulfilment of her mandate.

Address the root causes of violence against women

80. Gender based violence is inextricably linked to male power, privilege and control. It is important to continue to study and widely publicize the root causes and mechanisms of the different forms of violence including their relation to the balance of power between men and women in general as well as between individual men and women. Emphasis should be given to understanding the basis of sexual abuse, violence against the girl child, against women migrant workers, sexual harassment, and trafficking in women in the context of social, economic and political conditions, including violence committed against women by extremists, including religious extremists. The study should examine the roots of violence in the social-cultural environment, and the impact of mass media, including commercial advertisements, on violence against women. Studies should also address the cycle of violence and how violence is repeated through generations. Violence against women should be shown as an issue of gender inequality and human rights, requiring improvement of the status of women and their empowerment. Governments should further combat the root causes of violence by adopting measures including development and conducting of community education campaigns to promote non-violent attitudes and the unacceptability of violence against women, analysis and review of existing legislation relevant to violence against women, and where such legislation does not exist, its introduction of such legislation in consultation with non-governmental organizations and relevant Government mechanisms. Non-governmental organizations should themselves continue campaigns to eliminate violence against women.

Take integrated measures to eradicate violence against women

81. Violence against women is a crime and should be punished as such. Action to eradicate violence against women should be comprehensive and address both the causes and the consequences and use both legal and social measures, along the lines set out in the Declaration on the Elimination of Violence against women. Governments should develop legislation at national level in accordance with the Declaration. Emphasis should be placed on preventing violence, but also protection of women subject to violence, prosecution of offenders and rehabilitation of victims and perpetrators. Legal literacy programmes and information campaigns on existing laws for the protection of women targets of violence need to be carried out to make women and men aware of women's human rights. The education system should include curricular material showing the links between gender inequality and violence against women and that violence against women is not legitimate but rather criminal behaviour. The mass media should be enlisted to carry this message. Education and orientation should be targeted to men's and the importance of mutual respect between men and women. Security measures such as provision of shelters are to be provided as well as relief to women subject to violence through medical and psychological counselling services. The judiciary and the police forces should be trained to ensure fair treatment of women targets of violence.

Governments should sponsor programmes to enhance sensitivity among the legal and health professionals including counsellors to understand the nature and dynamics of violence against women so as to ensure that women receive fair treatment and their safety is prioritized. Increased recruitment of women into the police forces and redressing the under representation of women within the judiciary should be sought. Legal and social assistance should be provided to women subject of violence and their access to justice be facilitated. New approaches to sanctioning offenders including therapeutic intervention should be developed. Governments should consider the setting up of a high-level independent, statutory national bodies to oversee the working of safeguards for women including the state enforcement machinery.

Adopt special measures to eliminate trafficking in women and to assist women targets of violence in specific situations

82. Special measures to eradicate violence against women particularly in vulnerable situations such as women with disabilities and women migrant workers should be taken. Both sending and receiving countries of migrants should enforce existing legislation for women migrant workers. Specific action should be taken to protect women and girls who are subject of sex trafficking and forced prostitution and prevent further abuse, including the dismantling of international networks on trafficking. Special measures for medical and psychological care of those women should be designed. Coordination of action between governments and non-governmental organizations should be achieved.

E. Increase the participation of women in conflict resolution and protect women in armed and other kinds of conflict and foreign occupation

83. The participation by women in conflict resolution is their right and their experience valuable. Actions to increase the participation of women in conflict resolution are linked closely with those proposed under the strategic objective to promote full participation of women in power structures and the objective to eliminate violence against women. Violence directed against women in international armed and other kinds of conflict is a war crime and a violation of international human rights law. Action should include redirecting possible savings from defense budgets to development, including through the promotion of disarmament programmes.

Bring more women into the peace process

84. More women in all levels should become involved in peace and conflict resolution. Countries and the United Nations should aim at a target of gender parity in peace negotiation and conflict resolutions and take steps to provide women and men with training in this. Measures should be taken to bring women into peacekeeping, both in civilian and military roles. Measures should be taken to reinforce women's roles as peace educators, both in the family and in society.

Support women affected by armed conflict and foreign occupation

85. Grave violations of human rights of women in specific armed conflict including acts of terrorism and foreign occupation, especially in the form of genocide and "ethnic cleansing", which include in particular murder, systematic rape, sexual slavery, and forced pregnancy creating mass-exodus of refugees and displaced persons, constitute grave breaches of should be considered violations of the fundamental principles of international human rights and humanitarian law and swiftly condemned and punished. Countries and all parties to armed conflicts should strictly observe international humanitarian law, as set forth in the Geneva Conventions of 1949 and other principles of

international laws, as well as minimum standards for protection of human rights as laid down in international conventions. Efforts should be made rapidly to identify these situations, publicize them and immediately arrange impartial investigations leading to the prosecution of perpetrators. The Special Rapporteur and other human rights mechanisms should be used for this purpose. Awareness campaigns regarding violence against women in armed conflict and under foreign occupation should be launched and assistance provided to the victims of these violations. International measures to address armed conflict and foreign occupation, such as economic sanctions, should be designed to limit their impact on women and children. During rehabilitation and reconstruction from conflicts, women's role should be recognized and planning include a gender dimension. Programmes to assist women who have become disabled or must care for disabled persons should be developed.

Guarantee assistance to refugee and displaced women

86. Special attention should be given to refugee and displaced and displaced women in accordance with the guidelines and conclusions established by the Executive Committee of the United Nations High Commissioner for Refugees. Governments should ensure equal right and access of women and men to refugee determination procedures and the grant of asylum. Governments should consider gender factors in recognizing as refugees women whose claim to refugee status is based on a well-founded fear of persecution, through violence, for reasons enumerated in the 1951 Geneva Convention and related 1967 Protocol. Special training should be given to law enforcement officers and members of military forces to prevent violence against refugee and displaced women and promote respect of their rights.

F. Promote women's economic self-reliance including access to employment, appropriate working conditions and control over economic resources - land, capital and technology

87. Actions should provide women with the same access to employment, appropriate working conditions and control over economic resources as men. These actions should be seen in terms of other strategic objectives including eliminating factors that accentuate poverty and strengthening factors that promote the full participation of women. They should involve a combination of actions by governments, non-governmental organizations and the private sector, supported by the international community. A gender approach should be followed in the definition, implementation and monitoring of policies at national, regional and international levels; and in the design, implementation and monitoring of international cooperation.

Secure economic rights for women

88. Governments and private sector institutions should eliminate all laws and regulations that discriminate against women in economic activities, especially those that discriminate against rural women, those in the informal sector and self-employed in their access to economic resources. Measures should also guarantee protection against discrimination and provide the right of petition for discrimination, including implementation of ILO Convention No. 156 on workers with family responsibilities and special efforts to protect the rights of migrant women workers. Non-governmental organizations and national machinery for the advancement of women should cooperate to facilitate public education and awareness, monitor progress and initiate legislative provisions for enforcement of women's rights.

Take positive action to give women access to resources, employment and appropriate working conditions, markets and trade

89. Positive actions should be taken to overcome barriers to access to economic resources, such as targeting women in employment programmes, providing guarantee loans for women entrepreneurs, especially in rural areas, introducing programmes and training courses in non-traditional areas of work, revaluing women's traditional work and the informal sector by improving training in these sectors and recognizing them in national accounts and national social security schemes. Access to technology, markets and trade should be promoted. International financial institutions should include these positive actions in their programmes and projects and monitor them. The goal of equal pay for work of equal value should be actively promoted with a view to achieving it by the year 2000 through such measures as job evaluation and the establishment of equal pay legislation covering both the formal and informal sectors. Redress mechanisms should be set up for women who have experience discrimination and monitoring instruments established.

Create a flexible work environment

90. Actions by governments, non-governmental organizations, business, professional and trade associations and the private sector should lead to the creation of a work environment that facilitates women's participation in economic activities. This should include providing opportunities for both women and men to reconcile family and economic responsibilities through flexible administrative regulations, parental leave, providing for part-time work with benefits and flexible hours, individual taxation, and provision of social support services such as child and dependent care and occupational health. Special measures should be taken to eliminate sexual harassment in the workplace.

G. Strengthening factors that promote the full and equal participation of women in power structures and decision-making at all levels and all areas

91. Actions should address the lack of full and equal participation at all levels and all sectors. This should include sharing of decision-making at the level of the family, in the community and at higher levels of decision-making. Separate actions should be developed respectively to promote participation in public decision-making and in the private sector. The actions should lead to significant progress in achieving the target of parity.

Ensure the training of women to become decision-makers

92. Priority actions in education and training related to participation of women in decision-making should be developed by governments and non-governmental organizations. These should include the revision of school curricula and teaching materials which reflect equality, women's rights, the contribution made by women to decision-making, promotes the norm of sharing of decision-making in the family and provides a basis of knowledge about power structures and decision-making, including revision of textbooks as appropriate. Actions should also include traditional and non-traditional training programmes targeted toward women designed to equip them for participation in management and decision-making in the public and private sectors. At community level, it should include leadership training; in government, public and private enterprises, it should include training programmes throughout careers in management and professional development; in legislatures and other public decision-making bodies it

should include orientation about the political and legislative processes. This responsibility should be undertaken with the cooperation of the United Nations system and other governmental, regional and international organizations.

Provide equal access, participation and opportunity in careers in all sectors

93. Legislative and administrative should be taken to ensure equality of opportunity by women to enter public service, private sector, political parties, professional associations, trade unions and other non-governmental organizations, and to be assured of equal treatment in career development. Efforts should be made by governments and non-governmental organizations to promote networking among women in these organizations.

Take positive measures to bring women into decision-making rapidly

94. Temporary positive action measures should be developed to overcome the present effects of past discrimination that have led to a low-level of women in public decision-making positions. The actions that can be taken will depend on the political traditions of each country, but should include efforts on a voluntary or mandatory basis to appoint women and men on a parity basis to advisory boards, setting of targets for including women in lists of candidates for public office by political parties and setting targets for the appointment of women to the public service at decision-making levels. The organizations of the United Nations system should set an example by achieving gender balance by the year 2000.

Create an enabling environment for equal participation

95. Actions should be taken to provide an enabling environment for women to participate in decision-making. These should include provision of appropriate social support facilities such as day-care, making carer patterns flexible, revision of administrative rules and customary practices for decision-making to adapt them to the needs of both male and female decision-makers and managers to reconcile family and public responsibilities.

Use information to facilitate support for women in decision-making

96. Dissemination of information about participation of women in decision-making as well as women's views is an important means for monitoring progress and mobilizing for change. Data, from the public and private sectors, should be collected, analysed and disseminated at both national and international levels, on the number and proportion of women in decision-making bodies, on the nature of obstacles faced and on the qualitative nature and effects of their participation. Governments should report, in detail, especially through the media, on participation and national researchers should be supported by governments and non-governmental organizations. The United Nations should continue to collect and disseminate statistics on women in decision-making and promote analysis of the differences made in public and private decision-making, both in terms of the types of decisions made and in the nature of decision-making itself, when the proportion of women increases.

H. Integrate gender equality dimensions into policy and programme planning and implementation at all levels and in all areas

97. Actions should encourage mainstreaming of gender equality issues at all levels and all areas of policy and programme planning by establishing appropriate, adequately

resourced and strategically placed, information-gathering, dissemination and monitoring mechanisms. Actions should be taken by governments, non-governmental organizations and the United Nations system, on the basis of mutual support.

Generate and disseminate gender disaggregated data and information for planning and evaluation

98. Governments and the United Nations system should increase the collection of statistics and indicators disaggregated by sex and develop new quantitative and qualitative indicators that can show the gender-dimension of policies and programmes. Measures should be taken to strengthen and increase the analysis of this information in the context of policy development, monitoring and evaluation and adequate support should be given to research institutions developing analysis, especially on emerging and priority issues having a gender dimension. The resulting information should be widely disseminated at both national and international levels. International cooperation should be intensified in this area.

Strengthen national machinery for the advancement of women for the implementation of the Platform for Action

99. Actions should be taken to define a clear mandate for national machinery, place them at the highest political level of government, provide adequate staff and resources, upgrade the positions, provide financial autonomy and direct international linkages with other national machinery and with the United Nations system in order to be independent, to promote a global gender equality policy, monitor other governmental institutions, and integrate their concerns at all levels and in all areas. Measures should be taken to facilitate the active participation of and coordination with non-governmental organizations and related agencies and institutions doing research on women. Actions are also required to ensure close integration of women in advisory consultative bodies with national machinery.

Train in gender analysis

100. Governments should develop tools for gender analysis and require government officials to apply these tools in developing policies and programmes; train all key personnel on gender analysis as a tool for planning, implementation and monitoring programmes and projects; the United Nations should assist countries by developing models for gender analysis for national policies and programmes; promote the employment of women in policy development and programme implementation institutions, especially for sustainable development.

1. Apply and enforce international norms and standards to promote and safeguard the full and equal enjoyment by women of all human rights

101. Women should be able to enjoy their rights on a full and equal basis and actions should be taken that will enable women to exercise their rights. The actions should cover all international human rights instruments and their monitoring mechanisms. They should ensure that national norms reflect international norms and that both are applied and enforced through mechanisms that are open, accessible and effective.

Make international instruments effective

102. All human rights treaty bodies should include the status of women and the human rights of women in their deliberations and findings and make use of gender specific data. States should supply information on the situation of women de jure and de facto in their reports to treaty monitoring bodies and also work with all special rapporteurs and working groups on human rights in this respect. The High Commissioner for Human Rights should monitor coordination and cooperation among all human rights mechanisms on identification of violations of and enjoyment by women of their human rights. Improved cooperation should be developed between the Commission on the Status of Women and the Commission on Human Rights. Governments that have not yet done so should accede to human rights conventions, including especially the Convention on the Elimination of All Forms of Discrimination against Women, so that universal ratification is achieved by the year 2000. Non-governmental organizations should work to change this vigorously through advocacy and awareness-raising campaigns. States parties to the Convention on the Elimination of All Forms of Discrimination Against Women are urged to withdraw reservations that are contrary to the object and purpose of the Convention or which are otherwise incompatible with international treaty law. Sufficient resources should be given in the regular budget of the United Nations to the Committee on the Elimination of Discrimination against Women to enable it to fulfil its mandate.

Implement international norms in national practice

103. Governments are encouraged to take steps to give effect in national laws, administrative regulations and public policies to the provisions of international conventions, including the Convention on the Elimination of All Forms of Discrimination against Women and other international instruments such as the Declaration on the Elimination of Violence against Women and United Nations principles for elderly persons. Action should be taken to enact laws that establish women's rights to autonomy, particularly in the area of family law and property rights. National machinery for the advancement of women and national human rights institutions should monitor the process and provide input to it. Non-governmental organizations should support this process. Special measures should be taken to safeguard, promote and protect the full enjoyment of all human rights and freedoms by non-citizen women (i.e., migrant women workers, other migrant women, refugee and displaced women, temporary workers), by women with disabilities, women in situations of internal and international armed conflict, indigenous women. Special measures should be taken to improve the equal enjoyment by rural women of their human rights.

Achieve legal literacy

104. Governments and non-governmental organizations should take steps to improve awareness about human rights of women and to create an environment where women can exercise those rights. These should include campaigns to inform women about their rights under international instruments and national laws and to provide training in the functioning of the legal system. Human rights education with a gender perspective should be included in the curriculum. Measures should be taken to make public administration in general both at national and local level aware of women's human rights and to improve women's access to justice through providing legal assistance, streamlining procedures and orienting judicial personnel, police and other public officials, especially at the community level, about women's human rights.

J Enhance the role of the traditional and modern communications media effectively to promote awareness of equality between women and men

105. Actions to encourage the communications media to promote awareness depend on the approach taken in each country. The media should be accountable for presenting a positive image of women. In some countries actions would emphasize encouragement by non governmental organizations to the media to promote equality. In other countries where communications media are public, action would emphasize use of guidelines. When the media is controlled by the government, governments should encourage the media to provide a positive portrayal of women. National actions should be accompanied with support by the United Nations system to study the impact of communications on the promotion of equality.

Guarantee the access of women to information and participation in the media

106. Governments should take steps to guarantee the rights of all people to communicate, disseminate and exchange information and to ensure the access by women to information and to the media on an equal basis. Governments should support non-governmental organizations developing information material based on national experience. Measures should be taken to guarantee more balanced participation of women in government-owned media at decision making level.

Eliminate gender stereotyping in the media

107. Governments and non-governmental organizations should encourage more positive presentation of women in the mass media, through studies, awareness campaigns, promoting the development of codes of conduct and other forms of self-regulation by media institutions, including advertising association and others. National machineries should promote measures toward a more positive image of women. Encouragement should be given to target messages about gender equality. The diverse and changing social and economic roles of women in society should be accurately portrayed in terms of society at large and for young people.

K. Promote action to develop the mutual responsibility of women and men to achieve equality

108. Actions to develop mutual responsibility should be found throughout the strategic objectives, but there should be special measures to encourage the specific strategic objective by targeting men and women and encouraging partnership on an equal basis. Actions can be taken by governments through public programmes, including education, by non-governmental organizations through campaigns, advocacy and training, and by international institutions through research, information dissemination and gender-sensitive programmes. They should inspire a new generation of women and men working together for equality.

Encourage sharing of family and other responsibilities

109. Actions should include measures to support couples and parents in reconciling their family and unpaid work responsibilities. These can include measures to provide for recognition of mutual and equal responsibility in law, promotion of flexible working environments, promotion of technologies which facilitate the sharing and reduce the burden of domestic chores. They should promote a climate of opinion conducive to addressing the needs of workers with family responsibilities, including changing attitudes-

and practices of employers, governments and trade unions to support workers with family responsibilities, including those from different cultural and socio-economic groups. Affirmative actions policies should be promoted that assist in counteracting negative aspects of the impact of women's family responsibilities on their roles in the public sphere. They should promote the benefits for men of improved relationships and greater satisfaction through increased responsibility for family matters.

Improve communication between women and men

110. Governments should introduce family-life education and education for self-reliance at all levels. Non-governmental organizations should develop campaigns to raise awareness about mutual responsibility and improved sensitivity to gender equality issues, especially among young people.

V. FINANCIAL ARRANGEMENTS

111. Based on an analysis of the probable content of Section IV, financial arrangements should address the strategic objectives contained in the Platform for Action. The Conference should lead to a clear commitment by governments and the international community to allocate funds required to undertake the activities to achieve the objectives set out in the Platform. Resources should be creatively sought from many sources, but should include a concerted effort to reallocate existing resources worldwide at all levels through setting priorities and identifying the gender dimension of existing programmes. They should emphasize the high rate of return, especially over the medium and long-term from investing in women, and their multiplier effect on other programmes. Actions are required for new additional resources should to be mobilized to implement the Platform for Action in a cost-effective manner.

112. At the national level, this should include applying gender-sensitive planning and evaluation to all public spending, including identifying the amounts directed to benefit women and their impact. Existing programmes directed toward women should be maintained and made more effective, by giving highest priority to those programmes that show the high rate of return from programmes targeted to women's concerns. A greatly increased commitment to implement the Platform for Action should be promoted through intensive and imaginative campaigns by governments and by non-governmental organizations. Governments should make concrete commitments to implement priority areas of the Platform for Action by the Year 2000 with appropriate mechanisms designed to monitor compliance. National machinery should be given a critical role in influencing macro economic policies, through consultation in their formulation, financing, implementation and monitoring. Given the large growth of non-governmental organizations concerned with women's equality, there should be institutionalized systems of financial support to and networking, by governments and the United Nations system.

113. At the international, regional and sub-regional levels the emphasis should be on evaluating and coordinating the programmes undertaken by organizations of the United Nations system in order to improve their contribution to the implementation of the Platform for Action and to indicate their gender impact. There should be a diagnosis of the existing situation with regard to resource allocation to women's activities by the UN system as a basis for proposing new approaches to resource allocations in UN system programmes. International financial institutions should address the negative effects of structural adjustment on women, particularly as a result of reduction of social spending, as well as the benefits from targeting programmes to women. In addition to mobilizing

existing mainstream programmes to take a gender approach new initiatives might be considered.

VI. INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTATION AND MONITORING OF THE PLAN OF ACTION

114. Existing institutions should be strengthened and new arrangements where needed established at national, regional and international levels where needed, with mandates to monitor implementation of the Platform for Action. They should provide inputs into policy and planning as well. Steps should be taken to promote cooperation and coordination among national machineries for the advancement of women and non-governmental organizations.

115. National machineries are in place in most countries, but there remains a need to analyze their impact, to strengthen their mandate, to increase their resources and capacities, and to upgrade their position in the national political structure. They should play the key role in monitoring the implementation of the Platform for Action at the national level and have an impact on policy making. Links ~~of~~ between the national machineries and national planning and policy making structures should be reinforced and special mechanisms for mainstreaming established, to ensure incorporation of a gender perspective in all planning and budgeting exercises. Cooperation between national machineries and non-governmental organisations should be increased as well as among national machineries in different countries.

116. At the regional level, establishment or strengthening of existing structures in the regional commissions is necessary to permit the monitoring and to assist in the implementation of regional plans of action, as well as of regional dimensions of the Platform for Action. Restructuring and revitalisation of coordinating and cooperating bodies on regional level should be considered.

117. At the international level, the role and mandate of the Commission on the Status of Women should be reviewed and updated to strengthen its capacity to develop policies and monitor and evaluate implementation of the Platform for Action both at national level and within the United Nations system. The procedures by which governments, non-governmental organizations and organizations of the United Nations system will report on progress should be defined. The network of focal points in the United Nations system should be strengthened, as well as the offices of the focal points in the various organizations. At the centre of the network, the Division for the Advancement of Women should be strengthened through provision of additional human and financial resources to undertake the new tasks as well as to support full implementation of existing mandates. Efforts should be made to establish effective links with national machinery, research institutions and non-governmental organizations. The mainstreaming mechanisms in the system of the United Nations should also be strengthened in the context of the Platform for Action. United Nations interagency coordination for the advancement of women should be regularized and strengthened. The Secretary-General should report annually to the General Assembly on progress in following up results of the Beijing Conference and in particular, the implementation of the Platform for Action.