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BRIEFING BOOK
US Delegation to the
UN Commission on the Status of Women
Congressional Reports
on the three previous
World Conferences on Women

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**U.N. WORLD CONFERENCE OF THE
U.N. DECADE FOR WOMEN**
Copenhagen, Denmark, July 14-30, 1980

REPORT
OF
CONGRESSIONAL STAFF ADVISERS TO THE
U.S. DELEGATION
SUBMITTED TO THE
COMMITTEE ON FOREIGN AFFAIRS
U.S. HOUSE OF REPRESENTATIVES



DECEMBER 1980

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FOREWORD

HOUSE OF REPRESENTATIVES,
COMMITTEE ON FOREIGN AFFAIRS,
Washington, D.C.

This report has been submitted to the Committee on Foreign Affairs by the congressional staff advisers to the U.S. delegation to the U.N. World Conference of the U.N. Decade for Women, held in Copenhagen, Denmark, July 14-30, 1980.

The views expressed in the report do not necessarily reflect the views of the membership of the Committee on Foreign Affairs. It is hoped that the report will prove useful to the Congress and the public.

CLEMENT J. ZABLOCKI, *Chairman.*

(III)

81-601278

LETTER OF TRANSMITTAL AND INTRODUCTION

HON. CLEMENT J. ZABLOCKI,
Chairman, Committee on Foreign Affairs, U.S. House of Representatives
Washington, D.C.

DEAR MR. CHAIRMAN: From July 14 to 30, 1980, we served as congressional staff advisers to the U.S. delegation to the U.N. World Conference of the U.N. Decade for Women in Copenhagen, Denmark. The Conference was attended by representatives of 144 governments, various U.N. Specialized Agencies and Programs, many international nongovernmental organizations, and several national liberation organizations. Its purpose was to review the progress made and obstacles encountered by governments and international organizations in achieving the goals of the U.N. Decade for Women, 1976-85 during the first 5 years of that decade and to develop plans and strategies for improving the situation of women worldwide during the remainder of the decade.

Media coverage and subsequent discussion of the Copenhagen Conference have tended to focus on the politicization of the Conference and on the three provisions of the 287-paragraph program of action concerning the unresolved Middle East situation which required the United States to vote against the program. The Conference did, however, produce many positive results: The documents prepared by governments and U.N. agencies and programs, substantial portions of the program of action, and many useful resolutions. The Conference also provided an opportunity for women and men to meet and share common concerns about the rights and welfare of women worldwide. Fifty-one nations signed the Convention on the Elimination of Discrimination Against Women in Copenhagen. Since the Conference has concluded, 32 additional nations have signed the convention and 7 have ratified it. All of these achievements have furthered the understanding and implementation of the objectives of the U.N. Decade for Women: Equality, development, and peace.

This report discusses Conference preparations, proceedings, and results as well as the role of the U.S. delegation from the perspective of the congressional staff advisers. The appendixes contain relevant U.S. and U.N. documents.

It is our hope that the report will provide the committee and the Congress an accurate assessment of the Conference and U.S. participation in it, and that it will be useful to the Members in their oversight of U.S. participation in international conferences generally and in considering the impact of the Conference on the women of the United States and the world.

MARGARET E. GALEY,
Staff Consultant.
MARGARET GOODMAN,
Staff Consultant.

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I. SUMMARY AND RECOMMENDATIONS

The U.N. World Conference on the U.N. Decade for Women has been an important milestone in the international women's movement. Preparations for the Conference which were facilitated by the U.N. General Assembly, the Economic and Social Council, its Regional Commissions, the U.N. Commission on the Status of Women and the Conference Preparatory Committee in turn stimulated governments, U.N. Specialized Agencies, various U.N. programs and many non-governmental organizations to report on their activities for women. The Conference Secretariat prepared a wealth of documentation and provided Conference services on a very limited budget. The Conference itself assessed and reviewed progress and obstacles encountered by women in the areas of health, education, and employment; it facilitated the development of women's networks; furthered the identification of problems and issues common to women worldwide; and it expanded the concepts of the goals of the U.N. Decade for Women, equality, development and peace, beyond those defined in Mexico City and despite the unfortunate politicization of the Conference's final hours.

PREPARATION FOR POSSIBLE 1985 CONFERENCE

With respect to the future and, in particular, the preparations for a possible Conference in 1985, several conclusions and recommendations are to be made.

(1) The preparatory work assigned to the 23-member Preparatory Committee was duplicated by the 1980 session of the U.N. Commission on the Status of Women which had been authorized to review the Conference preparations. The 1980 Commission had to manage its own agenda as well as to discuss Conference preparations. In the future, preparations should be assigned to one global U.N. body—either the U.N. Commission on the Status of Women or a preparatory committee. Since the Commission has the capability in terms of its members' expertise and Secretariat services to undertake necessary preparations for such a Conference, it could be designated as the Preparatory Committee for the Conference. However, if a Preparatory Committee is created similar to the one established for the Copenhagen Conference, an effort should be made to insure that its agenda is coordinated with that of the U.N. Commission on the Status of Women.

(2) The Conference operated on a very limited budget in contrast to other U.N.-sponsored Conferences such as U.N. Conference on Science and Technology for Development and the Third U.N. Conference on the Law of the Sea. The U.N. General Assembly should provide adequate funding for a 1985 Conference, including appropriations for additional staff as well as consultants.

(3) U.N. agencies and programs should review the Conference resolutions and provisions of the World Program of Action to determine how best they can be implemented.

(4) It should be noted that public demonstrations of partisan activity by the international secretariat staff, instances of which were noted at Copenhagen, are not in keeping with the letter or spirit of article 100 of the U.N. Charter. This article states that:

*** in the performance of their duties, the Secretary-General and the staff shall not seek or receive instructions from any government or from any other authority external to the Organization; *** and that they shall refrain from any action which might reflect on their position as international officers responsible only to the Organization ***. Each member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities.

Necessary efforts to uphold this article should be taken.

U.S. CONFERENCE PREPARATIONS AND ORGANIZATION

With respect to the U.S. Conference preparations, the selection and performance of the U.S. delegation and U.S. initiatives at the Conference, the following recommendations are made:

(1) The Senate should consider and promptly ratify the Convention on the Elimination of Discrimination Against Women in the 97th Congress.

(2) The U.S. Government should continue to support the substantial number of provisions in the Program of Action for the second half of the U.N. Decade for Women which are in its interest, emphasizing that its vote against the program reflects its objections to only 3 of the 287 paragraphs of the Program of Action. Similarly, the United States should continue to support the implementation of the resolutions which it supported at the Copenhagen Conference in order to promote the goals of the U.N. Decade for Women.

(3) The executive branch should consider ways of implementing those provisions of the Program of Action and resolutions that are in the U.S. interest, including the upgrading and better coordination of existing programs in various executive agencies and improved liaison with concerned private organizations. Within the Department of State, for example, consideration could be given to the establishment of a position of Special Adviser for Women's Affairs within the Office of the Secretary or Deputy Secretary of State. Such an office could monitor the role of women in the Foreign Service and review issues concerning women in bilateral foreign relations, as well as work closely with the Office of International Women's Programs in the Bureau of International Organization Affairs.

(4) A review and evaluation of the manner in which the United States organizes its delegations to international conferences should be undertaken. Such an evaluation should take into consideration the following factors:

(a) The selection of participants—the criteria by which delegations, including chairpersons, representatives, and advisers are selected for particular conferences, the extent to which selection criteria are applied and the way in which these criteria may contribute to the strength of a delegation;

(b) Pre-Conference preparations—whether and to what extent delegates are briefed on substantive issues of U.S. foreign policy as well as on the political process and procedures of the international conferences; whether budgetary resources are sufficient to cover the briefing costs for the delegation;

(c) Delegation organization—how are delegations to international conferences organized? How have well-managed delegations organized so as to make use of the skills and expertise of members;

(d) The chain of command between the Department of State and the delegation;

(e) The relation between the organization and performance of the delegation and outcome of the Conference.

(5) The Department of State should have primary responsibility for the management of U.S. participation in international conferences including leadership of delegations, selection of delegates and overall policy coordination.

(6) Future U.S. delegations should:

(a) Be selected at least 2 months prior to the Conference;

(b) Be briefed on the substantive issues of the Conference, their relation to U.S. foreign policy interests, the U.N. Conference process and procedure and their responsibilities as delegates, whether representatives or advisers;

(c) Be organized so as to make appropriate use of the skills and expertise of members and to insure the communications within the delegation;

(d) Be briefed on U.S. domestic political issues which may play a part in the delegation's objectives, initiatives, and strategies.

(7) U.S. delegations to future conferences should continue the strategy of presenting positive initiatives for Conference consideration rather than emphasizing primarily damage limitation positions. Such initiatives should be formulated in advance of the Conference and potential allies should be consulted.

(8) Women's organizations and other public affairs groups should consider sponsoring short-term courses of study on U.N. Conference process and procedures in conjunction with U.N. issue areas, such as energy, oceans, environment, trade and development, arms control, disarmament, or human rights that they may be examining.

II. ORGANIZATION AND OUTCOME OF THE U.N. WORLD CONFERENCE OF THE U.N. DECADE, FOR WOMEN (COPENHAGEN CONFERENCE)

CONFERENCE PREPARATIONS

Global, regional, and national governmental organizations participated in the preparations for the 1980 Conference. Their activities are described in the following paragraphs.

GLOBAL PREPARATIONS

In 1975, the General Assembly decided to sponsor a World Conference on Women in 1980 upon the recommendation of the Mexico City Conference. In 1976, the Economic and Social Council called on its subsidiary body, the U.N. Commission on the Status of Women to discuss preparations for the Conference. The Commission, in turn, created an ad hoc committee to consider substantive and organizational arrangements for the Conference, including the need for a program of action to guide governments and other organizations in promoting the situation of women during the second half of the U.N. Decade, 1980-85.

Subsequently, the General Assembly in 1977 endorsed a recommendation of the Ad Hoc Committee on Restructuring the Economic and Social Sectors of the United Nations that gave the Economic and Social Council direct responsibility for Conference preparations "without prejudice to arrangements already agreed upon for Conferences currently under preparation." In spite of concerns of some members of the U.N. Commission on the Status of Women regarding the capability of the 53-member, predominately male Council to undertake necessary preparations, at its 1978 session, the Commission did request the Council to create a Preparatory Committee of 25 U.N. member states while bearing in mind the expertise of the Commission on the Status of Women. In 1978, the Commission also recommended a provisional agenda for the Conference to the Preparatory Committee that included: A review and evaluation of progress made in achieving the goals of the U.N. Decade for Women; the program of action for the second part of the U.N. Decade, 1980-85; and the question of the situation of women under apartheid. It further recommended that the subthemes of the Conference should be employment, education and health, that the U.N. Secretary General collect materials from member states on these subjects and analyze them for the Conference; that regional commissions convene seminars and meetings on the subthemes and report to the Conference, and that the Specialized Agencies also report to the Conference on progress achieved in areas related to their

(4)

scope. These actions were confirmed by the U.N. General Assembly at its 1978 session in Resolutions 33/185 and 33/189.

In January 1979, U.N. Secretary General Kurt Waldheim appointed Lucille Mair (Jamaica) to be Secretary General of the Conference. Dr. Mair and her staff supervised Conference preparations from U.N. headquarters in New York, prepared Conference documents and staffed meetings of the Preparatory Committee and regional commissions and, subsequently, the sessions of the Conference itself.

The 23-member Preparatory Committee held three meetings: the first in Vienna, Austria, from February 25 to March 5, 1979; and the second and third in New York at U.N. headquarters from August 27 to September 8, 1979, and from April 7 to 18, 1980, respectively, to discuss revisions to the draft Program of Action for the second part of the U.N. Decade for Women, including new strategies and approaches to achieving the goals of the Decade. Between the second and third sessions of the Preparatory Committee, the 1979 session of the General Assembly approved several resolutions on the World Conference. One resolution added two items to the Conference agenda: the effects of Israeli occupation on Palestinian women in and outside the occupied territories and women refugees. Reports on each item were to be submitted to the Third Preparatory Committee in April 1980. At the Third Preparatory Committee, members adopted various reports including those submitted by the Economic Commission for West Asia on Palestinian Women and by the Office of the High Commissioner for Refugees on Refugee Women. Meanwhile, the Commission on the Status of Women at its 28th session in Vienna in February 1980 reviewed Conference preparations as had been requested by the General Assembly.

REGIONAL PREPARATIONS

Each of the five U.N. Regional Economic Commissions sponsored a regional conference to review and evaluate progress in their respective regions on implementing the goals of the U.N. Decade for Women with particular reference to the Conference subthemes.

The U.N. Regional Economic Commission for Europe (ECE) met in Paris, France, July 9 to 12, 1979; the Regional Economic Commission for Latin America (ECLA) met in Caracas, Venezuela, from August 12 to 16, 1979; the Regional Economic Commission for West Asia (ECWA) in Damascus, Syria, from October 6 to 9, 1979; the Regional Economic Commission for Africa (ECA) met in Lusaka, Zambia, from October 3 to 7, 1979; and the Regional Economic Commission for South Asia and the Pacific (ECSAP) in New Delhi, India, from November 5 to 9, 1979. Each regional commission prepared and submitted a report to the Conference on new measures and strategies to advance the situation of women in their respective areas.

NATIONAL GOVERNMENT ACTIVITIES

Besides these global and regional preparatory activities, all governments were invited to participate in the Conference and to report on measures they had taken to advance the situation of women in their own societies. 93 governments prepared and submitted reports on such topics as education, employment, health, political participation

of women, and national legislation and machinery for improving the status of women. Based on these reports, the U.N. Secretariat prepared comparative surveys on these topics for the Conference. National governments also submitted their national reports to the Conference as part of their official documentation.

PRECONFERENCE CONSULTATIONS

On July 13, representatives of governments assembled at the Bella Center in Copenhagen to discuss the recommendations of the U.N. General Assembly and the Preparatory Committee on organizational matters such as election of officers of the Conference, the proposed rules of procedure, the appointment of members to the Credentials Committee, the provisional agenda, the organization of the Conference's work and the assignment of agenda items to committees.

The pre-conference agreed to adopt the recommendations of the Preparatory Committee on these matters except for the proposed organization of work. Because several U.N. member states raised the issue of the need to discuss part I of the draft program of action concerning the "Historical Background" and "Conceptual Framework," the pre-conference agreed to create a Committee of the Whole to debate part I in addition to Committees I and II already mandated to deal with the review of national and international issues, parts II and III, of the Program of Action.

CONFERENCE PROCEEDINGS

The Conference met in Copenhagen, Denmark, at the Bella Conference Center from July 14 to 30, 1980. In response to the invitation of the Secretary General of the Conference, representatives of 145 governments, 4 liberation movements, 29 U.N. Specialized Agencies and Programs and over 130 international nongovernmental organizations participated.

The Conference officially opened on Monday afternoon, July 14. Helvi Sipilä, Assistant Director General of the U.N. Center for Social Development and Humanitarian Affairs, and Lucille Mair, Secretary General of the Conference, opened the plenary. Lise Ostegaard, Minister of Culture of Denmark, was elected by acclamation as President of the Conference. U.N. Secretary General Kurt Waldheim, the Queen of Denmark, and the Danish Foreign Minister also welcomed delegations. The representative from Zimbabwe was officially seated for the first time in a U.N. meeting at this Conference. A group of Nordic women presented Secretary General Waldheim with a "petition for peace" signed by over 5,000 Nordic women.

PLENARY SESSIONS

From July 15 to 29, representatives of more than 75 governments addressed the plenary on progress and obstacles to improving the situation of women in their societies since the Mexico City Conference in 1975. Highlights of the plenary included major addresses by Sarah Weddington, Special Assistant to President Carter and cohead of the U.S. delegation; Mrs. Anwar Sadat of Egypt; Ms. Hava

Hareli, Israel's representative; Mrs. Imelda Marcos of the Philippines and by representatives of the Soviet Union, Bolivia, France, West Germany, the UK, Canada, Australia, New Zealand, a numerous African, Latin American, and Asian states. The P. protested the appearances of Mrs. Sadat and Ms. Hareli by leading an Arab walk out of the plenary hall.

Representatives of the U.N. Specialized Agencies and Programs including ILO, FAO, UNDP, UNICEF, the U.N. High Commissioner for Refugees as well as non-U.N. organizations such as the European communities and about a dozen international nongovernmental organizations made statements in the plenary. These statements along with national reports of participating governments constitute an important record of the progress and obstacles to the advancement of women in societies throughout the world.

The plenary recessed after accredited representatives gave their statements and reconvened for the last 3 days of the Conference to consider and adopt the World Program of Action and to approve resolutions forwarded by the Conference committees.

CONFERENCE COMMITTEES

Parallel to meetings of the plenary, the three Committees of the Conference met to discuss their respective agendas.

Committee I.—This Committee convened to consider the effects of apartheid on women in Southern Africa; progress and obstacles at the national level to achieving the 14 minimum targets of the 1975 World Plan of Action; part II of the Program of Action dealing with national targets and strategies for the second half of the U.N. Decade for Women and the social and economic needs of the Palestinian women, inside and outside the occupied territories. The Committee held 21 meetings and devoted major discussions to amendments to part II of the Program of Action. It also debated and adopted a number of draft resolutions on a range of common concerns such as elderly women and economic security; disabled women; battered women and family violence; migrant women; women in agriculture and rural areas; family planning; review and evaluation of progress in implementing the World Plan of Action at the national level; women and discrimination based on race; special measures for young women; equality in education and training of women; women in conditions of extreme poverty; and the Convention on the Elimination of Discrimination Against Women.

Committee II.—This Committee considered special measures of assistance to women under apartheid in Southern Africa; regional and global activities of the U.N. system aimed at achieving the goals of the Decade; part III of the Program of Action for the second half of the Decade, including regional and international strategies as well as women refugees; and special measures of assistance to Palestinian women in and outside the occupied territories.

Committee II held 20 meetings and devoted principal attention to debating and adopting amendments to part III of the Program of Action for the second half of the U.N. Decade, the most controversial being paragraph 244 on assistance to Palestinian women. It also

adopted numerous resolutions on such subjects as women refugees; assistance to Sahrawi women; assistance to Lebanese women; women's participation in strengthening peace; legislation to prevent family abandonment; the situation of women in Chile; women in the U.N.; international drinking water supply and sanitation decade; the International Research and Training Institute for the Advancement of Women; strengthening machinery for integrating women in development; exploitation of prostitution; women under apartheid; implementing the goals of the U.N. Decade for Women within the framework of the New International Economic Order; and the U.N. Voluntary Fund for the Decade.

Committee of the Whole.—The Committee of the Whole, whose mandate as established by the Conference on July 14 was to debate part I of the Program of Action, the historical background and conceptual framework, met 21 times mainly in closed session. Its deliberations involved the more controversial issues of the Conference: debate on the issues of Zionism, the New International Economic Order, and on considerations of feminist philosophy and sexism as they relate to the objectives of the U.N. Decade for Women.

CONFERENCE RESULTS

POLITICS, POLITICIZATION, AND MAJOR ISSUES AT THE CONFERENCE

International women's issues are political issues. Whether the question is providing assistance to women in developing countries, promoting the goals of the U.N. Decade for Women within the framework of a new international economic order, ameliorating the conditions of battered women and domestic violence, limiting the exploitation of prostitution, or identifying measures to assist women refugees, a United Nations Conference devoted to such issues will inevitably mirror tensions and conflicts among nation-states in the world political arena. Official participants in such conferences represent nation-states. The U.N. Mid-Decade Conference for Women was not unlike other international conferences, where delegates often disagree on the nature of an issue, its relative importance or the preferred manner of resolving it.

Some women seek to redefine traditional interests of nation-states such as security, equality, power, wealth, development, justice, and peace to accommodate what is, in their view, the feminist perspective. Not all women seek this objective, and the feminist views held by some do not necessarily coincide with the views of others. Thus, the fact that an international conference is devoted to women's issues or feminism does not imply that a common set of views will be shared by the delegates.

Politics as usual is the standard stock in trade of U.N. Conferences. Politics, in this sense, characterized Conference Committee debates on the vast majority of amendments to the World Program of Action as well as the majority of draft resolutions, including those on refugee women, on disappeared women, on women and agricultural development, on battered women, migrant women, the disabled, the elderly, and on women in the U.N. system, and on family planning. Many, but not all, of the amendments and 32 of the 48 resolutions on these sub-

jects were eventually adopted by consensus at the Conference and reflected the extent of awareness among women throughout the world of the range of their common problems.

Politics as usual is one thing. But politicization, the deliberate introduction of intense conflict-generating issues, rhetorical polemics, and/or tactics is another. The potential for politicization is inherent in the nature of the United Nations. In this respect, the Copenhagen Conference was politicized by the inclusion of issues relating to the unresolved Middle East situation.

The politicization of this Conference grew out of the 1979 General Assembly's decision to add the item of Palestinian women to the Conference agenda and to authorize the preparation of reports on the subject. Subsequently, the Third Preparatory Committee meeting in April 1980 considered two papers prepared by the U.N. Regional Commission for West Africa (ECWA), one concerned with the social and economic needs of Palestinian women and the other with special measures to improve the situation of Palestinian women. After considerable debate over the accuracy and validity of the description of Palestinian women, the Committee adopted the papers as official Conference documents and recommended that they be submitted to the Conference.

In response to this development, Members of Congress expressed their grave concern that the Conference would become politicized. Senator Daniel Patrick Moynihan wrote to Deputy Secretary of State Warren Christopher, expressing his concern and requested the Department to insure the adequate preparation of the delegation. Fifteen Members of the House Committee on Foreign Affairs wrote a similar letter to Secretary of State Edmund Muskie. Subsequently, concurrent resolutions introduced in both Chambers of Congress called on the U.S. delegation, inter alia, to vote against any amendments or resolutions that would have the effect of politicizing the Conference.¹

The world political context in which the Conference took place also increased the potential for its politicization. The Western Europeans arrived in Copenhagen 6 weeks after their governments had agreed to language in the Venice summit communique that supported the self-determination of the Palestinian people, a position that departed from that of the United States. During the Conference in Copenhagen, the U.N. General Assembly convened the highly politicized Emergency Session on Palestine in New York. The General Assembly also had planned its 11th Special Session on Global Economic Negotiations for August 1980 to discuss the International Development Strategy and proposals for a new international economic order. The Islamic Conference met in Baghdad just prior to the Copenhagen Conference. And during the spring and summer, the Camp David negotiations had faltered despite U.S. efforts to put them back on the track. By midsummer, the United States, Israel, and Egypt had become more isolated from majority world opinion on a Middle East settlement.

Given these tensions and conflicts in the world political arena, and the fact that representatives of governments at U.N. Conferences and meetings articulate official positions that reflect those conflicts, the

¹ See appendix IV for copies of correspondence and resolutions.

politicization of the Conference was probably inevitable. At Copenhagen, the debates on draft Program of Action paragraphs 2, 5, and 244 in particular reflected such politicization.

Negotiations on amendments to part I of the Program of Action in the Committee of the Whole resulted in consensus on all but two highly contested paragraphs. Paragraph 2 contained references to the Mexico City declaration, which itself contained the original reference to Zionism as a form of racism. Paragraph 2 also noted the recommendations of the Conference of the Non-Aligned Countries in Baghdad, which made negative references to the Camp David negotiations. Paragraph 5 stated that equality of participation in developing friendly relations among states would contribute to the struggle to eliminate Zionism, racism, imperialism, colonialism, apartheid, foreign occupation, and domination. The Committee of the Whole did not reach consensus on paragraphs 2 and 5, notwithstanding the efforts of the "Friends of the President" and these paragraphs were forwarded to the Conference plenary for decision. The majority of representatives, including the Group of 77, supported the text of paragraph 2 and the Conference adopted it on a rollcall vote. In a rollcall vote on paragraph 5, 69 nations voted in favor, 24 against (the United States, Israel, and the Western Europeans), and 25 abstained.

The third paragraph in the Program of Action unacceptable to the United States, paragraph 244, stated that assistance to Palestinian women should be provided through the U.N. and the Specialized Agencies in cooperation and consultation with the Palestinian Liberation Organization, the representative of the Palestinian people. Following rigorous debate on the paragraph in Committee II of the Conference, where it had been introduced by India on behalf of the Group of 77, the Committee adopted it 85-4 with 22 abstentions. Subsequently, the Conference adopted it in a separate vote: 76 in favor, 4 against (United States, Israel, Canada, and Australia), with 24 abstentions.

Because paragraphs 2, 5, and 244 were contrary to basic tenets of U.S. foreign policy, the United States was required to vote against final approval of the entire 287-paragraph Program of Action and was joined in this action by Canada, Australia, and Israel. The program for the second half of the Decade was adopted by a vote of 94 (most of the Group of 77 plus Japan) in favor, 4 against, and 22 abstentions (mainly Western European delegations).

Clearly, these votes reflected the intense conflict between the Group of 77 and the Soviet-Arab bloc on the one hand and the Western nations on the other. However, the votes also indicated the isolation of the United States and Israel from their Western allies on the Middle East situation. While the Europeans voted with the United States and Israel in opposing the reference to Zionism in paragraph 5, they abstained on the vote on paragraph 244 which called for assistance to Palestinian women through the U.N. and Specialized Agencies in cooperation with the Palestinian Liberation Organization, and they also abstained on the final vote on the Program of Action.

Several delegations expressed outrage at the "diversion" of the Conference from its main purpose—to discuss the inequality that exists between men and women and to develop a Program of Action to overcome it. In Canada's view, the Conference failed to discuss

(women's) concerns "in anything approaching a meaningful fashion." Rather, the Canadian delegate went on, "we have heard speakers who prefer the comfortable ring of global political platitudes to the unfamiliar and perhaps threatening terrain of sexual inequality; we have been treated to a litany of catch phrases and rhetoric used to obscure a realistic examination of the plight of women."

A further indication that the Conference was diverted from its major purpose was the fact that only one paragraph in the Program of Action focused on feminism. Proposed by New Zealand and Australia in the Committee of the Whole, it was debated at length and eventually adopted by consensus. However, despite efforts to amend the program to include a paragraph on "sexism," insufficient support from Third World states, including India whose representative inquired: "What is sexism?", relegated that concept to the status of a footnote.

Politicization rather than politics as usual thus dominated the final days of the Conference.

OTHER CONFERENCE DECISIONS

The Conference reviewed and assessed the progress made and obstacles encountered in improving the situation of women since the 1975 Mexico City Conference. It also revised and adopted a Program of Action for the second half of the Decade and 48 resolutions on a range of common concerns of women worldwide.

Apart from the three paragraphs opposed by the United States in the Program of Action, and a few other paragraphs on which the United States expressed reservations, the document contains many useful guidelines for national, regional, and global governmental and nongovernmental organizations to promote the situation of women during the second half of the U.N. Decade, 1980-85. The resolutions approved by the Conference also demonstrate the increasing scope of common problems that women share and the wide consensus on the need to find solutions to those problems. The resolutions explain more fully the meaning of equality, peace, and development. Resolutions on family planning, the situation of the disabled women of all ages, of elderly women, migrant women, special measures to assist young women and to prevent abandonment of families, as well as to provide for refugee women contribute to extending the concept of equality. Resolutions on battered women and family violence, on the situation of women in Chile, on exploitation of the prostitution of others, on the situation in Bolivia, among others, enhance the meaning of peace. Recommendations on drought control in the Sahel, integrated approaches to health and welfare of women, the international drinking water supply and sanitation decade, women in extreme poverty, women and nutritional self-sufficiency, women in agriculture and rural areas, employment, education, and health all add to the concept of integrating women into development.

The Copenhagen recommendations also have implications for U.N. agencies and programs. They enhance the international visibility of the U.N. Commission on the Status of Women, the International Research and Training Institute for the Advancement of Women, the U.N. Voluntary Fund and the Specialized Agencies in promoting the

status of women, including increasing the employment of women in international secretariats.

One of the most significant achievements of the Conference was the signing of the Convention on the Elimination of Discrimination Against Women. Adopted by the General Assembly on December 18, 1979, after almost 10 years of preparation, the Convention is the first comprehensive treaty on women's rights. It defines the scope of sex discrimination, prohibits such discrimination in all spheres, sets forth responsibilities of state parties to undertake constitutional and legislative measures to combat it, provides for equality of treatment of women in political, civil, economic, social, and cultural areas, and calls for the establishment of international machinery to implement the provisions of the Convention after it comes into force, that is, 30 days after the 20th state has ratified it.

The United States was one of the 51 states that signed the Convention in the ceremony at Copenhagen. At this writing, 83 states have signed the Convention and 7 have ratified it.

In order for the United States to bring it into force, the Convention must be ratified in accordance with article II, section 2 of the U.S. Constitution which authorizes the President to make treaties by and with the consent of the Senate. On October 28, 1980, President Carter announced his intention to send the Convention to the Senate on November 12, 1980, for ratification.

In addition to these Conference results, the millions of pages of Conference documentation—background papers, national reports, reports of the U.N. Specialized Agencies (ILO, UNESCO, WHO, FAO) various U.N. programs (UNDP, UNICEF, UNFPA) as well as of non-U.N. governmental organizations—constitute a highly significant benchmark on the status of women worldwide that may be expected to provide a basis for further research on women's issues as well as future policy initiatives and guidelines.

III. U.S. DELEGATION

The U.S. delegation, composed of 51 delegates, was the largest of the Copenhagen Conference. This number, however, was not inordinately larger than that from other countries. Other delegations range in size from Italy's 42 delegates, Denmark's 39, 30 each from Japan and Mexico, 25 from the U.S.S.R. and from China, to many countries with 5 or fewer delegates.

The U.S. delegation was cochaired by Sarah Weddington, assistant to the President, and the Hon. Donald McHenry, U.S. Ambassador to the United Nations, and included Representatives Barbara Mikulski and Mary Rose Oakar, three congressional staff, 20 high-level women from various Federal agencies, representatives of 7 national women organizations and of State and local governments, as well as a labor union official. Four Foreign Service officers accompanied the delegation and served as political advisers. The U.S. Embassy in Copenhagen also provided assistance to the delegation.¹

U.S. CONFERENCE PREPARATIONS

Coordination of preparations for U.S. participation on the U.N. Mid-Decade Conference for Women was the formal responsibility of the Secretariat, established for that purpose in November 1979 by the Under Secretary for Management of the Department of State. The Secretariat was staffed by a Director, Vivian Derryck, and a Deputy assisted by 13 specialists and 4 support staff loaned by various Federal agencies. In addition, the Office of International Women's Programs in the Bureau of International Organizations of the Department of State, which since 1973 has had responsibility for U.S. participation in the United Nations and its agencies for women's programs and for U.S. representation at meetings of the U.N. Commission on the Status of Women, had an active role representing the United States at various U.N. preparatory meetings. The Office of Women's Affairs at the White House was also closely involved in monitoring the planning and organization of U.S. regional preparatory meetings and the selection of the delegates.

The Secretariat was responsible for organizing the selection of the U.S. delegation, preparing U.S. Conference papers and positions on Conference issues, publicizing the Mid-Decade Conference throughout the United States, organizing briefings for the delegation, and providing support staff to the delegation during the Conference in Copenhagen.

The Secretariat staff developed criteria to select the delegation from a list of more than 500 candidates nominated by individuals and groups from across the country, and submitted a list of 75 names to the White House. Although the initial goal had been to select a

¹ The complete delegation list is included as appendix I.

24-member delegation, the list of delegates released by the White House on June 12, just a month before the Conference opened, was more than double that size.

A substantial portion of the Secretariat's efforts was directed toward publicizing the Conference in the United States. It organized and managed a national outreach program within the United States which consisted of 8 regional conferences (5 cosponsored with private organizations), and a national conference held in Washington, D.C. on June 11 and 12, 1980. Nearly 4,000 persons attended these conferences. The purpose of this outreach program was to provide a large number of U.S. women the opportunity to discuss and assess progress and obstacles in meeting the goals of the Plan of Action which had been adopted at Mexico City in 1975, to propose strategies to improve the status of women during the second half of the U.N. Decade for Women, and to stimulate interest in the Conference throughout the United States. The Secretariat prepared and published a summary of the U.S. meetings which, however, was not available to the U.S. delegation until after its arrival in Copenhagen.

The Secretariat coordinated the preparation by appropriate Federal agencies of country papers on the major subthemes of the Conference: Women's education, employment and health, as well as other background papers on various Conference issues. These country papers provide significant benchmarks against which the U.S. Government and interested organizations can measure U.S. progress toward meeting the goals of the U.N. Decade for Women and formed the basis of the official U.S. national report to the U.N. Mid-Decade Conference. These papers also contributed to the Secretariat's preparation of comparative surveys of the status of women in health, education, and employment throughout the world which in turn were submitted as official Conference documentation.

The organization of the outreach program and preparation of the U.S. papers, the national report and U.S. position papers were essential to overall U.S. participation in the U.N. Decade for Women and the Conference. These activities, however, seemed to have little direct relation to the actual orientation and briefing of the U.S. delegation in preparation for their responsibilities for the Conference.

With respect to the orientation and preparation of the 51-member delegation, the Secretariat organized three briefings. The first briefing was held on June 12 for 1 hour prior to the second day of the Washington National Meeting on the Mid-Decade Conference for Women. At that briefing, the Secretariat provided members of the delegation that were present with copies of country papers and available Conference documentation. At the second briefing on June 21, State Department officials discussed the results of the U.N. regional meetings, U.N. processes and procedures and some of the logistical aspects of the Conference (hotel reservations, transportation, mail delivery, etc.) During a final briefing on July 11, the afternoon preceding the departure of most of the delegation for Copenhagen, officials of Federal agencies discussed the major conclusions of their respective country papers on health, education, and employment, and State Department officials discussed major U.S. foreign policy positions on critical Conference issues. In cooperation with the White House, the U.S. Secretariat arranged for the delegation to visit the

White House for an official photograph and the announcement of the President's decision that the United States would sign the Convention on the Elimination of Discrimination Against Women.

The three Department of State briefings—the most important specific Conference preparations for the delegation—were more than the usual number of briefings provided by the Department of State for public delegations to international conferences. However, not all members of the delegation were able to attend all of the briefings. Although many delegation members located in the Washington area attended two or three briefings, those who lived outside the Washington area were unable for financial or other reasons to attend all of them. Notably, the Department of State's budget for international conferences does not provide for reimbursing members of delegations for their expenses to and from Washington to participate in the briefings.

Although many members of the delegation were politically sophisticated, many had never attended a U.N. or other International Conference and felt that their individual participation and contributions could have been more effective had they been better informed on such matters as U.N. Conference processes and procedures.

One or more intensive briefings, perhaps in a weekend retreat situation, sponsored by the Department of State and other appropriate agencies for all members of the delegation might provide the future an opportunity for more in-depth discussion and understanding of the international political dynamics of such a Conference process and procedure, and responsibilities of the individual members of the delegation. Such briefings, with an opportunity for role-playing of conference-related scenarios, would facilitate an understanding of the important role of U.S. delegations to such conferences as well as individual member tasks, and could promote improved political understanding. In addition, national women organizations and other public affairs groups might usefully develop short-term courses or programs on U.N. Conference process and procedures in conjunction with particular U.N. issues that they may be currently studying.

A serious omission from U.S. Conference preparation was the lack of advance preparation of draft statements and amendments to the draft Program of Action. For example, draft amendments to the Program of Action as well as U.S. resolutions could have been prepared and considered more thoroughly in Washington, where useful references and resources would have been available, than they were under severe time constraints in Copenhagen. Likewise, advance preparation of draft statements for plenary and Conference committees would have facilitated the work of the delegation and reduced the cabinet traffic between Washington and Copenhagen.

DELEGATION ORGANIZATION AND PERFORMANCE AT COPENHAGEN

Various efforts were made to organize and manage the delegation and U.S. activity in the Conference. First, regular delegation meetings were held every morning to review briefly the status of Conference activities and to provide an opportunity to discuss upcoming issues. Second, certain members of the delegation were assigned responsibility

for following the work of the plenary and each of the three Conference Committees and other members were assigned to assist them. Third, interested members were asked to contact representatives of delegations from particular regional areas, although specific restrictions against contacting some delegations were also given. Fourth, two delegation members were assigned to provide liaison with nongovernmental organizations and other members organized afternoon press conferences at the Conference center. Fifth, some delegates were asked to manage particular tasks, e.g., taking notes on the Conference plenary and committee meetings, drafting amendments and resolutions and or statements for U.S. Representatives to give in each Committee of the Conference. The four Foreign Service officers who accompanied the delegation assumed responsibility for drafting cables to the Department of State in Washington.

Despite these efforts, several problems developed. First, a number of members of the delegation were unclear as to their actual function within the delegation and how that function fit into the larger scheme of delegation organization. Second, the confusion over who was responsible for what was compounded by the overriding sense of urgency to produce amendments, resolutions, statements, and positions under severe time constraints as well as by the size of the delegation and the unfamiliarity of many delegates with U.N. Conference procedure and process. Third, the expertise of a number of delegates was not fully utilized. Understandably, many women politically sophisticated on domestic affairs felt that they should have been given some or more responsibility for formulating and implementing U.S. foreign policy initiatives in the Conference. At the same time, those with foreign policy expertise were not adequately utilized.

It is possible that better delegation planning, leadership, and coordination could have resulted in greater success for U.S. positions and in the adoption of less strident language in the Program of Action.

Many problems of the delegation's organization were due to the fact that the leadership of the delegation was not as effective as it could have been. Ambassador McHenry attended only 2 days of the Conference. Presidential Assistant Weddington, who was the active head of the delegation, had limited experience in foreign policy and international conferences and appeared to be more interested in domestic reaction than in the impact of the delegation on the outcome of the Conference. In addition, communication on some key issues and positions between the leadership and other members of the delegation was limited and a clear chain of command was frequently lacking. For example, some delegates assigned to make contact with other delegations were not always clearly advised about U.S. negotiating positions on certain issues and were unclear about channels through which they could report on contacts they made. Some delegates who were assigned to take notes on the debates on Committee sessions were not requested to submit their notes to the delegation leadership. And, delegates assigned to prepare amendments to the draft Program of Action were not aware of a "U.S. strategy to load the agenda with many noncontroversial amendments," as the post-Conference Department of State briefing indicated.

Notwithstanding these and other problems, it was significant that most, if not all of the members of the delegation participated in

numerous ad hoc meetings as well as in delegation meetings to draft amendments to the World Program of Action and to prepare and discuss resolutions that the United States wanted to initiate or cosponsor. In the latter regard, the delegation invited NGO's to contribute to preparing resolutions. In addition, ad hoc groups formed to prepare statements for representatives to give in plenary and Committee meetings.

A major delegation activity which appeared to be the most successful and best organized was liaison with the nongovernmental organization representatives who were participating in the NGO Forum or attending the official conference as accredited observers. Members of the official delegation attended forum sessions and conducted regular evening briefings to advise NGO representatives of developments in the official conference.

U.S. INITIATIVES AT THE CONFERENCE

Although there has been much criticism of the outcome of the Mid-Decade Conference and of the ability of the U.S. delegation to affect that outcome, the results of initiatives by the United States were substantially positive.

Actions at the Copenhagen Conference marked a departure from the traditional U.S. role in United Nations fora. In too many international, and particularly U.N. Conferences, the U.S. role has been primarily one of damage limitation—reaction to what other nations or groups have proposed and efforts to reduce the deleterious effects of such proposals. Although some defensive actions were necessary, positive U.S. initiatives were the rule rather than the exception in the U.S. strategy at Copenhagen. Five of the six resolutions introduced by the United States were adopted as were numerous U.S. amendments to the Program of Action. Many developing nations demonstrated a willingness to cosponsor these initiatives.

The record of success of these initiatives reflects a mutuality of concern between the United States and many developing nations in contrast to the often accentuated differences between the United States and the developing world. These successes should encourage future U.S. delegations to undertake positive initiatives which can serve the dual purpose of addressing critical world problems and enhancing the image of the United States.

Perhaps the major resolution introduced by the United States and adopted by the Conference was one dealing with women refugees. Prior to the Conference, little attention had been given to the fact that the majority of the world's refugees—an estimated 70 percent—are women and children and that their special needs had not been adequately considered. Because of the U.S. record of leadership in assisting refugees, both financially and in resettlement, the delegation was in a strong position to initiate such a proposal.

The United States addressed this problem of refugee women in a resolution and in a series of amendments to the Program of Action that strengthened guidelines for U.N. members in dealing with refugee women and children. Both efforts focused necessary worldwide attention on the long-term international problem of refugees.

The U.S.-sponsored resolution on women refugees called on all nations to share the burden of refugee assistance, to promote the protection of women and children in particular, and to bring to justice those who abuse refugees. The resolution also urged the U.N. High Commissioner for Refugees (UNHCR) and other concerned organizations to support the implementation of the UNHCR's mandate and to establish programs on health, education, employment, nutrition, and family planning as well as resettlement and family reunification to meet the needs of displaced and refugee women.

A second U.S. initiative focused on the desperate need in many parts of the world for safe drinking water supplies and improved sanitation. This resolution encouraged U.N. member states and international organizations to promote the aims of the U.N. Decade on Drinking Water Supply and Sanitation, urged them to commit funds to these aims and called on them to promote full participation of women in the planning, implementation, and application of technology for water supply projects, and urged the U.N. Development Program as coordinator of the U.N. Water Decade to review the extent to which women participate in such water supply projects. This resolution, adopted by consensus with numerous cosponsors, was commended as a model conference approach to specific issues of concern to women.

A third U.S. initiative focused on the problem of battered women and family violence. The U.S.-sponsored resolution requested the Secretary General of the United Nations and relevant U.N. agencies to prepare a study on the extent and types of physical, sexual, and other forms of abuse in families and institutions and on the availability and use of resources for addressing the problem. It also requested that this study be submitted to the 29th session of the U.N. Commission on the Status of Women and urged governments to establish family courts staffed with experts on family violence and to adopt measures to protect victims of such violence. The resolution was adopted unanimously.

Another major U.S. initiative was a resolution on women and discrimination based on race. The U.S. delegation as well as numerous nongovernmental organizations unanimously supported the introduction of a resolution that recognized the dual burden of discrimination based on race and sex. The U.S. resolution called on the United Nations and its Specialized Agencies to take positive steps to overcome this dual burden and urged U.N. member states to give special consideration to eliminating such discrimination in their development programs and other activities. Unfortunately—although perhaps not surprisingly—other states amended the resolution to include language offensive to the United States, such as the references to Zionism and the Declaration of Mexico. The United States, therefore, withdrew the resolution, which was subsequently reintroduced by Angola with the offensive language included. A U.S. proposal to strike the language was then defeated by only two votes. This unusually close vote demonstrated the existence of widespread concern for the issue of discrimination against women based on race, a concern which appeared to transcend immediate political pressures of the Conference. The Angolan resolution was eventually adopted with 78 in favor, 3 opposed (the Federal Republic of Germany, the UK, and the United States), and 39 abstentions. The United States was obliged to vote against

adoption of the resolution because of the references which had been added which were contrary to U.S. foreign policy interests. Nevertheless, the fact of U.S. willingness to introduce the resolution, the first time the United States has introduced a resolution on race at a U.N. Conference, and the very strong support for the U.S. position gave the U.S. delegation cause to claim a moral victory.

The U.S. delegation worked with the representative of a number of other states on other initiatives. For instance, the delegation worked closely with Egypt and Barbados on a resolution concerning women in agriculture and rural areas. The resolution, which was adopted by consensus, called on governments to give special attention to the needs of rural women, including their education, their involvement in rural development projects, and their equal access to land.

The United States also consulted with Australia and several Western European countries on a resolution on the coordination of women's issues within the United Nations system. This resolution recognized the need to strengthen the capacity of the U.N. system to coordinate and address women's issues adequately and called upon the Secretary General and the heads of the Specialized Agencies to consider the implications of the Program of Action on their agencies and to report to the 35th General Assembly on what arrangements should be made to coordinate, monitor, and evaluate the program.

Besides these initiatives, the United States proposed a number of amendments to parts I, II, and III of the draft Program of Action. These amendments served a dual purpose. First, they reflected the interest of the United States in helping to moderate more strident amendments to the program and, second, they strengthened provisions of the program which the delegation believed deserved greater emphasis.

In this regard, U.S. amendments to the program regarding women refugees, equal educational opportunities, enforcement of laws promoting and guaranteeing equal rights, and the full participation of women in all efforts to promote and maintain peace are to be noted.

This record of success was achieved despite, rather than because of, preplanning on the part of the delegation or the administration. Although one important pre-Conference initiative was President Carter's decision to sign the Convention on the Elimination of Discrimination Against Women, only two of the other U.S. initiatives—the resolution on women refugees and on water supply—were considered prior to the delegation's departure for Copenhagen. Because delegation members had no opportunity to discuss beforehand all possible amendments and/or resolutions to be initiated at the Conference, the drafting of amendments and resolutions had to be done at the Conference in Copenhagen under severe time constraints. Notwithstanding these limitations, the record of the adoption by the Conference of U.S. amendments and resolutions was favorable, except for three provisions relating to the situation in the Middle East that have been discussed earlier in this report. The final Program of Action in general reflected more fully U.S. policies and priorities than the draft program that had been submitted to the Conference.

IV. NGO FORUM

Because women's nongovernmental organizations have traditionally been active on international issues and because of the precedent of the Mexico City Tribune in 1975, the Conference of Non-Governmental Organizations at U.N. Headquarters in New York decided in 1979 to convene a nongovernmental forum during the official Conference of Governments in Copenhagen to provide interested NGO's and individuals an opportunity to discuss issues of common interest. Organized by a 32 member volunteer planning committee under the leadership of Elizabeth Palmer, the forum met from July 14 to 24 at the Amager Center, a branch campus of the University of Copenhagen near the Bella Center. Over 8,000 participants from 128 countries attended the forum.

The Planning Committee raised \$470,000 from 11 governments (including the United States), 1 foundation, 3 companies and several individuals to finance the NGO forum. A grant from the Agency for International Development to the International YWCA, the Overseas Education Fund of the League of Women Voters, and the National Council of Negro Women enabled those organizations to support the participation of women from developing countries in the NGO forum.

The forum sponsored over 150 workshops and panel discussions a day on a wide variety of subjects related to the Conference themes of equality, development, and peace, on issues such as racism, sexism, women's access to credit and employment, organization of family planning programs, appropriate technology, special problems of elderly women, family violence, women's studies, women in science and the arts, and trade union organization and membership. It also provided daily briefings for interested participants on Conference activities. The NGO Forum Press Office published a daily newspaper, Forum 80, and distributed it at the forum as well as the Conference. Because of its limited budget, the forum could only afford simultaneous translation for 2 of the 600 meeting rooms. Most of the sessions were conducted in English with translation into other languages provided by volunteers. The Forum newspaper, also published in English, carried some articles in French and Spanish.

The forum exemplified the benefits that can be achieved by volunteers operating on a limited budget. Through its workshops and panels, the forum offered an opportunity for greater in-depth consideration of specific women's issues than the official Conference. Not surprisingly, in some of its sessions, forum participants confronted each other with some of the same political issues that the Conference dealt with. For instance, representatives and supporters of the PLO attempted to dominate several sessions on the situation on the Middle East and a number of participants organized a demonstration against the military

coup in Bolivia. Yet, the workshops, briefings, and informal corridor discussions significantly contributed to building and extending women's networks on a full range of women's concerns.

Many forum participants from the United States attended the regular U.S. delegation NGO briefings on the Conference and were encouraged to submit proposals for U.S.-sponsored resolutions. In spite of the hectic, confused atmosphere that frequently surrounded the Conference, there appeared to be general satisfaction with communication between the official U.S. delegation and U.S. forum participants. The great frustration, in fact, may have been that schedules of many members of the official delegation were too full to permit them to attend the forum sessions in which they had particular interests, rather than that forum participants felt excluded from the official Conference.

MASS COMMUNICATION MEDIA

The Plan states that the media could exercise a significant influence in helping to remove prejudices and stereotypes, accelerating the acceptance of women's new and expanding roles in society and promoting their integration into the development process as equal partners. At present, it says, the media tend to reinforce traditional attitudes, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing role of the sexes. The media may also have harmful effects in imposing alien cultures upon different societies. Those in control of the media should be urged to project a more dynamic image of women (as well as of men) and to take into account the diversity of women's roles and their actual and potential contribution to society, according to the Plan. It urges that a greater number of women be appointed to media management and decision-making positions and to such positions as columnists, reporters and producers, and that they encourage the critical review, within the media, of the image of women projected.

INTERNATIONAL AND REGIONAL ACTION

International measures.—The Plan states that the United Nations should proclaim the decade 1975–1985 as the United Nations Decade for Women and Development to insure that national and international action will be sustained throughout that period. Organizations of the United Nations should evaluate what has been done to improve the status of women and enhance their contribution to development and identify the measures needed to implement the Plan. The Plan calls for the full involvement of women in policy-making at the international level as well as the national level. Governments are asked to insure that women are equitably represented among the principal delegates at international meetings including those dealing with political and legal questions, economic and social development, disarmament, planning, administration and finance, science and technology, environment and population. Secretariats of international organizations should act to insure an equitable balance between men and women staff members before the end of the Second Development Decade of 1980.

Regional action.—The United Nations regional commissions are asked to stimulate interest in the Plan and provide national Governments and non-governmental organizations with the technical and informational support they need to develop strategies to further the Plan's objectives in the various regions. The regional development banks, sub-regional banks and bilateral funding agencies should be asked to give high priority in their development aid to projects that include the integration of women into the development effort and the achievement of equality.

REVIEW AND APPRAISAL

To gauge its impact, the Plan calls for a comprehensive and thorough review and appraisal of progress made in meeting its goals, to be undertaken at regular intervals by the United Nations system. That exercise, says the Plan, should be part of the procedures for measuring progress made in the Second Development Decade and closely coordi-

nated with any new world development strategy that may be formulated. The Economic and Social Council should review the findings of a systematic evaluation with the aim of making, whenever necessary, appropriate modifications of the Plan's goals and recommendations. The Plan also suggested that trends and policies relating to women and relevant to the Plan of Action should be undertaken continuously as a specialized activity of the United Nations. At the regional level, the Plan suggests that regional commissions should have responsibility for monitoring progress towards greater and more effective participation of women in all aspects of development efforts. Nationally, Governments should undertake their own regular review and appraisal of progress made in achieving the Plan's goals and report to the Economic and Social Council.

APPENDIX I

MEMBERS OF THE U.S. DELEGATION TO THE U.N. WORLD CONFERENCE OF THE U.N. DECADE FOR WOMEN, COPENHAGEN, DENMARK, JULY, 1980

UNITED STATES DELEGATION

CO-HEADS OF DELEGATION

Hon. Donald F. McHenry, Ambassador, Permanent U.S. Representative to the U.N.
Hon. Sarah Weddington, Assistant to the President.

REPRESENTATIVES

Vivian Lowery Derryck, Director, U.S. Secretariat for the World Conference of the U.N. Decade for Women, Department of State.
Arvonne Fraser, Coordinator, Women in Development, Agency for International Development.
Alexis Herman, Director, Women's Bureau, Department of Labor.
Koryne Horbal, U.S. Commissioner to the U.N. Commission on the Status of Women.
Sarah Power, Deputy Assistant Secretary, Bureau of International Organization Affairs, Department of State.

SPECIAL AMBASSADORIAL ADVISER

Hon. Warren D. Mansbel, Ambassador to Denmark.

CONGRESSIONAL ADVISERS

Hon. Barbara Mikulski, U.S. House of Representatives.
Hon. Mary Rose Oakar, U.S. House of Representatives.

CONGRESSIONAL STAFF ADVISERS

Maura Corrigan, Assistant to Representative Oakar.
Margaret E. Galey, Staff Consultant, Committee on Foreign Affairs, U.S. House of Representatives.
Margaret Goodman, Staff Consultant, Committee on Foreign Affairs, U.S. House of Representatives.
Ann Lewis, Assistant to Representative Mikulski.
Janean L. Mann, Minority Staff Consultant, Committee on Foreign Affairs, U.S. House of Representatives.

ADVISERS

Virginia Allan, Special Assistant for Women's Studies, Dean of the Graduate School of Arts and Sciences, George Washington University, Washington, D.C.
Ingrid Fabbe Bauer, Clerk-Typist, Department of Social and Health Services, Friday Harbor, Washington.
Mary Bitterman, Director, Voice of America, U.S. International Communication Agency.
Barbara Blum, Deputy Administrator, Environmental Protection Agency.
Kathy Cade, Special Assistant to Ms. Carter.
Blandina Cardenes-Ramirez, Member-Designate, U.S. Commission on Civil Rights.
David Cardwell, U.S. Mission to the U.N.

Liz Carpenter, Assistant Secretary for Public Affairs, Department of Education.
Margaret Carpenter, Office of Coordinator for Refugee Affairs, Department of State.

Judy Carter, Writer.

Marjorie Bell Chambers, President's Advisory Committee on Women.

Nicholas W. Danforth, Education and Training Specialist, Westinghouse Health Systems.

Susan Kunitomi Embrey, Chairperson, Los Angeles City Commission on the Status of Women.

Sister Isolina Ferre, Social Worker, Puerto Rico.

Eunice Fiorito, Special Assistant to the Commissioner, Rehabilitation Services Administration, Department of Health and Human Services.

Barbara Good, Director, International Women's Programs, Department of State.

Mary A. Grefe, President, American Association of University Women.

Abigail Havens, Assistant to Ms. Weddington.

Dorothy Height, President, National Council of Negro Women.

Barbara Herz, Senior Adviser for Human Resources, International Development Cooperation Agency.

Ruth J. Hinerfeld, President, League of Women Voters.

Arthur H. Hughes, Counselor of Embassy, American Embassy, Copenhagen.

Perdita Huston, Regional Director, Peace Corps.

Mary King, Deputy Director, ACTION.

John Kriendler, U.S. Mission to UNESCO, Paris.

Odessa Komer, International Vice-President, United Auto Workers.

Esther R. Landa, Immediate Past President, National Council of Jewish Women.

Lillian Levy, Press Officer, U.S. Secretariat for the World Conference of the U.N. Decade for Women.

Mary W. E. Natani, President, North American Indian Women's Association.

Ben Peterson, Journalist.

Dan Phillips, Political Officer, U.S. Secretariat for the World Conference of the U.N. Decade for Women.

Vel Phillips, Secretary of State, Wisconsin.

Maureen Rafferty, Health Education Associates, Public Health Center No. 5, California.

Lynda Johnson Robb, Chairperson, President's Advisory Committee on Women.

Deidre Ryan, Public Affairs Counselor, American Embassy, Copenhagen.

Sana Shtasel, Department of Justice.

Roma Stewart, Director, Office of Civil Rights, U.S. Department of Health and Human Services.

Csanad Toth, Bureau of International Organization Affairs, Department of State.

Anne B. Turpeau, Co-Chairperson, Continuing Committee of the National Women's Conference.

Maureen Whalen, Deputy Director, U.S. Secretariat for the World Conference of the U.N. Decade for Women.

APPENDIX II

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Noting that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind including distinction based on sex,

Noting that States Parties to the International Covenant on Human Rights have the obligation to secure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights,

Considering the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,

Noting also the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family, and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

Concerned that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,

Convinced that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,

Emphasizing that the eradication of apartheid, of all forms of racism, racial discrimination, colonialism, neo-colonialism, aggression, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women,

Affirming that the strengthening of international peace and security, relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament and in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries, and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence as well as respect for national sovereignty and territorial integrity will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women,

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

Bearing in mind the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole,

Aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations,

Have agreed on the following:

PART I

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2

States Parties condemn discrimination against women in all its forms agree to pursue, by all appropriate means and without delay, a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national Constitutions or other appropriate legislation if not yet incorporated therein, and to ensure, through law and other appropriate means, the practical realization of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in this Convention, but shall in no way entail, as a consequence, the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity, shall not be considered discriminatory.

Article 5

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

PART II

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Article 8

States Parties shall take all appropriate measures to ensure to women on equal terms with men and, without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

PART III

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) The same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings;

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities.

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph 1 above, States Parties shall ensure to women appropriate services in connexion with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits;

(b) The right to bank loans, mortgages and other forms of financial credit;

(c) The right to participate in recreational activities, sports and in all aspects of cultural life.

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which they play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

- (a) To participate in the elaboration and implementation of development planning at all levels;
- (b) To have access to adequate health care facilities, including information, counselling and services in family planning;
- (c) To benefit directly from social security programmes;
- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as the benefit of all community and extension services, inter alia, in order to increase their technical proficiency;
- (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;
- (f) To participate in all community activities;
- (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
- (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

PART IV

Article 15

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. They shall in particular give women equal rights to conclude contracts and to administer property and treat them equally in all stages of procedure in courts and tribunals.
3. States Parties agree that all contract and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:
 - (a) The same right to enter into marriage;
 - (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
 - (c) The same rights and responsibilities during marriage and at its dissolution;
 - (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children. In all cases the interests of the children shall be paramount;
 - (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
 - (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation. In all cases the interest of the children shall be paramount;
 - (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
 - (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.
2. The betrothal and the marriage of a child shall have no legal effect and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

PART V

Article 17

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of 13 and, after its ratification or accession by the thirty-fifth State Party, of

23 experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.

2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.

3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.

4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.

6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of the present article following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.

7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the General Assembly may decide, having regard to the importance of the Committee's responsibilities.

9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.

Article 18

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the Convention and on the progress made in this respect:

(a) Within one year after the entry into force for the State concerned;

(b) Thereafter at least every four years and further whenever the Committee so requests.

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

Article 19

1. The Committee shall adopt its own rules of procedure.

2. The Committee shall elect its officers for a term of two years.

Article 20

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.

2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee.

Article 21

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.

2. The Secretary-General shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

Article 22

Specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.

PART VI

Article 23

Nothing in this Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained

(a) in the legislation of a State Party; or

(b) in any other international convention, treaty or agreement in force for that State.

Article 24

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

Article 25

1. The present Convention shall be open for signature by all States.
2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.
3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 26

1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.

2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

Article 27

1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.

2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

Article 28

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.

2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.

3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.

Article 29

1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.

2. Each State Party may at the time of signature or ratification of this Convention or accession thereto declare that it does not consider itself bound by paragraph 1 of this article. The other States Parties shall not be bound by paragraph 1 of this article with respect to any State Party which has made such a reservation.

3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

Article 30

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations.

IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

APPENDIX III

RESOLUTIONS SPONSORED BY THE U.S. DELEGATION¹Improving the situation of disabled women of all ages

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

Recalling Economic and Social Council resolution 1921 (LVIII) of 6 May 1975, requesting programmes for preventing disability and rehabilitating disabled persons,

Recalling General Assembly resolution 3447 (XXX) of 9 December 1975, proclaiming the Declaration on the Rights of Disabled Persons,

Recalling resolution 13 of the World Conference of the International Women's Year held in Mexico from 19 June to 2 July 1975 entitled "Social security and family security for women, including the elderly and the handicapped",

Recalling General Assembly resolution 31/123 of 16 December 1976, proclaiming the year 1981 "International Year of Disabled Persons",

Recalling the Declaration on Social Progress and Development approved by the General Assembly in its resolution 2542 (XXIV), especially its article 19 (d),

Recalling General Assembly resolution 34/154 of 17 December 1979 entitled "International Year of Disabled Persons", with the theme "full participation and equality",

Recalling the Commission on the Status of Women resolution 2 (XXVIII) of 4 March 1980, conveying concern over the situation of disabled women to the World Conference of the United Nations Decade for Women held in Copenhagen,

Noting with appreciation the activities of Governments, United Nations organizations, the specialized agencies, and non-governmental organizations in connexion with the International Year of Disabled Persons,

Bearing in mind the importance of co-ordinated activities at the international, regional and national levels for the purpose of programmes for disabled persons to prevent disability and for rehabilitation,

Recognizing that, while disabled women and men have the same right to enjoy a decent life, including general and vocational training and employment, disabled women of all ages encounter particular difficulties in developing their individual abilities and skills to the maximum, in becoming as self-reliant as possible and in participating fully in social life,

Bearing in mind that certain countries, at their present stage of development, can devote only limited efforts to this end,

1. Appeals to all women and men of the world to support and contribute to the success of the International Year of Disabled Persons 1981 and the implementation of the Plan of Action for the Year;

¹ The complete texts of all resolutions accepted by the Conference, as well as the text of the Program of Action, can be found in the report of the Conference to the General Assembly at its thirty-fifth session, document A/CONF.94/35.

2. Requests Governments, the United Nations and other concerned United Nations organizations, in order to ensure the implementation of the Plan of Action for the International Year of Disabled Persons (see document A/34/158), to give special attention to disabled women in order to promote their full participation, and integration in all fields of normal life and to provide them with recreational activities;

3. Requests that programmes of all Member States of the United Nations for the International Year of Disabled Persons should explicitly take into consideration the special needs of disabled women of all ages for medical, social and vocational rehabilitation with the object of:

(a) Assuring the prevention of disability through education, particularly of parents so as to avoid disablement caused by genetic, congenital and accidental factors;

(b) Providing general, vocational and health education for disabled women, including adequate assistance, care and guidance;

(c) Enlarging the scale of vocational skills and training facilities in order to enable disabled women to perform jobs requiring qualifications, including non-traditional jobs;

(d) Providing conveniently situated training and employment facilities, wherever possible, in the proximity of the family's home, in order that parents may more easily arrange for the training of disabled children and that disabled women with family responsibilities can participate in such programmes and activities;

(e) Providing technical and financial support and social services to assist disabled persons in their domestic responsibilities and to enable disabled mothers to bring up their children;

(f) Acknowledging the special needs of women who have disabled children or provide full-time care for disabled relatives for appropriate support services, including relief programmes;

(g) Encouraging special attention to the particular problems of disabled women of all ages in study and research projects designed to facilitate their practical participation in daily life as well as in training and on the labour market;

(h) Facilitating the immigration and care of disabled refugees and disabled displaced persons;

(i) Encouraging and supporting research on appropriate technological aids needed by disabled women with the aim of making these aids available at low cost;

4. Requests the specialized agencies, in particular the World Health Organization, the United Nations Educational, Scientific and Cultural Organization, the International Labour Organisation, the United Nations Industrial Development Organization, the High Commissioner for Refugees and other United Nations bodies and programmes concerned to take into consideration, in their activities and programmes, the needs of disabled women of all ages and the necessity to improve their situation through preventive and rehabilitative measures, and to co-ordinate their activities in this area;

5. Welcomes the efforts of non-governmental organizations, particularly those organizations of disabled persons themselves and their families, and asks for public and financial assistance;

6. Decides that, in implementing the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace, the needs of disabled women of all ages should be taken fully into account internationally, regionally and nationally;

7. Requests the Advisory Committee for the International Year of Disabled Persons in drafting the long-term World Programme of Action related to the Year, to take into account the special needs of disabled women of all ages.

Elderly women and economic security

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recognizing that in many societies, because of longer life expectancy, elderly women are a fast growing segment of national populations,

Considering that in many States Members of the United Nations this phenomenon has not been dealt with comprehensively,

Taking into account the value and worth of the elderly populations of the world and concerned by reports of neglect and denial of basic economic security for the expanding elderly population of the world, including women,

Recalling the spirit of resolution 13, "Social security and family security for women", including the elderly and handicapped, that was adopted by the World Conference of the International Women's Year in Mexico City in 1975,

Recalling General Assembly resolution 34/153 of 17 December 1979 calling for a World Assembly on the Elderly in 1982 and the request that the Secretary-General and relevant agencies collect data on the elderly,

Recalling the conclusions of the study prepared for the Secretariat concerning women and international conferences (A/CONF.94/19 and Corr.1 and 2) that were discussed at this Conference,

1. Requests States Members of the United Nations to ensure that women are included in the planning process for and are appointed as members of their delegations to the World Assembly on the Elderly in 1982;

2. Requests Member States and the Secretary-General of the United Nations to pay, in proceedings of the said World Assembly, special attention to the problems that elderly women face in their societies;

3. Requests the Secretary-General, in collecting data on the situation of the aging as called for in General Assembly resolution 34/153 to incorporate specifically, data on elderly women;

4. Further requests the Secretary-General; in co-operation with the relevant international agencies, to prepare a comparative study on the availability of social and economic security for elderly women and their need for a minimum standard of social security;

5. Requests that these data should be submitted to Member States participating in the World Conference of the United Nations Decade for Women, to the World Assembly on the Elderly, to the Commission on the Status of Women at its twenty-ninth session, with a view to recommending necessary action related to the plight of elderly women throughout the world.

Battered women and violence in the family

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling paragraph 131 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year in section F concerning the family in modern society,

Considering that violence in the home and in the family as well as in institutions, and in particular physical, sexual and other forms of abuse of women, children and the elderly constitutes an intolerable offence to the dignity of human beings as well as a grave problem for the physical and mental health of the family as well as for society,

Recognizing that domestic violence is a complex problem for which the causes vary, but whose contributing factors include geographic or social isolation, financial difficulties, irregular employment, alcohol or drug abuse and low self-esteem,

Recognizing that long-held attitudes that diminish the value of women have resulted in virtual immunity from prosecution of persons who commit acts of violence against members of their families and against women in the care of institutions,

Believing also that improved communication among and within Member States of the United Nations has drawn increasing attention to this serious problem,

Aware that battering of family members must be recognized as a problem of serious social consequences that perpetuates itself from one generation to the next,

1. Requests the Secretary-General of the United Nations, in co-operation with all the relevant organizations of the United Nations system, to prepare a study on the extent and types of physical, sexual and other forms of abuse in families and institutions and on existing resources available for dealing with this problem;

2. Recommends that the Secretary-General of the United Nations should submit this study to the twenty-ninth session of the Commission on the Status of Women for consideration of appropriate further action;

3. Further urges Member States to consider, where appropriate, establishing family courts, staffed wherever possible with personnel, including women, trained in law and in various other relevant disciplines, as well as those with special expertise and experience;

4. Urges Member States to adopt measures to protect the victims of family violence and to implement programmes whose aims are to prevent such abuse as well as to provide centres for the treatment, shelter, and counselling of victims of violence and sexual assault and to provide other services such as alcohol and drug abuse rehabilitation, housing, employment, child care, and health care.

The situation of women refugees and displaced women the world over

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting the report of the United Nations High Commissioner for Refugees (A/CONF.94/24),

Recognizing that the problems of refugees and displaced persons affect every continent and place special burdens on developing countries,

Aware that the substantial majority of refugees in most areas are women and children,

Bearing in mind that displaced and refugee women suffer more radical changes in roles and status than refugee men,

Recalling the special requirements of women refugees, especially pregnant and lactating women, women with small children and women as heads of families and households,

Deeply concerned that existing assistance to refugees and displaced persons does not adequately address the special needs of refugee women and children,

Aware of the effects of separation or death on refugee families, especially refugee women and children,

Shocked by reports of physical abuse of refugee women and girls,

Recalling the principles of the Convention and Protocol Relating to the Status of Refugees and mindful of the need to apply them to refugees wherever they find themselves, without discrimination as to sex, race, age, religion or country of origin,

1. Urges all States to recognize their responsibilities and to share the burden of refugee assistance, whether in providing first asylum, permanent resettlement opportunities or financial support;

2. Strongly urges all States to co-operate with the United Nations High Commissioner for Refugees in order to assure full implementation of his mandate to protect women and children in particular, and further strongly urges States receiving refugees to protect their well-being and legal rights under international law and national legislation;

3. Strongly urges Governments to bring to justice those who abuse refugee women and children, and to take every possible step to prevent such abuses;

4. Urges the Office of the United Nations High Commissioner for Refugees, in co-operation with other concerned United Nations agencies and international and non-governmental organizations, to establish the programmes necessary for dealing with the special needs of displaced and refugee women, especially in the areas of health, education and employment;

5. Recommends that the Office of the UNHCR, in collaboration with other organizations within the United Nations system, should establish special health and nutritional programmes, particularly for pregnant and lactating women;

6. Requests that family planning information and methods should be available on a voluntary and nationally acceptable basis to both refugee men and women;

7. Urges the Office of the UNHCR to work with host-country Governments to encourage the participation of women in the administration of refugee humanitarian assistance programmes, including distribution of food and other supplies in first asylum countries and in the design and management of vocational training and orientation programmes in first-asylum and resettlement countries.

8. Urges the Office of the UNHCR, in co-operation with other United Nations and non-governmental agencies and the States concerned, to develop and implement programmes of resettlement and family reunification, including special programmes for reuniting unaccompanied children with their families;

9. Calls upon the organizations of the United Nations system, and the UNHCR in particular, to give high priority in their public information activities to the need to address the special requirements of displaced and refugee women and children the world over;

10. Recommends that the Office of the UNHCR should increase the number of women at all levels of its staff, and establish a high-level position for a co-ordinator for women's programmes. In addition to ensuring that refugee programmes meet the needs of displaced and refugee women and children, this Office should co-ordinate the collection and analysis of data and conduct case studies on women refugees.

Co-ordination of issues relating to the status of women within the United Nations system

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering the need to strengthen the capacity of United Nations bodies to promote the status of women, particularly for the United Nations Decade for Women and the Programme of Action for the second half of the Decade in implementation of the World Plan of Action,

Recognizing the roles of the Commission on the Status of Women, and also the Centre for Social Development and Humanitarian Affairs, the International Research and Training Institute for the Advancement of Women and the Voluntary Fund for the United Nations Decade for Women,

Emphasizing the importance of the roles of the specialized agencies and organizations and the regional commissions and other United Nations bodies in implementing the Programme of Action for the Second Half of the United Nations Decade for Women,

Emphasizing that the concerns of women should be an integral part of the consideration of all issues, policies and programmes in all spheres of United Nations activity,

Recognizing the need for a new approach to the co-ordination of the diverse efforts of all these agencies and the United Nations bodies and for a reordering of priorities within current budgetary allocations in order to further efforts to raise the status of women,

Calls on the Secretary-General and Heads of specialized agencies and organizations severally and within the Administrative Committee on Co-ordination to consider the implications for organizations within the United Nations system of the Programme of Action adopted at the 1980 Conference of the United Nations Decade for Women: Equality, Development and Peace and requests the Secretary-General to report to the thirty-fifth session of the General Assembly on what arrangements should be made to implement the Programme and to ensure efficient co-ordination, monitoring and evaluation of implementation.

International Drinking Water Supply and Sanitation Decade

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that the United Nations Decade for Women was proclaimed in order to draw attention to the problems faced by women in their daily lives,

Realizing that women of the world may spend as much as one third of their work day locating and transporting water for drinking, agriculture, food production and preparation and family hygiene,

Considering that the majority of people of the world have severely limited access to adequate safe drinking water,

Deeply concerned that insufficient water and unsafe drinking water and the lack of sanitation facilities contribute to a high rate of disease and mortality particularly among women and children,

Recognizing that to achieve the health and nutrition goals of the United Nations Decade for Women it is essential to meet such basic needs as adequate daily safe water supply,

Considering that success in establishing and maintaining water supply systems can be promoted by encouraging active community participation of women, in designing, establishing, maintaining and utilizing such supplies.

1. Strongly encourages Member States of the United Nations and international organizations, including specialized agencies as well as non-governmental organizations, to promote the objectives of the United Nations Decade on Drinking Water Supply and Sanitation:

2. Urges that Member States commit funds and programme development efforts to these objectives and to co-ordinate the programme with other related sectors of development to make it more effective;

3. Calls on Member States and United Nations agencies, including specialized agencies, to promote full participation of women in planning, implementation and application of technology for water supply projects;

4. Recommends that the United Nations Development Programme, as co-ordinator for the United Nations Decade on Drinking Water Supply and Sanitation, should review in its annual report the progress in implementing the goals of this resolution including in particular the extent of community participation by women and their involvement in designing, maintenance and utilization of water supply;

5. Urges the World Health Organization to support fully the programmes submitted by countries on drinking water supply and sanitation systems.

Women and discrimination based on race

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Mindful of the particular needs of the majority of the world's female population, who suffer discrimination based both on race and on sex, 1

Recognizing the significance for women of the Convention on the Elimination of All Forms of Racial Discrimination,

Gravely disturbed by the fact that, because of this discrimination, women suffer disproportionately from poverty, illiteracy, unemployment and poor health,

Acknowledging that discrimination due to race as a fundamental cause of the subjugation of women merits singular consideration,

Believing that the stress on family members is compounded by the dual forces of racial discrimination and sex discrimination,

Concerned to note that the fundamental issue of discrimination due to race and its impact on economic development, peace and equality was not adequately addressed in the World Plan of Action adopted in Mexico City in 1975,

1. Calls upon the United Nations and its specialized agencies to take positive steps to overcome the dual burden of discrimination based both on race and on sex in all their programmes in developed and in developing countries,

2. Calls upon all Member States to give special consideration to the elimination of discrimination based on race as well as on sex in development programmes and in all activities that promote women's social, economic and political integration, particularly in areas of health, employment, education and rural development.

Women in agriculture and rural areas

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling resolution 21 of the World Conference of the International Women's Year 1975 and General Assembly resolution 3523 (XXX) of 15 December 1975,

Understanding the need for rural and peasant women to participate in the development process and the importance of addressing the specific needs of the rural world and particularly rural women,

Recognizing that rural women throughout the world must be ensured access to water, to health services, to education, to employment, to transportation and to land on terms of equality with rural men and with urban people,

Recalling also General Assembly resolution 31/175 of 21 December 1976 on effective mobilization of women in development, in which the Assembly urged Member States *inter alia* to ensure that women have equal access in agriculture to co-operatives and credit and loan systems, as well as equal opportunities to participate in policy-making in the economic field, and in commerce and trade in the advanced efforts of industry,

Extremely concerned that the review and appraisal of the economic and social situation of rural women contained in the report of the Secretariat (A/CONF.94/28) reveals that little or no positive improvements have taken place since the first half of the Decade,

Aware that, although in many countries women grow, process and market food, rural women lack production and management skills and access to information and related support services,

1. Urges Governments, United Nations organizations and other funding organizations to give special attention to the needs and priorities of rural women as determined by rural women themselves;

2. Recommends that all development processes and activities should give due regard to community orientation with the aim of making it possible for rural women to remain in their own communities, thus minimizing the flow of migration from rural to urban areas in countries where this is necessary;

3. Requests Governments to ensure that rural women:

(a) Are provided with education, technology and training suitable to their needs, as identified by them in order to improve employment opportunities in rural areas;

(b) Have access to credit and financing mechanisms on a basis of equality with men, and flexibility in the institutions which deliver credit services to rural women;

(c) Are encouraged and assisted to attain key leadership roles in rural communities and organizations;

(d) Are encouraged and adequately trained to participate actively in co-operatives and other organizations concerned with marketing;

(e) Have free access to participate in rural industrialization programmes;

4. Further requests Governments to have trained professionals, rurally-oriented and specially concerned with education, health and employment, available in rural areas;

5. Urges Governments to give priority to research and action programmes for landless rural women and their families;

6. Also requests governmental and non-governmental organizations to encourage and support the cultural, economic and technical co-operation between rural women in developed and developing countries and among developing countries;

7. Calls on rural women throughout the world to become aware of their rights in order that they can exercise and benefit from them;

8. Also calls on rural communities to endeavour, in collaboration with the mass media, to reflect a more realistic picture of rural living, its problems and possibilities;

9. Urges the United Nations and organizations in the United Nations system, in particular the Food and Agriculture Organization of the United Nations and the International Labour Organisation, to:

(a) Assist Governments to train women at the para-professional level in basic agricultural techniques as field workers so that they can travel and exchange appropriate technology as well as remain in their own environment and become direct links of communication with rural women in their fields and homes;

(b) Review their funding policies and priorities, especially with respect to action programmes for women, and in the next five years devote more funds to the unstinting development of rural and agricultural women;

(c) Seek to employ many more highly qualified and skilled women in agriculture from all parts of the world at the policy-making level within United Nations agencies.

Exploitation of the prostitution of others and traffic in persons

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that traffic in women and children forced into prostitution remains a continuing evil,

Considering that women and children (girls and boys) are still all too often victims of physical abuse and sexual exploitation constituting virtual slavery.

Noting that the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others was approved by the General Assembly in resolution 317 (IV) of 2 December 1949,

Noting that the World Conference of the International Women's Year in Mexico in 1975 adopted a resolution on "Prevention of the exploitation of women and girls" requesting the Secretary-General of the United Nations, in co-operation with other agencies, to undertake a world-wide survey of prostitution and the maltreatment involved in it,

Considering also that, although section II (Specific areas for national action), subsection I (Other social questions), of the World Plan of Action for the Implementation of the Objectives of the International Women's Year refers to this matter in three different places, the measures and decisions taken in this connexion have not yet had the desired effect,

Noting that the Commission on the Status of Women, at its twenty-eighth session, reminded the Secretary-General that a report on the subject should be submitted without delay,

Deploing the scant interest shown by Governments and international organizations in this serious problem,

Believing that it would be desirable to improve the procedures and expand the activities of organs in the United Nations system, the Commission on the Status of Women, the Committee on Crime Prevention and Control and the Working Group on Slavery of the Sub-Commission on Prevention of Discrimination and Protection of Minorities of the Commission on Human Rights, which could help to prevent forced prostitution, suppress its exploitation and facilitate the rehabilitation of its victims,

1. Invites Governments to take appropriate measures with a view to ratifying the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others and to submit to the Secretary-General the information specified in article 21 of that Convention;

2. Urges the Governments of States Members to recognize that women and children are not a commodity and that every woman and every child has the right to legal protection against abduction, rape and prostitution;

3. Further reminds Governments that women and children prostitutes have the right to legal protection against maltreatment which they may be subjected to for the sole reason of their being prostitutes;

4. Reminds the United Nations, non-governmental organizations in consultative status and all international organizations that they should make concerted efforts to ensure the success of the campaign against this scourge;

5. Invites the Sixth United Nations Congress on the Prevention of Crime and the Treatment of Offenders to make concrete recommendations in regard to the relationship between development, prostitution and exploitation and traffic in persons;

6. Recommends that the Secretary-General of the United Nations should invite the Governments of States Members to take action against international networks of traffickers and procurers;

7. Requests the Secretary-General to submit to the twenty-ninth session of the Commission on the Status of Women and to the next session of the General Assembly of the United Nations the requested report on prostitution throughout the world, its causes and the social and economic conditions which encourage it.

APPENDIX IV
CONGRESSIONAL DOCUMENTATION

96TH CONGRESS
2D SESSION

H. RES. 748

Relating to the United Nations Mid-Decade Conference for Women.

IN THE HOUSE OF REPRESENTATIVES

JULY 24, 1980

Mr. ZABLOCKI (for himself, Mr. ROSENTHAL, Mr. BINGHAM, Mr. SOLARZ, Mr. BONKER, Mr. PEASE, Mr. MICA, Mr. BAENES, Mr. GRAY, Mr. HALL of Ohio, Mr. BROOMFIELD, Mr. DEEWINSKI, Mr. BUCHANAN, Mr. WINN, Mr. GILMAN, Mr. GOODLING, Mr. PRITCHARD, Mrs. FENWICK, Mr. MAGUIRE, and Mrs. SCHROEDER) submitted the following resolution; which was referred to the Committee on Foreign Affairs

RESOLUTION

Relating to the United Nations Mid-Decade Conference for Women.

Whereas the World Conference of the United Nations Decade for Women: Equality, Development and Peace, is currently meeting in Copenhagen, Denmark;

Whereas the principal aims of the Conference are to review and evaluate the progress made and obstacles faced by women in member states of the United Nations in improving their access to health, educational opportunities, and employment;

Whereas the agenda of the Conference also includes items on women refugees, the effect of apartheid on women, and the situation of Palestinian women in the occupied territories;

Whereas a document drafted by the Economic Commission for West Asia on the subject of Palestinian women for discussion in relation to agenda items on the same subject threatens to detract from the positive results that could emerge in achieving the principal aims of the Conference and of the United Nations Decade for Women; and

Whereas United States foreign policy interests are best served by the positive results of constructive resolutions that could emerge from the Conference including a reaffirmation of the World Plan of Action for the Integration of Women in societies throughout the world: Now, therefore, be it

Resolved, That it is the sense of the House of Representatives that—

(1) the United States delegation to the Copenhagen Conference on the United Nations Decade for Women should support appropriate resolutions on the principal agenda items relating to health, education, and employment;

(2) the United States delegation should oppose any resolutions or amendments introduced at the Copenhagen Conference on issues which do not directly relate to the goals of the Conference, such as the separate issue of Palestinian women, and should work actively with other delegations to ensure that they voice similar opposition; and

(3) the United States delegation should report to

Calendar No. 914

96TH CONGRESS
2D SESSION**S. RES. 473**

Deploing the politicization of the Mid-Decade Women's Conference and urging the United States delegation to oppose any politically motivated resolutions at the Conference.

IN THE SENATE OF THE UNITED STATES

JUNE 24 (legislative day, JUNE 12), 1980

Mr. JAVITS (for himself, Mr. STONE, Mr. SARBANES, Mr. HAYAKAWA, Mr. MOYNIHAN, Mr. BAYH, Mr. DURENBERGER, Mr. HEINZ, Mr. LEVIN, Mr. RIEGLE, Mr. BOSCHWITZ, Mr. DOLE, Mr. CRANSTON, Mr. PELL, and Mr. BRADLEY) submitted the following resolution; which was referred to the Committee on Foreign Relations

JUNE 25 (legislative day, JUNE 12), 1980

Reported by Mr. CHURCH with an amendment

[Omit the part struck through]

RESOLUTION

Deploing the politicization of the Mid-Decade Women's Conference and urging the United States delegation to oppose any politically motivated resolutions at the Conference.

Whereas a United Nations Mid-Decade Conference for Women has been scheduled for July 14-30, 1980, in Copenhagen to review and evaluate "the progress made and obstacles en-

countered in attaining the objectives of the United Nations Decade for Women"; and

Whereas a separate item was included in the agenda of that Conference on "The Effects of Israeli Occupation on Palestinian Women Inside and Outside the Occupied Territories" despite United States opposition and despite the existence of the more general item of "Women as Refugees" on the agenda; and

Whereas a document drafted by the Arab States and the Palestine Liberation Organization and adopted as official documentation for the Conference, "The Social and Economic Conditions of Palestinian Women Inside and Outside the Occupied Territories", presents a biased account of the conditions of Palestinian women by arguing that the Arab-Israeli conflict is responsible for the problems faced by Palestinian women; and

Whereas the addition of this document and separate agenda item in the proceedings of the Mid-Decade Conference is an obvious attempt to inject a highly politicized discussion into an apolitical meeting; and

Whereas the spectre of an irrelevant, politically motivated debate threatens to detract from the positive results that may emerge in achieving the objectives of the Decade: Now, therefore, be it

Resolved, That it is the sense of the Senate that—

(1) the inclusion of a separate agenda item on Palestinian women and the acceptance of a sixty-six-page document relating to that item present an unfortunate intrusion of political issues into a conference devoted directly to questions of health, education, and

employment for women throughout the world and as such is deplored by the Senate; and

(2) the United States delegation to the Conference should be instructed to oppose any resolutions or amendments introduced at the Copenhagen Conference on issues which do not relate directly to the goals of the Conference, such as the separate issue of Palestinian women, and should actively work with other delegations to ensure that they voice similar opposition.

Congress of the United States
Committee on Foreign Affairs

House of Representatives
Washington, D.C. 20515

May 29, 1980

The Honorable Edmund S. Muskie
Secretary of State
Department of State
Washington, D.C. 20520

Dear Mr. Secretary:

We are writing to express to you our deep concern over the agenda of the United Nations Mid-Decade Conference on Women, to be convened in Copenhagen from July 14 to July 30, 1980. It is likely that the Conference will be politicized as a result of possible action on agenda item number ten, entitled, "The Effects of Israeli Occupation on Palestinian Women Inside and Outside the Occupied Territories."

The agenda item on Palestinian women has been documented, as required by U.N. procedures, in a report prepared by the U.N. Economic Commission for Western Asia -- a body which excludes Israel. This sixty-six page report, in our view, grossly misrepresents the socio-economic conditions of Palestinians and distorts the political context in which Palestinian women live. Furthermore, we believe that a lengthy discussion of this report in Copenhagen would not contribute in any constructive fashion to the enhancement of the status of Palestinian women.

We witnessed five years ago the way in which the adoption of a resolution equating Zionism with racism and condemning the State of Israel by the U.N. Conference on International Women's Year in Mexico City resulted in bitterness and divisiveness. Those attempting to focus attention on the status of Palestinian women undoubtedly are seeking the adoption of a similar resolution at the Copenhagen Conference.

The politicization of international conferences does not serve U.S. interests, nor does it serve the interests of the majority of states participating. In the case of the upcoming Mid-Decade Conference, such politicization would only ~~work against~~ the promotion of the rights of women worldwide.

Therefore, we urge you to instruct the U.S. delegation to the U.N. Mid-Decade Conference on Women to oppose amendments or resolutions whose motivation is strictly political and that do not relate directly to the substance of the Conference.

With best wishes,

William S. Broomfield
William S. Broomfield

Edward J. Derwinski
Edward J. Derwinski

John Buchanan
John Buchanan

Benjamin A. Gilman
Benjamin A. Gilman

Millie Fenwick
Millie Fenwick

Sincerely yours,

Clement J. Zablocki
Clement J. Zablocki

Dante B. Fascell
Dante B. Fascell

Charles C. Diggs, Jr.
Charles C. Diggs, Jr.

Benjamin S. Rosenthal
Benjamin S. Rosenthal

Jonathan B. Bingham
Jonathan B. Bingham

Stephen J. Solarz
Stephen J. Solarz

Don Bonker
Don Bonker

Michael D. Barnes
Michael D. Barnes

Tony P. Hall
Tony P. Hall

DEPARTMENT OF STATE

Washington, D.C. 20520

JULY 2 1980

Dear Mr. Chairman:

Secretary Muskie asked me to reply on his behalf to your letter of May 28 on the Palestinian Women's item on the agenda of the United Nations Mid-Decade Conference for Women. I am sending a copy of my reply to each of the Members of Congress who joined you in signing the letter. I share your concern completely about the effect the Palestinian Women's item could have on the Copenhagen Conference. As you may know, the United States vigorously opposed adding this item to the agenda. We also opposed making the United Nations Economic Commission for Western Asia (ECWA) report an official Conference document.

I can assure you that a major goal of the United States delegation to the Copenhagen Conference will be to keep the focus of the Conference on issues of larger concern to women. The delegation will be instructed to work with other delegations to oppose resolutions which are critical of Israel. They will be instructed in particular to oppose any resolution that is unfairly critical of Israel based on the objectionable language and analyses in the ECWA document.

Mindful of the effort to equate Zionism with racism at the 1975 Mexico City Conference and the bitterness and divisiveness that this generated, the State Department recently instructed a number of our Missions abroad to explain our position to their host Governments and to seek their support in opposing the politicization of the World Conference. As the Conference approaches, we will continue consulting with other countries on how we might best achieve this goal.

Sincerely,

J. Brian Atwood

J. Brian Atwood
Assistant Secretary for
Congressional Relations

The Honorable
Clement J. Zablocki,
Chairman,
Committee on Foreign Affairs,
House of Representatives.

May 5, 1980.
Hon. WARREN CHRISTOPHER,
Acting Secretary of State, U.S. Department
of State, Washington, D.C.

DEAR CHUCK: Some five years ago, while
serving as United States Ambassador to the
United Nations, I had the opportunity to

observe firsthand the unfolding of a disturbing
but familiar scene at the World Conference
of the United Nations Decade for
women held in Mexico City. The issues before
the Conference and the UN Commission
on the Status of Women, were and are
fundamental and pressing. All too predictably,
however, the Mexico City Conference
degenerated into a forum for the political
hashing of Israel. It marked, you may recall,
the first effort to identify Zionism with
racism in an international conference.

It now appears that this episode may be
repeated shortly at the July Mid-Decade
Conference in Copenhagen. Particularly
foreboding are sections of the Provisional
Agenda adopted at a recent UN preparatory
meeting in New York, which pertain to the
"effect of Israeli occupation" on Palestinian
women in the occupied areas.

This effort can come as no surprise to us.
The precursor of this agenda item was a report
released last February by the United
Nations entitled "Social and Economic Conditions
of Palestinian Women Inside and
Outside the Occupied Territories." The report
was in turn the product of another
preparatory meeting held in Syria last December.
Yet I fear that, with all this warning,
we remain unprepared for the conference.

It would be a terrible loss were the July
meeting to be deflected from the vital issues
before it by the ritualistic assault upon
our democratic ally, Israel.

It is my hope that proper actions will be
taken in the remaining weeks both to forestall
the occurrence of such an abuse of this
important United Nations forum and to prepare
our own delegation to counter effectively
these and other actions which may
be taken to smother Israel.

Sincerely,

DANIEL PATRICK MOYNIHAN.

DEPARTMENT OF STATE,
Washington, D.C., May 17, 1980.

Hon. DANIEL P. MOYNIHAN,
U.S. Senate

DEAR PAT: Thank you for informing me of
your concern about the Palestinian Women
issue at the UN Conference for Women in
Copenhagen. I share completely your view
that the Conference should deal with issues
of vital importance to women rather than
degenerate into unfair criticism of Israel and
acrimonious debate on Middle East issues.
This is the primary goal of the State Department
and one that I am sure will be fully
shared by the U.S. delegation to the
Copenhagen Conference.

The Palestinian item, officially designated,
"The Effects of Israeli Occupation on Palestinian
Women Inside and Outside the Occupied
Territories," was added to the Copenhagen
agenda at the 34th Session of the UN
General Assembly last December. The U.S.
opposed the singling out of Palestinian
women for special consideration when it was
first proposed at the Second Preparatory
Committee in August of last year, and again
during the debate in the General Assembly.
We argued that problems of Palestinian
women should be dealt with as part of the
more general problem of women as refugees.
The vote at the General Assembly on the
item, however, was 119 in favor, 2 opposed
(Israel and the U.S.), with 26 abstentions.

At the Third Preparatory Committee in
New York held in early April of 1980, it was
decided to take up the Palestinian issue at
the Copenhagen Conference in two committees,
and limit the time for discussion to
three sessions of each main committee. One
committee will review progress made during
the past five years on all the issues before
the Conference, and the second committee
will consider new programs and measures for
the second half of the Decade. The three
politically sensitive issues on the agenda—
Palestinian Women, Women and Apartheid,
and Women as Refugees—will be given equal
time in the two committees and will not be
discussed during the plenary sessions, except
as resolutions relating to them may be debated
toward the end of the Conference. We
hope this agenda for the Conference will contain
the debate on the Palestinian issue so
that it will not dominate the Conference.

At the Third Preparatory Committee, the
U.S. delegation also firmly opposed using the
report on "Social and Economic Conditions
of Palestinian Women Inside and Outside the
Occupied Territories," prepared by the
Economic Commission for West Asia, as the
basis for discussing the Palestinian issue at
Copenhagen. Despite our strong opposition,
in which we had good support from our Western
European allies and Japan, Australia,
and New Zealand, the ECWA report was approved
by the Preparatory Conference as a
Conference document. Our objections and
those of our allies were, however, recorded
verbatim in the Preparatory Committee report.
The ECWA document is now being studied
within the State Department and an
analysis and talking points will be provided
to our delegation at Copenhagen.

Let me assure you again that our goal is
to contain the Palestinian issue at Copenhagen
and to counter any unfair criticism of
Israel at the Conference. The U.S. delegation,
which will be announced in the next
few weeks, will be fully instructed to do all
it can do to achieve these goals.

With regards,

Sincerely,

WARREN CHRISTOPHER,
Acting Secretary.

APPENDIX V

OFFICIAL COUNTRY STATEMENTS

OPENING STATEMENT OF THE U.S. DELEGATION

Madame President, Distinguished Delegates, and Concerned Women who have

gathered here in this great City:

For all our Delegation, it is an honor to join in this Conference with the
remarkable delegates who have done so much in their Nation's quest for equality
among men and women.

The next two weeks are ours, all of ours, to make of them what we can — what we
must — for women around the world. How right that we meet in Denmark — a
country which has made progress its tradition, and where equality, justice, and
dignity are the common heritage of all.

Madame President, your election to the Presidency of the Conference is a recognition
of your special diplomatic talents, and of your country's achievements. We
look forward to working with you.

Just five years ago in Mexico City, the world learned that women would no longer
accept being excluded from the decisions which affect their lives. Since
then, time and again, we have seen women demonstrate the will to direct the
forces of change.

This is the message we hear — this is the message we bring you from the people
of the United States. It is their hope that the delegates meeting here will
focus upon the problems, aspirations, and goals that unite women throughout
the world. Recognizing our diversity, we emphasize our unity. Let our deliberations
be an example of goodwill to all who seek to improve the lives of women,
men, and children everywhere.

We come here to evaluate the progress of women in our respective countries in accordance with the world plan of action. We are here to rededicate ourselves to complete the unfinished agenda of our times in the firm belief that to advance the cause of women's rights is to advance the cause of human rights.

Here in Copenhagen we will further that cause if we use our energies, our wisdom, and our compassion to study and explore what we and our countries can do to combat the age-old enemies of humankind — poverty, illiteracy, disease.

These problems are the special lot of women because for centuries women and their children have been the principal victims of inequities, oppression, and conflict. Their plight and their progress is the principal issue before us — the overriding economic issue; the overriding political issue; and the overriding social issue.

But since Mexico we know that things will not change unless we, the women of the world, have the will to change things. Since Mexico we know that the prejudice enshrined in our minds by past millenia cannot be abolished in a single decade. But since Mexico, too, we know we must try. We know also that no amount of sloganeering and finding of scapegoats can change the fact that one of the root causes of our present predicament is the continuing domination of woman by man. The solution lies in the full and active involvement of women in all affairs of life.

Women in our Nation in recent years have exposed to the public many issues and problems previously ignored — domestic violence, rape, unnecessary use of drugs, unnecessary surgery, occupational hazards such as dangerous exposure to chemicals, and the mental stress caused by dual responsibilities in the home and workplace

without the necessary support services. The many efforts now underway to deal with these problems owe much to the public concern and persistence of women. The Conference in Mexico also made a difference. It was a catalyst pushing us on.

Working women present a special challenge: 60 percent of all women between 18 and 64 years are employed, and it is estimated that by 1999 this figure will rise to 85 percent. It will be our task to better prepare them for employment and confront the endemic problems of occupational segregation and low wages. It is the task of those women who are taking their place among the leadership of unions and corporations to assure that the laws which forced discrimination in employment are fully observed.

Our Government has been striving to strengthen the role of women in public life. Women have been appointed to the cabinet and to key positions in Government Agencies. The Voice of America is now the Voice of a Woman — and she is here in our delegation. I, myself, a product of the woman's movement, am honored to be part of an Administration which has named 38 of our 44 women Federal Judges. We are witnessing an increase in the number of women elected to public office at the State and Federal levels. Two of these women leaders are with us here, both members of the National House of Representatives. Our entire delegation is proof that increasing numbers of women have attained distinction in our Nation. We are far from crowding the halls of power in Washington but the fact is that — since the Mexico City Conference — our numbers have increased and our collective voice is stronger. And it is heard.

In education, American women have made significant progress since we last met. Most women now complete 12 years of schooling, and roughly half of college and

university enrollments are women.

Today, there has been a tremendous increase in the number of women who study to be lawyers, doctors, engineers, and business leaders.

Largely because of efforts of our women's movement, Federal legislation has been passed making it illegal to discriminate against women in the educational system. These laws affect admission of students, hiring and promotion of teachers and administrators, and the apportionment of funds and facilities between male and female students.

Enforcement of these laws is not perfect, but our new Department of Education, headed by a distinguished woman, and our voluntary women's organizations are actively monitoring progress and insisting upon full compliance with the laws.

They are working, for example, to eliminate gender-role stereotypes from textbooks, and to demonstrate that girls and women are active participants of society.

Women's study courses have been added to the curricula of many universities.

Madame President, we know that our progress at home is inextricably linked to the advancement of women everywhere. It is truer today than ever before. Since Mexico in 1975, our quest for equality has been hampered by the wrenchings of a world in which tradition, as well as modernization, often subject women to new degrees of vulnerability. We have seen the process of development place additional burdens on women and create stress within the family structure; we have seen revolutions relegating women to passive roles. And we have witnessed the flight of millions of families from their lands — forced into Statelessness by the lawlessness of States.

We are deeply concerned about the special problems of women in Southern Africa who must live and attempt to raise their families under apartheid.

The documentation prepared by the Secretariat on this item leaves no doubt about the plight of the non-white women in South Africa and Namibia. Their sufferings stretch the limits of human tolerance, for not only does apartheid separate the races, it separates families, and places a particular burden on women. We will examine measures to ease those burdens.

And, Madame President, we are especially concerned by the plight of refugee women who suffer the multiple pressures of homelessness, discrimination, and despair.

Madame President, if these are troubled times, they must not sway us from our determination that the "Decade for Women" be a time for progress and achievement. For our part, Secretary of State Edmund Muskie has, therefore, reaffirmed that "A key objective of United States foreign policy is to advance worldwide the status and condition of women." The United States is conscious of its obligation to remain an important participant in the economic progress of the developing countries, particularly as it affects women.

In this era of diminishing resources and growing scarcity, women will bring new vitality to the process of economic and social development.

It is their right to do so, and it is our responsibility here at the conference to see that these rights are honored. The United States Delegation commits itself to work with you in the days to come to pursue this goal. Just as we have contributed to the voluntary fund for the United Nations Decade for Women, we will also support proposals for a third conference for women, to be held in 1985 to assess further progress.

The U.S. delegation commits itself to work with you in the days to come to pursue this goal just as we have contributed to the voluntary fund for the UN Decade for Women, we will also support proposals for a third Conference for Women to be held in 1985 to assess further progress.

I think the statements of the Cuban representative and the Syrian representative yesterday about the U.S. were objectionable and unwarranted. But they were particularly offensive because of the urgent objective which brings over 140 nations to this city. The work of this conference is so important to the achievement of justice for half the world's population that we must not permit it to be jeopardized by the rash polemics unrelated to our purpose here. Because diversion from this purpose is diversion from the economic opportunity to consider crucial improvements in the often ignored needs of women.

We are convinced that the remainder of this Decade for Women must prepare the next century of peace, a century that ensures full equality among all people. But the path to peace lies through mutual tolerance and through the search for permanent and comprehensive solutions. It holds true for the North and the South, for the East and the West, in all corners of the globe, in Southeast Asia, as well as in the Middle East. To end the sufferings of women, we must cease the human conflicts. Therefore, it would contribute greatly to the success of this conference if we demonstrate our unity to the world -- the unity of women; and our will -- the will of women in seeking peaceful solutions to international problems.

But we must do more than demand peace; seek peace; pray for peace. We ourselves must build peace -- step by patient step.

There is a song in my Country, Madame President, which begins this way:

"Let there be peace on earth,
And let it begin with me..."

Our conference will be an even greater success if we translate that noble sentiment into action -- here, now, in Copenhagen. In our deliberations, let us demonstrate to the world our will to act in a spirit of compromise; to achieve agreements peacefully and with principle; and to respect honest differences of opinion.

"Let there be peace on earth -- and let it begin with all of us."

U.S. EXPLANATION OF VOTE ON THE PROGRAM OF ACTION

I remember how our delegation felt as we left Washington for Copenhagen. We were excited; we were eager; we were looking forward to joining you here. Our educators, health specialists and labor experts came to discuss the substantive areas of health, education and employment -- the subthemes of this Conference as determined by the Preparatory Committee. Our rural women, our disabled and our displaced homemakers came to address creatively the special problems they face. Our foreign aid and refugee experts came to advise on those important aspects of the agenda here. Our delegation came to Copenhagen to discuss the complex and painful problems of over half of the world's population. We came here determined to contribute to a Program of Action that would speak directly to women wherever they are in the world by developing appropriate national, regional and international guidelines to improve the conditions of the world's majority. And, in spirit, our delegation carried the goodwill and hope for the future of millions of American women, hundreds of organizations and diverse constituencies across the United States.

Sadly, our mutual efforts have fallen far below their potential accomplishments. Those efforts have been subverted by those with a different agenda. The focus on women here was pushed aside and became a victim of those who choose instead to focus

on the political polemics of the Middle East situation. We are denied a consensus not by questions of how to help women in developing areas, not by questions of what education women need, not by questions of how to support women who are discriminated against on the basis of race and sex, not by any question uniquely pertaining to women or issues viewed from a woman's perspective. We are denied a consensus by those who want to focus a statement against zionism, by those who want to advance their special interests in the Middle East -- knowing full well that a Special Session of the United Nations General Assembly is already working on the highly complicated and difficult problem involved. They have not compromised as they claim; they have denied women whatever their race, religion, or national origin a unique opportunity to contribute solutions to their own issues in their own way. And the intemperate and abhorrent attacks against Israel and the Camp David process are completely false and regrettable.

We recognize the difficulties of this Conference, but we are disappointed that the collective will of women here at this Mid-Decade Conference of the UN Decade for Women has not been sufficiently strong to overcome the forces operating here and to refocus this Conference on the issues and problems we came to discuss.

This disappointment does not negate the contribution that the Decade and this Conference has made to the cause of women. More women are serving on their countries' delegations in

Copenhagen than in Mexico City in 1975. Seventy-five countries (sixty-eight of them represented by women) signed the Convention for Elimination of All Forms of Discrimination Against Women. Networks among women have been strengthened here among the 2,000 government representatives participating in this Conference and among the 8,000 women attending the Forum. The documentation published by nations, the UN, its specialized agencies and other participating programs, as well as numerous non-governmental organizations, is extremely valuable. And we are pleased that such initiatives as those on the disabled, the elderly, on refugees, and on women in the UN system have achieved wide consensus.

Nevertheless, we return to our country with heavy hearts because women have been denied the time they deserved on the world's center stage and have been denied the opportunity to accomplish all that they hoped to achieve. However, we will also return to our country with undaunted determination to continue to work for the cause of women.

We return to pursue ratification of the Convention that the U.S. delegation signed here. We will pursue ways to implement a number of important initiatives taken here. We will go home to find ways, working within the government and with the women of our country, to apply our maximum collective influence and strength toward our mutual goal: equality, development, and peace.

CANADIAN EXPLANATION OF VOTE ON THE PROGRAM OF ACTION

My delegation has voted no on paragraph 183a as we did on paragraph 5.

It is, therefore, with considerable disappointment that my delegation has been placed in a position where we have no alternative but to vote against the programme of action.

My delegation came to Copenhagen to contribute to a programme of action that would advance the social, economic and political position of women. We came to declare our support for a programme of action to eradicate the universal imbalance of power that exists between women and men.

Prior to this conference, women in Canada had high expectations and considerable optimism that the United Nations would agree to a programme of action that spoke to issues common to women around the world.

We came to this conference convinced that a world programme of action could result in substantial changes in legislation, policies and programs that would indeed lead to recognition of women's contribution and an end to their victimization.

The fundamental purpose of this conference was to address the inequities that exist between women and men, in all nations, and to propose a program of action to overcome them.

To put the matter simply and plainly, Madam President, this conference has been diverted from its fundamental purpose by a relatively small number

of delegations which seem to overlook the importance of the specific concerns of women.

This diversion began in the first days of the conference with a series of amendments proposed by the delegation of India. While they contained a number of useful ideas relating to women and development which we were prepared to negotiate in good faith, these amendments also contained certain political references, notably paragraph 5 calling for the elimination of zionism, which were known to be totally unacceptable to us, as well as to a good many other delegations. From the day these amendments were circulated, the overwhelming focus of debate has been on these diversions. Given the ludicrous spectacle we have witnessed tonight, it is no wonder that women here because of their commitment to ending women's inequality have become disheartened by this conference's failure to discuss their concerns in anything approaching a meaningful fashion.

My delegation was quite prepared to deal seriously with the question of Palestinian women. But we were fundamentally disappointed that, rather than draw on the expertise of UNRWA, to which Canada is a major contributor, or explore in a serious fashion inequalities between Palestinians, men and women, we were limited to discussion of the political framework of the Middle-East question, a subject more properly and capably discussed at the just concluded special session of the General Assembly.

In the meantime only a fraction of debating time at this conference has touched the key political questions that concern women: the re-structuring

of family responsibilities so that men do their fair share; equal remuneration for work of equal value; an equal share from economic development and in all decision-making, to name a few. The implementation of these clauses of the program of action would amount to an overturning of the old order in all nations.

My delegation supports major portions of the programme of action, in particular, those dealing with national machineries and the sub-themes -- health, education, and employment. The programme contains a number of useful practical measures, such as the employment of women in the U.N. system and the integration of the concerns of women in U.N. policies and programmes. We will incorporate these ideas in our own national plan of action and will continue to support the international measures in our future participation in U.N. meetings.

We also support a number of sections designed to meet the aspirations of developing countries for a more equitable global economic order in which women would occupy a position of equality with men. These undertakings will help guide Canada's developmental efforts in a way that responds directly to the concerns of women.

But the Canadian delegation cannot concur in the adoption of blatantly biased political references, nor can we sanction the diversion of the conference from its main objectives. We have heard speakers who prefer the comfortable ring of global political platitudes to the unfamiliar and perhaps threatening terrain of sexual inequality. We have been treated to a litany of catch-phrases and rhetoric used to obscure a realistic examination of the plight

of women. In all, the results of the conference have been discouraging to those women who believe in the necessity and propriety of prompt and effective international action. These results fully merit the negative vote which my delegation will give to signal its strong disapproval of the mockery and farce this conference has made of serious proposals to end women's inequality.

Our faith in women remains unshakeable.

Our future is clearly in our own hands.

NEW ZEALAND EXPLANATION OF VOTE ON THE PROGRAM OF ACTION

We have already explained our rejection of one paragraph of the Programme of Action: if we had not had to cast that vote, we should have been able to support the Programme as a whole; indeed we believe it contains much which is of value for women in New Zealand and all over the world. However, we have some comments which will make dearer the context in which we have seen ourselves obliged to abstain on the entire document.

This Conference on Women has significantly addressed the following points:

-- In the negotiations for peace, equality and development, humanity is denying itself the intelligence, the experience, the sensitivity and vision of half its members in decision-making, negotiation, planning and practical action.

-- Economic organization by itself is not responsible for women's subordinate position in development; it interacts with a supportive ideology of sexual bias, that is sexism, to create an adverse environment for all people. Furthermore, while the economic organization of society may change, every woman everywhere must confront the problem of woman as both mother and worker, reproducer and producer.

It is not good enough for progressive groups to ignore women's particular needs and subordination by saying that the "general" struggle for change will take care of women's oppression.

There are fallacies associated with grouping women with the poor without recognizing their special vulnerability as women. This burden of oppression is a multiple one; of woman and poor-- or woman and black, or woman and homeless.

Women do share elements of a universal oppression and dependency.

It had been our hope that this Conference would have dedicated itself to the elimination of all exploitative, dependent relationships, particularly that between men and women.

It is our deepest regret that this has not been the case.

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4 - SEP 16 1975

WORLD CONFERENCE OF THE
INTERNATIONAL WOMEN'S YEAR;

REPORT
TO THE
COMMITTEE ON GOVERNMENT OPERATIONS
UNITED STATES SENATE

BY

Senator CHARLES H. PERCY, Illinois
United States Congressional Adviser to the World
Conference of the International Women's Year



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LETTER OF TRANSMITTAL

U.S. SENATE,
Washington, D.C., September 8, 1975.

Hon. ABRAHAM RIBICOFF,
Chairman, Committee on Government Operations,
U.S. Senate, Washington, D.C.

DEAR MR. CHAIRMAN: As a congressional adviser to the World Conference of the International Women's Year, I submit to you and the Committee the following report on the Conference, including my comments and observations.

It was an honor to serve as a congressional adviser to the Conference. Because of my service on the Senate Foreign Relations Committee, and as a member of the U.S. delegation to the 29th session of the United Nations General Assembly, I have had the opportunity to work in every way I could to help improve and strengthen the role of women in economic development. The Conference provided an excellent chance to further this effort. As a member of the Government Operations Committee I appreciate the role the Committee can play in assuring that the U.S. Government promotes equality for all men and women. The Committee also has a role in assuring that the United States, in its relationships with the United Nations and other international organizations, assists in improving the status of women worldwide. Finally, as a member of the U.S. Commission on the Observance of International Women's Year, I realized the importance of U.S. Government implementation of the proposals passed by the Conference.

It is my hope that the following report will serve both as a factual resource and a guide to action. The report describes major activities and proceedings of the Conference, with emphasis on the efforts of the U.S. Delegation. It also includes guidelines and resolutions passed by the Conference. In addition, I have suggested ways in which the U.S. Government, and Congress in particular, can implement the World Plan of Action adopted by the Conference. Because of its oversight responsibilities in the operation of Government activities, the Government Operations Committee can play a major role in this effort. I have outlined some suggestions for Government Operations activities in the Recommendations for Action section (page 14).

Two Government Operations Committee staff members, one from the majority, Marilyn Harris, and one from the minority, Hannah McCornack, participated in most of the Conference proceedings and served the entire U.S. delegation. I appreciate your willingness to make it possible for them to help represent the Committee and the Senate. I was also assisted by Julia Bloch of the Senate Nutrition Committee.

I would like to thank and compliment Pat Hutar, chairperson of the U.S. delegation to the Conference; Dan Parker of AID; Jewel Lafontant and Jill Ruckelshaus, official U.S. delegates to the Conference; and other delegation members and advisers. The delegation was dedicated to full participation in the Conference, and the entire group deserves praise. I extend thanks to Ambassador John Jova, U.S. Ambassador to Mexico, and State Department staff for providing assistance to me and the staff members who accompanied me.

CHARLES H. PERCY.

INTRODUCTION

The World Conference of the International Women's Year was a first in many respects. It was the first United Nations conference devoted specifically to women, the first U.N. conference where a majority of the delegates were women, and the first major forum held for women from throughout the world for consideration of common problems and aspirations.

International Women's Year was proclaimed by the U.N. General Assembly in 1972 at the suggestion of the U.N. Commission on the Status of Women. The year is being marked by intensified action by the U.N. and its member nations to promote equality among men and women, to insure full integration of women in social and economic development, to underline the importance of women's increasing contribution to cooperation among States and to recognize women's role in pursuing world peace.

Upon the recommendation of the U.N. Economic and Social Council, the World Conference on International Women's Year was called as a focal point for IWY activities. The purpose of the Conference was to develop an action program for implementation of the IWY goals of equality, development and peace, to bring together participants from nations with diverse cultural traditions and economic systems, and to encourage awareness of the need to eliminate discrimination against women.

The World Conference was preceded in 1974 and 1975 by three regional meetings sponsored by the U.N. Economic Commissions for Asia and the Far East, and Africa and Latin America. Recommendations for national and regional action made at these meetings were useful in development of the World Plan of Action adopted in Mexico City.

The Conference was held in Mexico City from June 19 to July 2, 1975. Helvi Sipila, the highest ranking woman at the U.N., was Secretary-General of the Conference. An estimated 7,000 persons, three-quarters of whom were women, attended the Conference's official and unofficial activities.

The organization and activities of the official Tribune for nongovernmental organizations as well as the work of the official Conference are described in separate sections of this report. Other activities included a preconference Journalists' Encounter, organized for 50 journalists by the Centre for Economic and Social Information (CESI) of the U.N. Office of Public Information. The Encounter was open to all 1,500 journalists accredited by the Conference and was devoted to discussion of the goals of IWY as well as media attitudes toward IWY.

Immediately following the Conference, CESI joined with the U.N. Educational, Scientific and Cultural Organization (UNESCO) in sponsoring a media workshop to expand on the results of the Encounter.

Another preconference event was the Seminar on Women and Development, organized by the American Association for the Advancement of Science in conjunction with the U.N. Institute for Training and Research and the U.N. Development Programme. The Seminar developed guidelines for national and international action programs for the greater integration of women in the development process.

THE OFFICIAL CONFERENCE

The official U.N. Conference was held at the Conference Centre of the Mexican Ministry of Foreign Affairs at Tlateloco. Each participating nation was allowed three official delegates and as many alternates and advisers as it wished. At final count, 1,300 delegates representing 133 nations, 7 intergovernmental organizations, 21 U.N. bodies and specialized agencies, 8 liberation movements, and 114 non-governmental organizations with consultative status with the U.N. Economic and Social Council participated.

The U.S. Delegation, which numbered 43 and included 10 Congressional advisers, was one of the largest. It was a group that reflected a wide range of professional experience and expertise.

CONFERENCE AGENDA

The official Conference considered the following topics for discussion and action:

- Policies and programs to implement the objectives and goals of IWY.

- The role of women in building international peace and eliminating racial discrimination.

- Current trends and changes in the status and roles of women and men and major obstacles to be overcome to achieve equal rights, opportunities and responsibilities.

- The integration of women in the development process as equal partners with men.

- Adoption of a World Plan of Action to carry out the objectives of IWY during the next decade.

WORK OF THE CONFERENCE

The work of the Conference was divided among two main committees and the Conference Plenary.

The First Committee was charged with proposing amendments to the World Plan of Action, a draft of which had been prepared by the U.N. Secretariat and revised at a Consultative Committee meeting of 23 nations held last March at the U.N. The Second Committee debated the Conference topics of current trends and changes in the status and roles of men and women and the integration of women in the development process. Conference topics dealing with the effect of existing policies and programs on the goals of IWY and the role of women in building international peace and eliminating racism were considered in Plenary as part of the general debate.

The First Committee was faced with considering 894 amendments submitted by official delegations to the World Plan of Action. This did not include 69 amendments proposed by an ad hoc group from the Tribune. The Second Committee had nearly as many measures before it as the First Committee.

A great deal of time was spent in plenary and both committees on purely political matters not related to the official Conference agenda. The main topic of discussion was implementation of the Declaration and Programme of Action on the Establishment of a New Economic Order and the Charter of Economic Rights and Duties of States adopted by the U.N. General Assembly last year. Not until the final hours of the Conference were the World Plan of Action amendments and resolutions recommended by the committees considered in plenary.

Because of time constraints, the First Committee proposed amendments to only the introduction and first chapter of the World Plan of Action and recommended that the remaining five chapters be adopted as originally prepared by the U.N. Secretariat. This was done by consensus of the delegates.

THE WORLD PLAN OF ACTION

The World Plan of Action provides a set of guidelines and timetables for action to improve the status of women throughout the world. Its purpose is to stimulate national and international action to help solve the problems of underdevelopment and existing socioeconomic structures that place women in an inferior position. It also calls upon governments to establish short, medium and long-range deadlines for its implementation. Although the World Plan would have benefited from additional amendments, it provides a guide and impetus to action to improve the status of women on national, regional and international levels.

The U.S. delegation worked to strengthen the World Plan, and was successful in pressing the concept of equal pay for work of equal value. Unfortunately, the United States was unsuccessful in adding "sexism" to the official U.N. list of forms of oppression. Time constraints precluded the consideration of several other U.S. sponsored amendments to the plan, including recognition of pregnancy as a temporary disability for job-related purposes, provision of temporary or permanent allowances for disabled spouses and for spouses who lose opportunities for education or employment because of homemaking responsibilities, collection of data on women to establish their position in society relative to men and a statement in all U.N. assistance plans and programs of their affect on women as participants and beneficiaries.

A summary of the World Plan of Action as adopted by the Conference is in appendix B.

RESOLUTIONS

The Conference also adopted 35 resolutions and a decision to overcome major obstacles to the achievement of equal rights for women and to strengthen various actions to be taken by national governments and international bodies as outlined in the World Plan of Action.

The U.S. delegation initiated or cosponsored with other governments the following seven resolutions adopted by the Conference:

Integration of Women in the Development Process as Equal Partners With Men.—The resolution calls on the United Nations Development System, including specialized agencies and other international, technical and financial assistance programs and agencies, to give special attention to programs that integrate

women into the development process. It recommends the use of impact statements, review and appraisal systems and research efforts to measure progress and evaluate program impact on women. It also calls for equal employment opportunities for women in decisionmaking positions that govern planning and implementation of development assistance programs.

Education and Training.—This resolution affirms the right of every individual to basic education and advocates free and compulsory primary and secondary education as far as resources permit. It recommends the elimination of sex bias from all aspects of education, including educational materials, teacher training, counseling, and school administration and suggests the use of media and technology to expand educational opportunities. It also calls on governments, the U.N. and nongovernmental organizations to support programs that enhance educational opportunities for women.

The Situation of Women in the Employ of the United Nations and Specialized Agencies.—This measure calls on the U.N., its specialized agencies and subsidiary bodies to set an example to member States in the hiring and promotion of women.

Women's Contribution to World Peace through Participation in International Conferences.—The resolution urges governments of member States to increase substantially the number of women delegates to all U.N. meetings, especially meetings of the main committees of the General Assembly.

Population Participation (Self-Help).—This resolution asks member States to sponsor voluntary social promotion programs, such as self-help groups, cooperatives, women's groups and other organizations at all socioeconomic levels to improve the status of women and their families.

International Research and Training Institute for the Promotion of Women.—The resolution establishes the Institute under the auspices of the United Nations, with voluntary contributions, to finance research and training programs to increase earning potential for women and encourage their pursuit of leadership.

Family Planning and the Full Integration of Women in Development.—This measure urges implementation of the World Population Plan of Action and calls on governments to provide women and children with access to health services. It also calls for women's access to advice about the number and spacing of children and for information on parenthood for young people. It recommends that women be included proportionately with men at all levels on boards and policymaking bodies concerned with socioeconomic development and population planning.

This record of initiative and contribution to seven major Conference resolutions shows the scope of the U.S. delegation's role. Two of the seven resolutions initiated or cosponsored by the U.S. delegation dealt with the integration of women in development. Eight resolutions adopted by the Conference focused on the same issue. I was particularly pleased that this issue received such strong international support. Many of the Conference resolutions directed the U.N. not to launch further development projects without evaluating their impact on

women. This shows world recognition of women's role in economic development.

As a member of the U.S. Delegation to the 29th session of the U.N. General Assembly, I urged the U.N. to live up to its Charter by taking immediate action to eliminate discrimination in the hiring and promotion of women, especially for key policy positions. Three of the resolutions adopted by the Conference, two of which were initiated by the U.S. delegation, addressed this problem. The resolutions called on the U.N. and its member states to provide women a greater role in international diplomacy and directed the U.N. in particular to set an example in its own personnel policies.

Full texts of the resolutions and the decision as adopted by the Conference are in appendix C.

DECLARATION OF MEXICO

By a vote of 89 to 3,¹ with 18 abstentions, the Conference adopted the "Declaration of Mexico." The declaration, which was drafted by the "Group of 77" Third World nations, states the need to advance women's rights, linking these goals with economic and political objectives. Regrettably, a negative reference to Zionism and a call for implementation of the Charter of Economic Rights and Duties of States precluded U.S. support of the Declaration. A summary of the Declaration of Mexico is in appendix D.

¹ The United States, Israel, and Denmark voted against. Denmark later stated that it had intended to abstain.

THE TRIBUNE

The IWY Tribune, which met concurrently with the World Conference of IWY, was an unofficial forum organized by nongovernmental organizations in consultative status with the U.N. Economic and Social Council. It was attended by representatives of U.N. affiliated nongovernmental organizations, other national and international groups representing a variety of women's interests and a large number of individuals, many of whom were from Mexico and the United States. Over the two-week period, approximately 5,000 men and women participated in activities at the Tribune.

The Tribune activities consisted of panel discussions, speeches by experts in various fields and general discussion. Along with the themes of the World Conference, the Tribune considered numerous issues and topics such as "Women Across Cultures," "Law and the Status of Women," "Population," "Women in Public Life," and "Changing Patterns of the Family." Organizers of the Tribune stressed that the forum took no political positions. Participants issued statements as individuals or groups but not in the name of the Tribune.

Tribune participants published a daily newspaper as a vehicle for communication, but the distance between the Tribune and Conference meeting places, as well as the Tribune's format, made it difficult for Tribune participants to make an impact on the deliberations of Conference delegates. Frustrated by the lack of communication with the Conference, Tribune participants formed "speakout" sessions to communicate among themselves. These sessions were as varied as the interests of the 5,000 participants.

TRIBUNE AMENDMENT TO WORLD PLAN

A core of Tribune activists formed a steering committee of 15 women to consider revisions of the World Plan of Action. After several days of intensive work, the committee drafted changes for the World Plan. The fact that these suggested changes were discussed and endorsed by a meeting of 2,000 Tribune participants attests to the level of agreement at the Conference on matters of concern to women worldwide.

Many of the Tribune's amendments were concerned with strengthening the World Plan's review and appraisal mechanisms. The changes call for creation of a U.N. Office for Women's Concerns to be staffed by at least two-thirds women and headed by a woman Under Secretary General. The office would review and monitor the implementation of the World Plan, investigate complaints of civil rights violations against women, analyze and report on the impact of various U.N. programs on women and issue annual public reports.

Tribune amendments also condemned hiring and promotion policies at the U.N. where no woman heads an agency or serves as a deputy to the head of an agency, and where only 16 percent of the professional

staff are women. The revisions demand an equal proportion of men and women serving in policymaking positions in the U.N. system, and call for a woman Secretary General in 1977.

In addition, the revisions called for changes in every section of the World Plan including provisions for equal access for women to training and employment programs, freedom for women to join unions and the abolition of all forms of discrimination in union organizations, availability of family services such as day care, freedom of women to control their own bodies, the right of women in developing countries to plan and decide on U.N. development programs in those countries, and the placing of greater value on women's work in the home.

Acting on these changes, a group which called itself the Voice of the United Women of the Tribune met with Helvi Sipila, the Secretary-General of the Conference, to present the revisions and to request 10 minutes of Plenary session time to present the revisions to the Conference delegates.

Ms. Sipila agreed to study the group's request and respond to the Tribune the following day. In her response, Ms. Sipila complimented Tribune participants for their efforts, especially the revisions to the World Plan. She declined the request for Plenary session time, explaining that the Conference Management Committee could not set a precedent by granting floor time to a group not accredited to the Conference. Instead, she suggested that Tribune participants urge their own governments to implement the World Plan of Action as approved by the Conference.

U.S. DELEGATION ACTIVITIES

The U.S. delegation made three official appearances at the Tribune. The first, a forum on development assistance which I chaired, will be discussed in the next section. The second was a delegation briefing at which Pat Hutar, Jewel Lafontant, Joan Goodin and Arvonne Fraser discussed U.S. Delegation activities. The presentations were well received, particularly because Pat Hutar announced that the U.S. Embassy would print the Tribune revisions of the World Plan of Action in English and Spanish, and that the U.S. Delegation would support the Tribune's request to present its suggested changes in the World Plan to the Conference. The third activity was an appearance by Congresswoman Bella Abzug, a U.S. congressional adviser, who delivered a forceful and provocative statement on "Women Power in the Future".

OPEN FORUM ON DEVELOPMENTAL ASSISTANCE

During my stay in Mexico City, I chaired an open forum on Developmental Assistance at the Tribune. As author of two provisions of the Foreign Assistance Act which require U.S. agencies and U.S. representatives to international organization to integrate women into bilateral and multilateral development assistance programs, I was pleased that the IWY Conference offered an opportunity to hear first hand from Third World women on how best to implement this concept.

The forum was designed as an opportunity for Third World women to present their views and to foster an exchange of ideas between Third World women, nongovernmental organizations and representatives from donor countries in the hope that future development assistance programs would integrate women into the economies of their countries.

Panelists and forum participants confirmed that women and their economic roles have been neglected in development planning. Too often, development has undermined the traditional economic roles of women in developing countries. Moreover, development assistance has not reached or benefited enough women who are usually the poorest citizens.

Panelists emphasized the urgent need to assist women who live and work in rural areas. U.N. sources indicate that over a billion women, or the majority of the world's female population, work long hours every day of the year. Their typical day includes work in the fields, care of livestock, collection of firewood, carrying water, preparation of meals and care of children. These women need development assistance programs to ease their daily burden and to provide appropriate technology and training to help them increase their productivity.

Panelists also agreed that illiteracy among women poses staggering obstacles to the integration of women into the development process. According to U.N. statistics, about 500 million of the world's two billion women are illiterate. One out of every three women over 15 years of age cannot read or write. In 1970, women made up 60 percent of the world's illiterates, and as the world population increases, the gap between the number of illiterate women and illiterate men will become even wider. Because basic literacy skills are a key to training programs, developmental assistance must give literacy training for women high priority.

Forum participants, however, noted that literacy training alone would be an exercise in futility. Unless development assistance also helps rural women overcome their heavy workloads, poor health, malnutrition and constant pregnancies, physical exhaustion will rob these women of the interest and energy needed to improve themselves and acquire basic skills.

Although some Forum participants disagreed, citing the elitist nature of international nongovernmental organizations, the panelists

proposed that donor countries consider funding development assistance programs through nongovernmental organizations. A number of panelists charged that under the existing system development assistance money often does not reach the people. Nongovernmental organizations, the panelists argued, are closer to the people and have a better understanding of their needs. Ms. Enid Kirton, a panelist, presented the Forum a model for development assistance funding through nongovernmental organizations.

The Open Forum was cosponsored by the League of Women Voters, U.N.-U.S.A., the World Watch Institute, Women's International Network, and the Women Food and Population Program. Assistance was provided by five outstanding women representing major international women's organizations: Irene de Lipkowski, President, International Alliance of Women; Beryl Nashar, President, International Federation of Business and Professional Women; Elizabeth May, President, International Federation of University Women; Olive L. Farquharson, President, Associated Country Women of the World; and Irmgard Bohm, Board member, International Council of Women. Panel members were Sylvia Francisca B. Bolanos, Filipina International Labor Organization, rural development expert in Ghana; Lee Yun-Sook, Korean television personality; Diane Opondo, field representative for the Economic Community Association of Africa; and Enid Kirton, women's organization activist from Trinidad.

Full texts of my opening remarks before the Forum and Ms. Kirton's development assistance model are in appendixes F and G.

PERSONAL OBSERVATIONS: PROBLEMS AND ACHIEVEMENTS

The World Conference of the International Women's Year was a major step toward attainment of equality for women. Its most important achievement was adoption of the World Plan of Action, a 10-year program to improve the status of women. It gives national governments guidelines to help increase women's participation in the economic, social, political and cultural life of their countries.

The nongovernmental Tribune also was a success. It achieved unity despite seemingly impossible national, political and ideological differences. Tribune participants suggested revisions to the World Plan of Action, thus producing a blueprint for improving the status of women throughout the world.

These achievements are especially impressive because of the odds against success. Just as women are less equal than men in every country of the world, the International Women's Year Conference was less equal than other international conferences.

From the beginning, neither the United Nations nor its member nations took International Women's Year seriously. The U.N. budgeted \$258,000 for the IWY Conference when the World Population Conference spent \$3.5 million, relegating the IWY Conference to dependence on voluntary contributions. As late as October, 1974, the conference site was changed from Bogota, Colombia, to Mexico City, Mexico. Then, the conference date was moved up suddenly.

In Mexico City, the lack of funding and the last minute site and date changes brought reported administrative and technical problems. Space was short and physical support facilities were inadequate. The distance between the Conference and Tribune sites made communication and transportation difficult. Documentation and translation services were insufficient.

Unlike other international conferences, women delegates at the IWY Conference were in the majority, outnumbering males four to one. For the first time in the history of international conferences, women served on almost every delegation and headed a majority of the delegations. Having been generally excluded from the forums of international diplomacy, women delegates in Mexico City worked against the dual handicaps of inexperience and lack of confidence. Much time and effort were spent in learning the rules and procedures of international meetings.

The IWY Conference reflected women's lack of power in society. At the conference inaugural session, three men spoke first, followed by Helvi Sipila. A man, Attorney General Pedro Ojeda Paullada, Head of Mexico's Delegation, became President of the Conference because U.N. protocol stipulates that the head of the host country delegation presides. Despite the attendance of women officials, legislators, judges and, even, a woman head of state, the women who received the most press attention at the Conference were wives of

prominent men. In pointing this out, however, I do not mean to detract from their own competence or contribution.

Women had little control over the first intergovernmental conference ever held to focus on their concerns. As members of delegations, they were bound by the instructions of their governments, many of which had not assigned high enough priority to women's issues. Women delegates generally had no problem agreeing among themselves that the conference should focus on closing the social, economic and political gap between men and women, and not between developed and developing countries.

Government instructions, however, politicized the conference following the pattern established by the 1972 U.N. Conference on Human Environment. Since 1972, Third World nations have used international forums to press the theme that world problems, whether they concern the environment, population, food or women, are symptomatic of economic exploitation and political injustice. Third World nations claim that such problems can only be resolved by changing existing economic and political relations between countries and establishing a new world economic order.

The question of a world redistribution of wealth emerged as a dominant theme at the IWY Conference. Third World nations argued that a reordering of economic structures to correct the imbalances between rich and poor countries must precede the struggle for women's equality. Otherwise, they said equality would mean little more than shared disadvantage.

Western industrialized nations, including the United States, contended that women cannot wait for economic development to bring equality because equality does not necessarily follow prosperity. There is evidence that women have not always benefited from the development process and, indeed, their position in relation to men has at times deteriorated as a result. Although the advancement of the status of women is linked to improving the lot of all mankind, the two processes must go together and women must participate with men as partners in both processes.

The IWY Conference and Tribune provided an opportunity for Third World nations, assisted by countries aligned with the Soviet Union, to charge Western countries with alleged crimes and unresolved obligations. Many nations and ethnic groups made charges against the United States for imperialism, colonialism, neo-colonialism and racism. Representatives of a group called the Federation of Puerto Rican Women accused the United States of practicing genocide because the U.S. sponsored a family planning program in Puerto Rico. Panama, incited by a Congressional proposal which would forbid the use of State Department funds for Panama Canal negotiations, charged the United States with violating Panamanian sovereignty. Other nations, groups and individuals called the United States the warmonger and arms dealer of the world. The CIA was vilified as the main perpetrator of U.S. interventionist policies. AID was alleged to be an arm of the CIA. U.S. multi-national corporations were attacked for alleged economic exploitation and oppression. The U.S. delegation was charged with being unrepresentative of minority interests. For some, this was the usual diversion from the principal purpose of international meetings to beat familiar propaganda drums.

Some elements of the news media did not take the conference any more seriously than many in the U.N. or its member nations. It overplayed disputes and failed to understand that the Conference provided a vital forum for the pursuit of equality for women. Without fully understanding the Conference, some journalists could not accurately report its accomplishments or the achievements of unity under trying circumstances; others did better.

Women at the Conference and Tribune were united in their desire for a strong World Plan of Action. This unity of purpose kept irrelevant political considerations out of the World Plan of Action, allowing it to be adopted by consensus. Controversial political issues were relegated to the Declaration of Mexico, which was adopted after considerable dissension.

The most striking example of the politicization of the Conference was the inappropriate reference to Zionism and its equation with forms of oppression in the text of the Declaration of Mexico. To condemn Zionism, linking it with apartheid, colonialism, imperialism and other forms of oppression in a document produced by a conference held to consider the status of women seemed to many unreasonable. Such action only served to reinforce the stereotype of the U.N. as a "tyranny of the majority."

Although the United States and Israel were a minority of two on the Declaration of Mexico vote, the United States was not isolated at the IWY Conference. In fact the United States was the foremost delegation to communicate with nongovernmental organizations and work with the Tribune. The U.S. delegation also took anti-American attacks in stride and considered some as constructive challenges. The United States has a credible record on women's rights. The U.S. delegation stood by that record and helped strengthen Conference actions in the interest of improving the status of women throughout the world. This effort was illustrated in the delegation's strong participation in drafting Conference resolutions.

Women can be proud of their first intergovernmental conference. The meeting of women from developed and developing countries helped educate each group about the fundamental concerns and priorities of the other. It made women more aware of their common goals and made governments more conscious of issues of concern to women.

The World Plan of Action clearly articulates women's problems and goals on a worldwide scale and provides a stimulus for future action. The Conference also set a target date to hold a second women's conference in 1980, ensuring that efforts made in 1975, International Women's Year, will not be forgotten.

The intangible achievements of the Conference should also be noted. The Conference was an opportunity for women to meet, find reassurance in each other's experiences and gain new challenges in each other's ideas. The Conference toughened and matured the international women's movement. Women at the Conference began the process of building the informal associations and networks so important in the exercise of influence and power.

MAKING THE WORLD PLAN A REALITY: RECOMMENDATIONS FOR ACTION

The World Conference on International Women's Year achieved considerable success, but the recommendations contained in the World Plan of Action and Resolutions adopted by the Conference will never be realized without a concerted and dedicated follow-up effort.

The World Plan of Action adopted by the Conference provides guidelines and recommendations for action on the international, regional and national levels. I am hopeful that the U.S. Commission on the Observance of International Women's Year will make recommendations for governmental and nongovernmental action in its final report to the President. Also, the Congressional Symposium on International Women's Year which was held prior to the World Conference, provided specific recommendations for Congressional action. A list of Symposium recommendations is contained in appendix (H).

Following are suggestions which I believe Congress, and the Government Operations Committee in particular, should consider as responses to these proposals.

Government Structures.—The World Plan of Action emphasizes the importance of effective and sufficiently-financed government structures for implementation of its goals and recommends the creation of commissions and bureaus for this purpose.

The U.S. Government is not lacking in such organizations. Eight Federal agencies are charged specifically with enforcing Federal antidiscrimination laws. Other agencies have antidiscrimination provisions in their authorizing legislation and many have prescribed complaint procedures. In addition, there are ten major Federal organizations with research, advisory and informational functions relating to women, and many smaller groups, both formal and informal, have similar functions. These efforts, however, have not been especially effective in improving the status of women.

The Government Operations Committee, with its broad oversight jurisdiction, can play a major role in establishing an effective government framework. In any oversight effort, the following questions should be addressed and answered:

Are the existing programs carrying out their mandate?

Can existing programs be better organized to eliminate waste and duplication and produce maximum efficiency?

Is effectiveness suffering from a lack of funds or enforcement authority?

Should there be a single agency to coordinate intragovernmental efforts on behalf of women, including a clearinghouse for information on women?

How effectively is the Federal Government utilizing the expertise of nongovernmental organizations and private individuals in its women's programs?

The World Plan also recommends that governments adopt their own strategies and timetables for implementation of the Plan. There is no single government agency equipped to undertake this task. Nor is there a government agency equipped to assess and review U.S. progress regarding the goals of the Plan. Suggestions have been made for a special commission, a cabinet-level department, and/or a series of official conferences to promote and monitor the U.S. implementation plan for the World Plan of Action. The existing and proposed organizations should be reviewed so that an effective mechanism can be established as soon as possible.

U.S. Relations with International Organizations.—The World Plan of Action and the resolutions adopted by the Conference call for increased participation of women in international affairs. Like the Congressional Symposium on International Women's Year, the Conference concluded that women have been virtually excluded from every aspect of the foreign policy area. International organizations, including the United Nations, are major offenders in denying women equal opportunities in this field.

In response to this problem, I sponsored an amendment to the Foreign Assistance Act of 1974 that requires all U.S. representatives to international organizations to integrate women into the implementation of assistance programs as well as professional positions in those organizations. Conclusions from both the Conference and the Symposium indicate that the role of women in foreign policy ought to be reviewed by appropriate Congressional Committees.

Congressional activity on this issue has centered in the Foreign Relations Committee. The Government Operations Committee may want to examine it from the perspective of how our relations with international organizations can be geared to improve the status of women throughout the world. An examination of the causes and consequences of exclusion of women by international organizations would be useful in determining what steps can be taken to substantially increase women's active role in society.

Other Areas for Congressional Action.—Many of the specific recommendations for national action contained in both the World Plan of Action and the report of the Congressional Symposium require Congressional action for implementation. These recommendations fall within the jurisdiction of several Committees. Some remedial measures are already under consideration.

Education.—The importance of equal educational opportunity to equal rights and opportunities for women cannot be overstated. The United States has made significant progress in this area, but much remains to be accomplished.

Federal agencies must have the funds and authority to effectively enforce existing antidiscrimination statutes, particularly Title IX of the Elementary and Secondary Education Act. Sufficient funds should be provided for research and development efforts under existing programs designed to combat sex discrimination in education. Existing education statutes should be amended to assure that federally-funded education and educational materials are free from sex role stereotypes.

Employment and Career Opportunities.—Equality in education alone is not sufficient to guarantee equal access to employment and career opportunities.

As with education, existing antidiscrimination statutes must be effectively enforced. A special program should be established to assist female-owned business through loans or loan guarantees, technical information and government contract opportunities. The effectiveness of recently-enacted legislation prohibiting discrimination in the granting of credit on the basis of sex or marital status should be closely monitored. The Federal Government should provide or encourage the provision of aids to women and men who have both work and family duties such as flexible work hours, part-time employment opportunities, quality child-care, and maternity protection.

Health and Nutrition.—Although the United States has greater resources in this area than any other nation, it lags behind many countries in maternal and child health. Many people, particularly women and children, still do not have an adequate or nutritious diet.

Adequate health care, particularly maternal and child care, should be physically and financially accessible to all. The Federal Government should expand its nutrition education programs and should assure that all those who are eligible for food stamps are able to apply for and receive them.

APPENDIX A

UNITED STATES DELEGATION TO THE UNITED NATIONS WORLD CONFERENCE OF THE INTERNATIONAL WOMEN'S YEAR, MEXICO CITY, JUNE 19-JULY 2, 1975

UNITED STATES DELEGATION

Delegates

Patricia Hutar, United States Representative on the Commission on the Status of Women of the Economic and Social Council of the United Nations (Head of the Delegation).
Jewel Lafontant, Deputy Solicitor General, Department of Justice.
Daniel Parker, Administrator, Agency for International Development (Co-Head of Delegation June 19-21).
Jill E. Ruckelshaus, Presiding Officer, National Commission on the Observance of International Women's Year.

Alternate Delegates

Virginia R. Allan, Deputy Assistant Secretary for Public Affairs, Department of State.
Anne L. Armstrong, Member, National Commission on the Observance of International Women's Year.
Ruth Clusen, President, League of Women Voters of the United States.
Arvonne S. Fraser, Former President, Women's Equity Action League.
Joan Goodin, Assistant Director, International Affairs Department, Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express and Station Employees, American Federation of Labor—Congress of Industrial Organizations.
Rita E. Hauser, Member, United States Advisory Commission on International Educational and Cultural Affairs.
Rita Johnston, United States Delegate to and Vice Chairman of the Inter-American Commission of Women.
Joseph J. Jova, Ambassador Extraordinary and Plenipotentiary United States Embassy, Mexico City.
Patricia H. Lindh, Special Assistant to the President for Women, The White House.
Carmen R. Maymi, Director, Women's Bureau, Department of Labor.
Virginia Trotter, Assistant Secretary for Education, Department of Health, Education and Welfare.
Barbara M. White, Ambassador, Alternate United States Representative for Special Political Affairs, United States Mission to the United Nations.

Congressional Advisers

Hon. Birch Bayh, United States Senate.
Hon. Charles H. Percy, United States Senate.
Hon. Bella S. Abzug, United States House of Representatives.
Hon. Margaret M. Heckler, United States House of Representatives.

Advisers

Ruth E. Bacon, Director, United States Center for International Women's Year, Washington, D.C.
 Muriel M. Berman, Pennsylvania.
 Harrison W. Burgess, Bureau of International Organization Affairs, Department of State (Secretary of Delegation).
 Emily Carssow, Assistant Professor of Law, University of Georgia.
 Catherine S. East, Deputy Coordinator, Secretariat for International Women's Year, Department of State.
 Gilda Bojorquez Gjurich, Member, National Commission on the Observance of International Women's Year.
 Mary M. Haselton, Bureau of Oceans and International Environmental and Scientific Affairs, Department of State.
 Carl J. Hemmer, Bureau of Population and Humanitarian Assistance, Agency for International Development.
 Shirley B. Hendsch, Bureau of International Organization Affairs, Department of State.
 Marion N. Javits, Public Affairs Consultant, New York.
 Karen Keesling, Director, Office of Women's Programs, The White House.
 John W. Kimball, Bureau of International Organization Affairs, Department of State.
 Nira H. Long, Coordinator for Women in Development, Agency for International Development.
 Mildred K. Marcy, Coordinator for International Women's Year, Department of State.
 Morag M. Simchak, Office of Labor Affairs, Agency for International Development.
 Sally Werner, Bureau of International Organization Affairs, Department of State.
 Guy A. Wiggins, United States Mission to the United Nations.

Special Delegation From U.S. House of Representatives

Hon. Lindy Boggs, U.S. House of Representatives.
 Hon. Marjorie S. Holt, U.S. House of Representatives.
 Hon. Martha E. Keys, U.S. House of Representatives.
 Hon. Patsy T. Mink, U.S. House of Representatives.
 Hon. Patricia Schroeder, U.S. House of Representatives.
 Hon. Leonor K. Sullivan, U.S. House of Representatives.

APPENDIX B

SUMMARY OF WORLD PLAN OF ACTION

Introduction

Notes that despite the adoption of various U.N. instruments proclaiming that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields, progress in translating these principles into practical reality is proving slow and uneven. While there are significant differences in the status of women in different countries and regions of the world, basic similarities unite women to fight differences wherever they exist.

States that Governments should ensure for both women and men equality before the law, equality of educational opportunities, equality in conditions of employment, including remuneration and adequate social security, the right to employment on equal conditions regardless of marital status, and maternity protection.

Notes individuals and couples have the right to determine the number and spacing of their children and the vital importance of child-care centers in promoting equality between men and women.

States that it is the aim of the Plan to ensure that the original and multidimensional contribution of women is not overlooked in existing concepts for development action programs and an improved world economic equilibrium.

National Action

States that the Plan is intended to provide guidelines for national action over the 10-year period from 1975 to 1985 as part of a sustained, long-term effort to achieve the objectives of International Women's Year. Recommends that governments decide on their own national strategies, identify their own targets and priorities within the Plan, and establish short, medium and long-term targets to implement the Plan. Recommends the establishment of interdisciplinary and multi-sectoral machinery within government, such as national commissions, women's bureaus and other bodies, with adequate staff and budget, as effective transitional measures for accelerating the achievement of equal opportunity for women and their full integration in national life.

States that by the end of the first 5-year period, the achievement of the following should be seen as a minimum:

- A marked increase in literacy of women;
- Extension of vocational training in basic skills, including modern farming methods;
- Parity of enrollment at the primary level of education;
- Increased employment opportunities for women;
- Establishment and increase of infrastructural services required in rural areas and others;
- Enactment of legislation on equal political participation with men, equal employment opportunities and remunerations, and on equality in legal capacity and the exercise thereof;
- Encouragement of increased participation of women in the formulation of action-policies at all levels;
- Increased provision for comprehensive measures for health, education and services, sanitation, nutrition, family education, family planning and other welfare services;
- Provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;

Recognition of the economic value of women's work in the home, in domestic food production and marketing and in voluntary activities not traditionally remunerated;

To direct formal, non-formal and life-long education towards the re-evaluation of men and women in order to ensure their full realization as individuals in the family and in society;

The promotion of women's organizations as an interim measure within workers organizations and educational, economic and professional institutions;

The development of modern rural technology, cottage industry, pre-school day centers, time and energy-saving devices so as to help reduce the heavy workload of women, particularly those living in rural sectors and for the urban poor, and thus facilitate the full participation of women in community, national and international affairs;

The establishment of an interdisciplinary and multisectoral machinery within each Government for accelerating the achievement of equal opportunities for women and their full integration in national life.

SPECIFIC AREAS FOR NATIONAL ACTION

International co-operation and the strengthening of international peace.—Recommends that women be given every encouragement to participate actively in intergovernmental and nongovernmental organizations having as their aim the strengthening of international security and peace, that the exchange of visits between women of different countries to study common problems be promoted, and that the U.N. proclaim a special day to be devoted to international peace.

Political participation.—Notes that women, who numerically constitute half the population of the world, still occupy a small percentage of leadership positions in the various branches of government. To correct the situation, Governments are urged to establish goals, strategies and time-tables for increasing within the 1975-85 decade the number of women in elective and appointive public offices and public functions at all levels. It suggests that special efforts to achieve these objectives could include the issuance of special governmental instructions for achieving an equitable representation of women in public offices and the undertaking of special activities for the recruitment, nomination and promotion of women especially to fill important positions, until equitable representation of the sexes is achieved.

Education and Training.—Notes that illiteracy and lack of education and training in basic skills are some of the causes of the vicious circle of under-development, low productivity and poor conditions of health and welfare. The Plan urges Governments to provide equal opportunities for both sexes at all levels of education and training within the context of a life-long education, vocational and guidance programs free of sex role stereotyping, and research activities to identify discriminatory practices in education and training to ensure educational equality.

Employment and related economic roles.—Suggests that Governments formulate policies and action programs expressly directed towards equality of opportunity and treatment for women workers and the guarantee of their right to equal pay for equal work. Governments should also establish specific target dates for achieving a substantial increase in the number of women employed in skilled and technical work, and make special efforts to increase the number of women in management and policy-making in commerce, industry, and trade. Protective legislation applicable to women only should

be reviewed in light of scientific and technological knowledge and revised, repealed or extended to all workers as necessary. The Plan notes the importance of access to credit, adequate training, and assistance in marketing to extending the range of women's economic roles and the need for multilateral approaches such as flexible working hours, part-time employment, child-care facilities and child-care leave systems to facilitate the combination of family and work responsibilities.

Health and nutrition.—Urges the development of such educational programs that would help overcome prejudices, taboos and superstitions which prevent women from using existing health facilities. In addition, programs should be formulated for the reduction of infant, child and maternal mortality by means of improved nutrition, sanitation, maternal and child health care and maternal education.

The Family in modern society.—States that the functions and roles traditionally allotted to each sex within the family should be continually re-examined and reassessed in the light of changing conditions if women are to enjoy equal rights, opportunities and responsibilities in society. Legislation relating to marriage should insure, among other things, equal rights for both sexes to free choice of spouse and to enter into marriage only with their free and full consent. Official registration of marriages should be made compulsory and such practices as child marriages and inheritance of widows should be abolished. As to unmarried mothers, the Plan recommends that they be granted full-fledged status as parents and that children born out of wedlock have the same rights and obligations as those born in wedlock.

Population.—Endorses the recommendations of the 1974 World Population Plan of Action and stipulates that while States have a sovereign right to determine their own population policies, individuals and couples should have access, through an institutionalized system, to the information and means that will enable them to determine freely and responsibly the number and spacing of their children. The Plan recommends that all legal, social or financial obstacles to the dissemination of family planning knowledge, means and services should be abolished.

Housing and related facilities.—Notes the importance of the house, its related facilities and its neighborhood to improvement in the lives of women and urges that the needs of women be taken into account in the planning and design of such structures.

Other Social Questions.—Notes the importance of social services to the development process and the special needs of migrant women and elderly women.

RESEARCH, DATA COLLECTION AND ANALYSIS

Pointing out that a major difficulty in assessing the economic contribution of women is the lack, or incompleteness, of data and indicators to measure their situation as it affects the process of development and vice versa, the Plan suggests that a scientific and reliable data base be established and suitable economic and social indicators urgently be developed to correct the situation. The United Nations should prepare, in cooperation with interested specialized agencies, an inventory of social and economic indicators relevant to the analysis of the status of women as soon as possible and not later than 1980.

MASS COMMUNICATION MEDIA

The Plan states that the media could exercise a significant influence in helping to remove prejudices and stereotypes, accelerating the acceptance of women's new and expanding roles in society and promoting their integration into the development process as equal partners. At present, it says, the media tend to reinforce traditional attitudes, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing role of the sexes. The media may also have harmful effects in imposing alien cultures upon different societies. Those in control of the media should be urged to project a more dynamic image of women (as well as of men) and to take into account the diversity of women's roles and their actual and potential contribution to society, according to the Plan. It urges that a greater number of women be appointed to media management and decision-making positions and to such positions as columnists, reporters and producers, and that they encourage the critical review, within the media, of the image of women projected.

INTERNATIONAL AND REGIONAL ACTION

International measures.—The Plan states that the United Nations should proclaim the decade 1975–1985 as the United Nations Decade for Women and Development to insure that national and international action will be sustained throughout that period. Organizations of the United Nations should evaluate what has been done to improve the status of women and enhance their contribution to development and identify the measures needed to implement the Plan. The Plan calls for the full involvement of women in policy-making at the international level as well as the national level. Governments are asked to insure that women are equitably represented among the principal delegates at international meetings including those dealing with political and legal questions, economic and social development, disarmament, planning, administration and finance, science and technology, environment and population. Secretariats of international organizations should act to insure an equitable balance between men and women staff members before the end of the Second Development Decade of 1980.

Regional action.—The United Nations regional commissions are asked to stimulate interest in the Plan and provide national Governments and non-governmental organizations with the technical and informational support they need to develop strategies to further the Plan's objectives in the various regions. The regional development banks, sub-regional banks and bilateral funding agencies should be asked to give high priority in their development aid to projects that include the integration of women into the development effort and the achievement of equality.

REVIEW AND APPRAISAL

To gauge its impact, the Plan calls for a comprehensive and thorough review and appraisal of progress made in meeting its goals, to be undertaken at regular intervals by the United Nations system. That exercise, says the Plan, should be part of the procedures for measuring progress made in the Second Development Decade and closely coordi-

nated with any new world development strategy that may be formulated. The Economic and Social Council should review the findings of a systematic evaluation with the aim of making, whenever necessary, appropriate modifications of the Plan's goals and recommendations. The Plan also suggested that trends and policies relating to women and relevant to the Plan of Action should be undertaken continuously as a specialized activity of the United Nations. At the regional level, the Plan suggests that regional commissions should have responsibility for monitoring progress towards greater and more effective participation of women in all aspects of development efforts. Nationally, Governments should undertake their own regular review and appraisal of progress made in achieving the Plan's goals and report to the Economic and Social Council.

APPENDIX C

III. RESOLUTIONS AND DECISION ADOPTED BY THE CONFERENCE

1. Research and training for the advancement of women in Africa

The World Conference of the International Women's year,

Considering the increasingly important role of African women in the political, economic, social and cultural affairs of their countries,

Considering the need to establish all the conditions required for education, training and the elimination of illiteracy in order to ensure more effective participation of African women,

Considering the precarious situation of the great majority of women in Africa and the consequent need for vigorous and comprehensive action,

Considering the objectives of the Pan-African Women's Organization relating to the acceleration of the advancement of African women,

Considering the decision of the Pan-African Women's Organization to establish a training centre at the Organization's headquarters,

1. Welcomes the decision of the ECA Conference of African Ministers at Nairobi to establish an African Training and Research Centre for Women (resolution 269(XII), 28 February 1975);

2. Supports the decision of the Pan-African Women's Organization to establish also a training centre for the advancement of women;

3. Recommends close collaboration to further the aims and objectives of these two African centres;

4. Calls upon all Governments and upon non-governmental organizations concerned to contribute to the development of these centres for the benefit of African women;

5. Calls upon United Nations specialized agencies to give all assistance and advisory services to the development of these centres for the benefit of African women.

2. International co-operation under projects designed to achieve the objectives of the World Plan of Action

The World Conference of the International Women's Year,

Recalling General Assembly resolution 3010 (XXVII) of 18 December 1972,

Bearing in mind the Programs of Concerted International Action for the Advancement of Women (1970),

Recalling the International Development Strategy for the Second United Nations Development Decade (1970),

Bearing in mind Economic and Social Council resolution 1850 (LVI) of 16 May 1974 establishing the Fund for the International Women's Year,

Taking note of the desire expressed by many delegations to extend the Fund beyond the end of the Year,

Noting the complexity of the usual procedures with respect to assistance and international co-operation,

1. Recommends the simplification of the procedure governing assistance to projects designed to promote the complete integration of women into the process of development, and the implementation of such projects under the effective responsibility of national experts;

2. Requests the Governments concerned to take all appropriate measures to entrust the direction of such projects to the fullest possible extent to women having the requisite competence;

3. Recommends to the Economic and Social Council that it request the Secretary-General and the United Nations specialized agencies to draw up an adequate plan of assistance with respect to this matter, taking into account the needs and priorities of countries.

3. The status of women in South Africa, Namibia and Southern Rhodesia

The World Conference of the International Women's Year,

Referring to the Charter of the United Nations and the Universal Declaration of Human Rights,

Bearing in mind the numerous relevant General Assembly and Security Council resolutions condemning the policy of apartheid in South Africa and Southern Rhodesia, and the illegal occupation of Namibia,

Bearing in mind General Assembly resolution 2919 (XXVII) instituting a decade for action to combat racism, apartheid and racial discrimination, as well as General Assembly resolution 3151 (XXVIII),

Aroused to the highest indignation by the policy of apartheid in South Africa, Namibia and Southern Rhodesia, whose essence is the denial of the most elementary rights of peoples to freedom and dignity and the degradation of the human person, and which, with particular regard to the status of women, is manifested in:

(a) The frequent compulsory separation of women and children from the father of the family and their almost total immobilization in reservations,

(b) The impossibility of having access to adequate medical care, even within the context of maternal and child welfare,

(c) The difficulty of access to the most elementary education and, to a still greater degree, to vocational training,

(d) The consequent absence of choice with regard to employment, which restricts women to menial occupations,

Aware that apartheid is a crime against humanity and a crime of genocide, whose primary victims are women, and that its eradication is a matter of concern to all humanity,

Gravely disturbed by the constant disregard by South Africa of the appeals made by the international community contained in the resolutions, decisions and recommendations of the General Assembly, the Security Council and the International Court of Justice (21 June 1971), and its refusal to put an end to the practice of apartheid, which constitutes a threat to international peace and security,

Firmly convinced that apartheid and racial discrimination in all their forms and manifestations constitute the total denial of the purposes and principles of the Charter of the United Nations and the objectives of the World Conference of the International Women's Year,

Taking into account General Assembly resolution 2919 (XXVII) of 15 November 1972, on the Decade for Action to Combat Racism, apartheid and Racial Discrimination,

1. Vigorously condemns the minority régimes of South Africa, Namibia and Southern Rhodesia for their obstinate policy of oppression and contempt for the efforts of the United Nations and the patience of the international community;
2. Supports the oppressed peoples of South Africa, Namibia and Zimbabwe in their struggle for the total eradication of apartheid;
3. Urges the women of the entire world to become aware of the role they can and must play in enabling the women of those areas to recover their human dignity;
4. Further urges all Governments to apply political, economic, social and military sanctions (not to sell or give armaments or technical military assistance or help of a similar military character) with the aim of isolating the minority and racist régimes;
5. Notes with satisfaction the efforts of the United Nations and the Special Committee against Apartheid to promote concerted international action to eliminate the scourge of apartheid and racial discrimination;
6. Invites the Secretary-General of the United Nations and all the United Nations specialized agencies to initiate studies on the effects of apartheid on the status of women and to present a report to the Special Committee against Apartheid and to the Commission on the Status of Women;
7. Calls upon South Africa to terminate immediately its illegal occupation of Namibia;
8. Urges all States, United Nations organizations, and intergovernmental and non-governmental organizations to support the peoples of the southern part of Africa by adopting measures, such as:
 - (a) Implementing United Nations resolutions bearing on the elimination of racism, apartheid, racial discrimination and the liberation of peoples under colonial domination and alien subjugation;
 - (b) Ensuring the immediate termination of all measures and policies, as well as military, political, economic and other activities, which enable racist régimes in southern Africa to continue the repression of the African people;

(c) Providing full support and assistance, morally and materially, to the peoples that are victims of apartheid and racial discrimination and to the liberation movements;

(d) Cessation of emigration to South Africa;

(e) Ensuring the release of political prisoners in South Africa and of those subjected to restrictions for their opposition to apartheid;

(f) Providing moral and material support to the national liberation movements and victims of apartheid and racial discrimination.

4. Role of the United Nations system in implementing the World Plan of Action

The World Conference of the International Women's Year,

Convinced of the urgent necessity of implementing without delay the World Plan of Action for the Implementation of the Objectives of the International Women's Year at the national, regional and international levels,

Recognizing that the United Nations system of organizations has a significant role to play in assisting Governments to implement the World Plan of Action and effect the necessary changes to improve the world condition of women and increase their participation in the development process,

Recognizing further that the implementation of the World Plan of Action will require additional staff and financial resources at the national, regional and international levels,

1. Urges Governments to allocate sufficient staff, particularly women staff, and funds in their national plans for implementing the World Plan of Action and in particular, the minimum targets to be achieved by 1980 in the fields of education and vocational training, literacy, health and nutrition and essential supportive social services and other measures which will improve the living conditions and quality of life for women, particularly rural and poor urban women;
2. Urges all organizations in the United Nations system to provide whatever additional staff, particularly women staff, and financial resources are necessary to implement the Plan effectively;
3. Recommends to the Economic and Social Council that it request the Secretary-General of the United Nations to take the necessary steps:
 - (a) To provide, within the framework of the regional economic commissions the staff and other resources necessary for the development of regional programmes to implement the Plan of Action and to improve the condition of women;

(b) To strengthen the Secretariat unit at United Nations Headquarters responsible for implementing the Plan appropriately and to expand its scope in order to enable it to support more effectively existing programmes and develop new ones, acting in co-operation with all organizations of the United Nations system;

4. Recommends to the Economic and Social Council the continuing operation of the Commission on the Status of Women or some other representative body within the structure of the United Nations, designed specifically to deal solely with problems relating to the status of women, so as to ensure the implementation of ongoing projects designed to carry out the programmes set forth in the World Plan of Action and to provide an international forum for the interchange of views and the formulation of internationally acceptable principles pertaining to the status of women.

5. Women and health

The World Conference of the International Women's Year,

Recalling that the international community has proclaimed that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields,

Recognizing that the full participation of women in social, political and economic life is inhibited to a large degree by the inability of many women to enjoy good health,

Recognizing that there are shortages of medical and paramedical personnel and services, and myths, prejudices and taboos which prevent a full understanding of the particular health problems of women,

Considering that Governments should recognize the particular health needs of women of all ages and in all situations, including the needs of women with many children, few or none, those past childbearing age and those before, and the right of individuals and couples to decide freely the number and spacing of their children.

Considering that Governments should be aware of the particular forms of violence and cruelty, both physical and mental, that are perpetuated against women,

Recommends that Governments, exercising their sovereign powers, should:

(a) Give high priority to and ensure adequate investments in community health programmes, mobile units and the education and informing of women of their basic health rights;

(b) Introduce effective measures for the prevention of all forms of discrimination and cruelty against the well-being of women, which prevent them from participating actively in the political, economic and social development of their community and which violate their human rights;

(c) Exercise constant vigilance and provide adequate aid and assistance where suffering results from the lack of understanding of institutions, in particular in health, maternal and child care and family planning services;

(d) Establish priorities in medical research and in the training of health personnel for the prevention and cure of health problems of women, so that the present confused and inadequate state of knowledge relating to health problems experienced by women can be rectified.

6. Participation of women in the seventh special session of the United Nations General Assembly and in other meetings of the various bodies of the United Nations

The World Conference of the International Women's Year,

Referring to General Assembly resolution 3010 (XXVII) of 18 December 1972,

Recalling the International Development Strategy for the Second United Nations Development Decade (1970),

Bearing in mind the Declaration on the Elimination of Discrimination against Women (1967),

Bearing in mind also the many resolutions of the Commission on the Status of Women,

Noting the importance of the role of women in the establishment of the New International Economic Order as envisaged in the Declaration and the Programme of Action adopted by the General Assembly at its sixth special session, of which the Charter of Economic Rights and Duties of States constitutes an effective instrument,

Noting the limited extent of participation of women in international meetings of major political and economic importance, such as the sixth special session of the United Nations on raw materials and development,

1. Requests all Governments to ensure the participation of women in the seventh special session of the General Assembly devoted to development and international economic co-operation;

2. Recommends that the delegations of countries to the various committees of the General Assembly and the various bodies of the United Nations should be comprised of men and women without discrimination;

3. Requests all Governments to take measures to ensure the full participation of women in decision-making at all levels in their countries;

4. Further requests the Secretary-General to do everything possible to bring about the actual promotion of women on a broader scale to posts of the highest responsibility within the United Nations system, taking into account the principle of equitable geographical distribution;

5. Recommends the inclusion in the agenda of the General Assembly, whenever appropriate, of an item relating to the status of women;

6. Recommends to the Economic and Social Council that it urge the Secretary-General of the United Nations to take all necessary measures for the implementation of the present resolution.

7. Prevention of the exploitation of women and girls

The World Conference of the International Women's Year,

Considering that prostitution is one of the most grievous offences against the dignity of women,

Reaffirming its support for the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, adopted by the United Nations General Assembly in 1949,

Recognizing that in the de facto situation, the practice of prostitution and exploitation of women and young girls is still prevalent in many countries, as a result of socio-economic conditions,

Concerned with the injustice and suffering imposed especially on women who are forced into prostitution,

1. Urges Governments of countries where the practice of prostitution and exploitation of women and young girls still exists, in their efforts to abolish prostitution, to take energetic action to put an end to forced prostitution and the traffic in women, both of which are forms of exploitation;

2. Further urges those Governments to adopt measures to avert the forced recruitment of women and young girls into prostitution, not confining themselves to repressive measures but adopting also measures to promote the rehabilitation of prostitutes;

3. Requests the Secretary-General of the United Nations, in co-operation with the specialized agencies concerned, to explore the possibility of undertaking a world-wide survey of houses of prostitution where torture is practised, in conformity with General Assembly resolution 3218 (XXIX).

8. The situation of women in the employ of the United Nations and specialized agencies

The World Conference of the International Women's Year,

Recognizing that several elements of the United Nations system have in the last several years studied the whole range of problems affecting the situation of women throughout the United Nations and its specialized agencies,

Noting that the study "The situation of women in the United Nations", issued by UNITAR in 1973, is a compilation of data which confirms the widely known fact that, in comparison to men, the conditions under which women enter the service of the United Nations, work in it, achieve promotion and enjoy its benefits are by no means as equitable as the Charter of the United Nations requires,

Noting that the Secretary-General of the United Nations has set up a Standing Committee on the Employment of Women in the Secretariat, which reports to the Joint Advisory Committee on Personnel, to assist in eliminating discriminatory measures against women employees of the United Nations and to increase the recruitment of qualified women,

Recalling that the Ad Hoc Group on Equal Rights for Women prepared a draft plan of action concerning long-term goals, and presented a petition to the Secretary-General on 7 March 1975 making specific suggestions for promoting equality of treatment of women employees of the United Nations,

1. Recommends that the United Nations, its specialized agencies and all its subsidiary bodies recognize their responsibilities to set an example to Member States in employment and personnel practices and to give priority attention, in the shortest possible time, to the recommendations of the Standing Committee of the Joint Advisory Committee and to the petition of the Ad Hoc Group on Equal Rights for Women;

2. Recommends that efforts be made to bridge the gap in the recruitment of staff, including women, in the Secretariat of the United Nations between the over-represented and under-represented countries, in accordance with the principle of equitable geographical distribution contained in the Charter of the United Nations.

9. Protection of maternal and child health

The World Conference of the International Women's Year,

Considering that urbanization is a rapid process, particularly in the developing countries, and that it has major effects on the health of the family in general and on maternal health in particular,

Being aware of the fact that large migrant populations in the urban areas of these countries live under substandard housing conditions, which have adverse effects on their health,

Considering that four fifths of the world's population still live in rural areas and that efforts must be made to lower the migration rate from rural to urban areas inasmuch as the rural population is an extremely important source of labour for agricultural and food production and at the same time constitutes a specific socio-cultural life style,

Recognizing that the high rate of illegal abortions performed by non-qualified persons is a serious maternal health problem in several developing countries, particularly in the case of migrant women living under substandard housing conditions,

Bearing in mind that the general maternal and child death rate in rural areas of developing countries is even higher than that of urban areas,

Noting that one of the world's most alarming problems consists of malnutrition and nutritional deficiencies, which are much more acute among the destitute inhabitants of both urban areas and semi-urban and rural areas,

Reaffirming that all these problems affecting maternal and child health are intimately related to the socio-economic factors which determine conditions in the countries where they prevail and that the measures to be taken must be congruent with national values and goals and with accepted international principles,

1. Urges Member States:

- (a) to attach particular importance to special urban, semi-urban and rural health programmes for providing adequate health services to the population;
 - (b) To give special attention to the development of primary health services in which the community identifies and recognizes its own needs and takes part in the establishment of priorities and in the development of health-related activities at the primary level. This system should be supported by a national network of more complex specialized services to care for the entire population, with particular emphasis on the health of women throughout their life cycle; and by services for the care of women and children, including nutrition programmes and programmes for protection against environmental hazards and for health education;
 - (c) To provide family education and training plans in those countries in which these problems are serious and which offer family planning programmes within the broader context of complete maternal and child health care;
 - (d) To seek and promote the allocation of additional resources for such policies and programmes;
 - (e) To promote maternal and child-care and day-care services for working women;
 - (f) To promote an over-all approach to health care as determined by the problems of each country in all the curricula of teaching and training institutions in the field of health, and, within this context, develop specific training programmes related to maternal and child health;
2. Invites the Secretary-General, in co-ordination with relevant specialized agencies, to carry out, within the framework of existing programmes, further research for the improvement of maternal and child health, including nutrition.

10. Access of women to financial assistance

The World Conference of the International Women's Year,

Recognizing the difficulties encountered by women in many countries of the world in securing credit and loans for activities which enhance their productive capacities, and thus, the contribution of their full share to the development of their families and communities and to their consequent full integration into development,

Noting the special need for women of low-income groups in rural and urban areas for low-interest loans, which enable them both to establish credit and to attain a firm and viable economic base,

Recalling General Assembly resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 10 December 1974, in which the Assembly proclaimed that International Women's Year, 1975 should be devoted to intensified efforts to ensure the full integration of women in the total development effort,

Recommends that Governments in the countries concerned:

- (a) Establish mechanisms to facilitate the extension of credit to meet the special needs of women of low-income groups in rural and urban areas;
- (b) Facilitate also the access of women in low-income groups to existing financial institutions;
- (c) Encourage and commend the initiatives taken and being taken by non-governmental and voluntary women's organizations to establish their own financial institutions and banks.

11. Research on population and the integration of women in development

The World Conference of the International Women's Year,

Recognizing that women's opportunities to realize their full potential as members of society are tempered by the quality and the trends of economic and social development, including their own contribution to it.

Recognizing further that economic and social development cannot be planned with any measure of success without due consideration to the demographic factors of mortality, internal and international migration and population redistribution, fertility and the sex-age composition of the population,

Aware that unless counteracted by deliberate policies to facilitate the integration and well-being of women, development efforts may exacerbate rather than alleviate their present unfavourable condition,

Recognizing that, in view of the diversity of economic, social, cultural and demographic conditions among the developing countries, existing knowledge is vastly insufficient as a basis for such policies,

Noting with appreciation the recommendations relative to women and development contained in the World Population Plan of Action (E/5585, paras.42-45), in resolution XV on "Population research" of the World Population Conference, 1974 (E/5585) and in Economic and Social Council resolution 1942 (LVIII) on "Population, the status of women and the integration of women in development",

Emphasizing that the need for population-oriented research upon which to base policies relative to women and development extends to all fields of demography,

1. Recommends that the Economic and Social Council promote and carry out research on:

- (a) The impact of population trends upon women's roles in the family and in society;
- (b) The relationships between the roles and status of women and their opportunities for active participation in development under varying demographic and development conditions;
- (c) The impact of international migration, internal migration and seasonal migration of men upon the quality of family life and the condition of women in particular and the implication, for women and the family, of national laws regulating migratory movements of women and their families;

2. Recommends further that the Economic and Social Council promote and carry out research on:

- (a) The economic, social and demographic benefits that may be derived from the integration of women in development;
- (b) Ways in which the urban process influences women's roles, conditions of life and opportunities for participation in development and vice versa;
- (c) The interrelationship between levels of education, types of marital status and union status and the participation of women in economic activities outside the home, patterns of reproduction, and the cultural, biological and other related factors affecting them;
- (d) Relationship of child-bearing to maternal morbidity and mortality, and to infant and early childhood mortality; and the impact of these and other mortality patterns upon conditions of women;

3. Requests that the responsible functional commissions, the specialized agencies in addition to undertaking the recommended research, analyse and study research on these questions undertaken by governmental and intergovernmental bodies and national research institutes; report to the General Assembly the over-all progress in the accumulation of knowledge in those spheres; and make the results available to Governments for their use in policy formulation taking due account of national sovereignty and needs.

12. Special resources for the integration of women in development

The World Conference of the International Women's Year.

Recalling that the General Assembly in its resolution 3010 (XXVII) of 18 December 1972 proclaimed the year 1975 as the International Women's Year, with equality, development and peace as general objectives,

Recalling further that the Economic and Social Council in its resolution 1849 (LVI) of 16 May 1974 approved a programme of measures and activities for intensified action for the International Women's Year and in its resolution 1850 (LVI) established a voluntary fund to supplement the resources available to implement the programme for the International Women's Year,

Stressing that one of the most effective ways of contributing to the advancement of women is to ensure that existing projects and technical assistance programmes shall take fully into account the interests of both women and men,

Convinced of the urgent necessity for special resources to implement without delay the World Plan of Action at the national, regional and international levels,

Noting the report of the Group of Experts on the Structure of the United Nations System established under General Assembly resolution 3343 (XXIX) and in particular the recommendation to set up a Development Authority which would administer many of the funds now in existence as well as future funds to be established,

Aware that some countries, particularly the least developed ones, have inadequate resources for carrying out programmes and projects for women,

Recognizing the necessity for continuing financial support for these programmes,

Taking into account the need for sustained effort in the attainment of equality for women and for their integration in the development effort and in the quest for peace,

1. Recommends to the General Assembly that it declares 1975-1985 a Decade for Women and Development;

2. Urges Governments to make every effort to implement their national plans of action and in particular their minimum targets to be achieved by 1980;

3. Urges all organizations in the United Nations system to provide the additional resources needed to assist in implementing national plans of action effectively;

4. Urges all Governments, in particular those of the developed countries, and non-governmental organizations to allocate to the United Nations additional resources expressly intended for the integration and participation of women in development, particularly for projects for women in rural areas and the lowest-income groups, including those for the elimination of illiteracy, thus furthering the aims of the World Plan of Action;

5. Urges that priority be given to the needs of the least developed and geographically disadvantaged countries when making allocations from such additional resources;

6. Invites the Secretary-General, in consultation with the specialized agencies and other relevant United Nations organizations, including the regional commissions of the United Nations, the United Nations Development Programme and the United Nations Fund for Population Activities, to present a report to the General Assembly at its thirtieth session, which, taking into account the existing Voluntary Fund for

International Women's Year, will advise on the way in which additional funds, contributed for the express purpose of the integration of women in development, could best be canalized and administered through appropriate United Nations bodies.

13. Social Security and family security for women, including the elderly and the handicapped

The World Conference of the International Women's Year,

Considering that in many countries women are at a disadvantage as regards the benefits provided by social benefits, especially those relating to social security, and that it is essential that women should share equally in social gains,

Bearing in mind that all women contribute to economic and social development through their work,

Recognizing that society should integrate and provide security for elderly women, as well as for physically and economically handicapped women,

Considering that the establishment and strengthening of institutions and legal standards to provide security to women, including those who are elderly or handicapped or living in poor circumstances, should have high priority,

Taking into account the International Labour Organization's Maternity Protection Convention of 1919 (No. 3), the Social Security (Minimum Standards) Convention of 1952 (No. 102), the Maternity Protection (Agriculture) Recommendation of 1921 (No. 12) and the Maternity Protection Recommendation of 1952 (No. 95),

1. Recommends that Governments should provide benefits for women in order to protect them against risks which may diminish or affect their physical capacity and consequently affect their families;
2. Urges Governments to recognize maternity and parenthood as a social function;
3. Recommends that Governments should take all necessary measures to ensure paid leave to all working mothers during pregnancy and delivery and provide job security for mothers for a minimum of one year after delivery, and that maternity benefits shall be a charge on social security and that both employers and workers shall be asked to contribute, whether or not the employers employ women;
4. Recommends that Governments should ensure free medical care to all citizens whose economic circumstances require it and provide special services to mothers during pregnancy and delivery and to newborn infants and children up to the age of five years;
5. Urges Governments to promote the establishment, where appropriate, of day-care, educational, recreation and social centres as a means of furthering the integration into society of women, their dependent children and women who are elderly or handicapped or living in poverty;

6. Recommends that Member States, the competent bodies of the United Nations and the specialized agencies should carry out, within the framework of their existing programmes, special studies on the situation of women, in particular the aged or handicapped, and, in particular, on the most appropriate means of protecting them from the risks associated with their condition and on the most effective measures for achieving their reintegration into socially active life;

7. Urges Governments to provide social and rehabilitation services for physically, mentally or economically handicapped women of all ages.

14. Research for the formulation of policies concerning the integration of women in the development process

The World Conference of the International Women's Year,

Recalling General Assembly resolution 2761 (XXV), calling for a programme of concentrated international action for the advancement of women, in order to achieve certain objectives and targets in the Second United Nations Development Decade,

Mindful of the growing international awareness that development is not limited to economic growth but is a complex social progress towards well-being and equity,

Conscious of the fact that development research has been focused almost exclusively on the economic and technology aspects of development,

Conscious also of the fact that women's activities have received insufficient attention in development research,

Noting therefore the lack of both quantitative and qualitative data on the position of women and their role in different areas of activity, which data are needed for the formulation of adequate policies to promote the integration of women in the total development process, in developed as well as in developing countries,

1. Requests the Secretary-General of the United Nations, in close consultation with the appropriate agencies and institutions within the United Nations system, to establish a system-wide United Nations research programme on the position and role of women in development in order to obtain quantitative and qualitative data needed for the formulation of policies to promote the full integration of women in development in the various regions of the world;

2. Requests the Secretary-General of the United Nations therefore:

- (a) To report on the ongoing research within the United Nations system, both at the regional and the national level, on the role and the position of women in development;
- (b) To report to the Economic and Social Council at its sixtieth session on the ways and means in which the proposed research programme can be organized and financed within the institutional framework of the United Nations;
- (c) To provide, within the existing United Nations organs, for the dissemination of information on the status of research on the position and role of women in development.

15. Family planning and the full integration of women in development

The World Conference of the International Women's Year,

Considering that the full integration of women in development cannot be achieved without improvement in health, education and training for employment,

Recognizing the necessity, in the process of integrating women in development, of providing women with the information and means to enable them to determine the number and spacing of their children,

Noting that the findings of the Special Rapporteur on the Interrelationship of the Status of Women and Family Planning, as endorsed by the Commission on the Status of Women and the Economic and Social Council, stressed the interrelationship between the promotion of family planning and social welfare and the role and status of women in the context, *inter alia*, of national development,

Recognizing also that the importance of the over-all development process, the status and role of women, and population factors were explicitly recognized by the seminars held in the regions of Africa and of Asia and the Pacific on the subject of the integration of women in development with special reference to population factors,

Aware that women in many parts of the world are demanding access to advice on family health services and the spacing of their children and that lack of access to such services has caused hardship and suffering to women and their families and has given rise to substantial social cost, including the adverse effect it has on the health of the woman and her child,

Considering that the expansion of the activities of the organizations of the United Nations family in the form of projects that benefit women and ventures designed to remedy the situation of disadvantaged groups would benefit women all over the world, especially those in the poorest countries,

Endorsing the view that population is but one factor in the development process and must therefore be considered equally with other economic, social and environmental factors,

1. Calls on Governments, the specialized agencies and the organizations within the United Nations system to implement the World Population Plan of Action;

2. Calls on Governments consistent with their national policy as far as possible:

(a) To provide adequate facilities for formal and non-formal education for women and girls, especially those in rural areas, to ensure that full advantage shall be taken of family health services;

(b) To make available to nursing mothers and their children the necessary health services within easy reach, coupled with programmes of education in maternal health and child welfare as an integral part of health programmes;

(c) To make available to all persons the necessary information and advice and adequate facilities and services within easy reach to enable women who so desire to decide on the number and spacing of their children, and, furthermore, to prepare young people for responsible parenthood;

(d) To include women on all boards and policy-making bodies at all levels in relation to the numbers of men, especially in socio-economic development plans and population policies;

3. Requests the Executive Director of the United Nations Fund for Population Activities and the Administrator of the United Nations Fund for International Women's Year to co-ordinate their activities to ensure the optimum utilization of existing resources

4. Requests the Secretary-General to invite the Commission on the Status of Women and the Population Commission to consider measures to achieve the fuller integration of women in the development process and to submit such recommendations for consideration by the Economic and Social Council at its sixty-second session.

16. Popular participation

The World Conference of the International Women's Year,

Recognizing that no world plan of action can encompass or deal with all the needs of all the women in the world, and that no national Government without the conscious participation of its citizens can do all that needs to be done to achieve equality among women and men,

Bearing in mind that full equality among individuals can be achieved only through equal opportunities and other measures for access to education, economic activity, political participation and participation in all forms of culture,

Considering that voluntary work performed by national groups is demonstrating the benefits of this mechanism for strengthening local values and for the development of the community,

Convinced that women themselves must organize together in groups to help themselves achieve the goals of equality, development and peace,

Further recognizing that when individuals gather together in groups, they gain experience, confidence and a sense of their own dignity and personal worth,

Affirming that development requires solidarity and that in that effort women and men must have equal opportunities and duties of participation,

1. Recommends to Member States that they sponsor voluntary social promotion programmes, such as self-help groups, co-operatives, women's groups and other organizations at all socio-economic levels as an integral part of general local self-help popular projects or programmes aimed at national, economic and social development;

2. Recommends that the voluntary social movement should be composed of nationals and permanent residents of the countries in question and should respond to the social conscience of the respective countries;

3. Recognizes that the participation of women in voluntary services such as self-help groups and co-operative women's groups must have as the basic objective the initial incorporation of such women in productive and socially useful activities in order to improve the living conditions of women and those of their families and communities and further ensure their effective and non-discriminatory integration in the development process.

17. The familyThe World Conference of the International Women's Year.

Aware that the family is the primary and fundamental nucleus of society and fulfils its mission in an organized community,

Bearing in mind that it is the fundamental institution of natural origin, distinguished by its character as a community of unity, love and life, which forms its members in their individuality and serves as the first school of social relations,

Realizing that the family should be the place in which the cultural heritage of the past is transmitted and renewed in the interests of attaining the ideals of equality and freedom, peace and international justice,

Recognizing that it ensures the full protection of those of its members who are in the process of "formation", children and young people, and makes itself responsible for giving preferential attention to the elderly, in recognition of their contributions and experience, both present and past,

Noting that man and woman form two aspects of the same vital essence and, united, make human life possible,

1. Urges States to treat the family as an object of special protection and to recognize its rights with respect to its formation and its defence, establishing the legal equality of the spouses;
2. Recommends that States should guarantee the freedom of individuals and couples freely to decide the number and spacing of their children within the context of the national sovereignty of each country and of the interrelationship between that national sovereignty and social and economic factors;
3. Suggests to States that urbanization policies should be aimed at creating an atmosphere conducive to the strengthening of family ties and that community services should be aimed at the different generations in the family nucleus, thus helping to create true family communities;
4. Expresses the hope that States will recognize the family as one of the most important nuclei of society in the conviction that the members of the family, considered individually, cannot develop fully if their natural context, the family, is lost sight of;
5. Recommends that the family should be encouraged to play an active role by the granting to it of the right of direct participation in the work of bodies concerned with education and social services.

18. Political and social participationThe World Conference of the International Women's Year.

Recognizing the increasingly important role of women in building more just national societies, and in the struggle for fundamental national rights and self-determination of peoples and against wars of aggression, in establishing a new international economic order and in strengthening peace and security and disarmament,

Convinced that the participation of women as agents of national and international economic, social and political change is fundamental in the sense that the woman has a specific role to play, and declaring that the recognition of this participation is not a gratuitous concession on the part of the international community but an act of justice owed to women by virtue of their valuable contribution to the development of humanity throughout history,

Aware that although women constitute half the population, their situation in the greater part of the world is that of the exploited in relation to that of men and that this inequality is founded both on unjust economic and social orders and on cultural values constituting behaviour patterns which continue to under-estimate the role of women in spite of economic, social and technological advances,

Convinced that inter alia colonialism, racism, apartheid, alien domination, racial discrimination, acquisition of land by force and the armaments race impede the active participation of women as well as of men in all fields of endeavour,

Recognizing that impeding the economic, social and political participation of women is contrary to the instruments of the United Nations concerning human rights,

Convinced also that it is necessary to undertake far-reaching transformations in the socio-economic and political-cultural structures that prevent the revaluation of women and their active and mass political, economic and social participation,

Considering that governments and national, regional and international organizations must take continuing, decisive and effective action in this connexion,

1. Requests that governments should consider the rights of women as an eminently political one requiring urgent and concrete solutions;
2. Further requests governments, where appropriate, to undertake structural reforms in the economic, social, political and cultural fields that will make it possible to combine economic development with social transformation and will create conditions for the free personal and social development of women and their full and mass participation as equal partners with men in the process of national transformation, thus generating the integrated development of society as a whole;
3. Recommends to governments where appropriate:
 - (a) That they should establish national commissions and, where such commissions exist, empower them to serve as ombudsman, institutions or mechanisms at the highest political level where appropriate and in a manner to be determined by governments in order to ensure the active participation of women in structural reforms and the achievement of economic and social development and international peace;
 - (b) That such national commissions, institutions or mechanisms should also promote policies and strategies designed to bring about institutional changes and changes in values and attitudes in both men and women in order to achieve the equality, integration and mass participation of the latter in all economic, social, political and cultural institutions of society as well as at all the decision-making levels of the State;
 - (c) That the commissions, institutions or high-level national mechanisms to be established or strengthened should report periodically, through appropriate channels, or at least once a year, regarding the national progress made in respect to women's participation in all aspects of social activity, to the United Nations when they deem

this to be helpful to the United Nations system, and in order that the Organization may duly evaluate the progress made towards achieving the equality of women at the national and international levels.

19. Women and communication media

The World Conference of the International Women's Year.

Recalling Economic and Social Council resolution 1852 (LVI) of 16 May 1974 on the implementation of the Declaration on the Elimination of Discrimination against Women, and of related instruments,

Recalling resolutions 1 (XXIV) of the Commission on the Status of Women and 1862 (LVI) of the Economic and Social Council,

Considering the importance of the mass communication media (radio, television, cinema, the press, magazines, pamphlets etc.) in determining the attitudes and values of the community and in effecting social changes,

Aware that the mass communication media influence ways of thinking and the formation of opinion and can contribute to the adoption of new attitudes regarding the roles of men and women in society,

Recognizing that in many instances the mass communication media tend to reinforce and present a stereotyped, degrading and immoral image of women, particularly in connexion with the marketing of consumer goods,

Aware of the ability of the mass communication media to support the process of effecting structural changes in society by promoting the incorporation and participation by women in that process,

1. Condemns the degrading exploitation of women as a sex symbol and instrument of economic interests by certain media of social communication;

2. Requests governments and responsible organizations, as appropriate, to promote and encourage, in the mass communication media of their countries, the projection of a dignified and positive image of women, diverting them of their role as vehicles for publicity and as targets for the sale of consumer goods, with a view to bringing about changes in the attitudes and ways of thinking of both men and women that will be conducive to securing the equality and integrity of women and their full participation in society;

3. Invites governments to urge all media of communication, taking into account freedom of expression, to adopt their programmes to ensure both to women and to men education in economic, professional and cultural spheres;

4. Likewise requests those in charge of the mass communication media to cease projecting and gradually eliminate commercialized, tasteless and stereotyped images of women, particularly in pornographic publications, the use of such images in depicting sexual crimes and crimes of violence, and the dissemination of any material tending to create prejudices and negative attitudes with regard to the changes necessary for the revaluation of the role of women and to transmit an image of men's and women's roles that is as varied as possible;

5. Calls for the critical and creative participation of women in all systems of mass communication, at the programming, production, distribution, reception and consumer levels;

6. Requests that international governmental and non-governmental organizations, particularly those in charge of the educational aspects of the work of the communications media, should organize seminars, meetings and other types of events in order to propagate the revalued image of women in the mass communications media;

7. Requests the Secretary-General to present a report on this situation to the Commission on the Status of Women at its next session.

20. Integration of women in the process of political, economic, social and cultural development as equal partners with men

The World Conference of the International Women's Year.

Recognizing that the full and equal participation of women and men in all fields of activity is an inseparable part of the political, economic and social development of each country since women represent more than half of the world population,

Recognizing further that although women have historically been relegated to marginal positions as regards recognition and the exercise of women's rights, the need for a new international economic order and the internal structural changes are conducive to women's political, economic, social and cultural integration as equal partners with men,

Aware of the fact that the political factor still plays an important role in the integration of women in some parts of the world and that its solution is linked with the change of economic, political and social structures, which should eliminate all forms of discrimination and exploitation,

Aware of the need for new relations between States based on full equality among States, respect for independence and national sovereignty, non-interference in the affairs of States and promotion of the right of peoples to develop freely in accordance with their own will and aspirations and to create conditions which will enable women to exercise their right to contribute to the permanent improvement of international co-operation, peace and security in the world,

Reaffirming the inalienable right of every State to full and permanent sovereignty over its natural resources, its wealth and all its economic activities, and its full freedom to choose its own economic and social system,

Starting from the fact that the full sovereignty of every country over its own natural resources and freedom to choose its own economic and social system, the broadest possible co-operation, full, efficient and equal participation of all countries in the settlement of world economic problems, and primarily the establishment of the new international economic order are in the interests of the entire world community,

Realizing the necessity for full, effective and equal participation by developing countries in the settlement of world economic problems and in all phases of decision-making on international monetary questions,

Convinced of the need to invest maximum efforts for accelerating economic and social development, primarily that of the developing countries, as one of the essential pre-conditions for closing the gap between the developed and the developing countries, for liquidating colonialism, neo-colonialism, foreign occupation and all forms of subjugation of peoples, apartheid and racial discrimination and for securing the inalienable right of peoples to self-determination,

Recalling that the Charter of the United Nations proclaims respect for the basic freedoms of all and for human rights without distinction of sex, race, language or religion,

Bearing in mind General Assembly resolution 3010 (XXVII) proclaiming 1975 as International Women's Year and setting as one of its goals the complete integration of women in over-all efforts towards development,

Considering that discriminatory practices are a threat to human dignity and that it is impossible for women today to renounce the independence of their thought, enjoyment of their civil and political rights, cultivation of their own personalities and aptitudes and their freedom of choice,

Considering further that discrimination against women with regard to equality of rights, responsibility and opportunity, and their limited degree of participation in political, economic and social life are but two aspects of the same reality,

Bearing in mind the importance of extending parental responsibility to both parents equally for the upbringing, education, support and care of their children,

1. Considers that one of the primary tasks of States and international organizations in their endeavour to make the world involvement of women in the socio-economic spheres meaningful is to eliminate economic inequality, discrimination and exploitation, aggressive wars, colonialism, neo-colonialism, racism and apartheid, which contradict the purposes and principles of the Charter of the United Nations;

2. Invites all States to intensify their efforts at co-operation for the establishment of new relations between States and the rapid abolition of under-development and of the gap between the developed and the developing countries so that women may be able to join their menfolk on an equal basis in those efforts conducive to a better and more just world;

3. Believes that in order to fulfil the objectives of equality, development and peace it is imperative to remove from relations among States all forms of exploitation, including that conducted by transnational corporations, so that people of every country, especially the developing countries, can fully exercise their sovereignty over natural resources and take all necessary measures, such as nationalization, for the benefit of accelerated economic and social development;

4. Stresses the fact that the establishment of the new international economic order - as defined in the Declaration and the Programme of Action adopted by the General Assembly in its resolutions 3201 (S-VI) and 3202 (S-VI), of which the Charter of Economic Rights and Duties of States constitutes a fundamental element based inter alia on sovereign equality, common and mutual interest and co-operation among all States, irrespective of their economic and social systems - is a prerequisite of the industrialization of the developing countries, the modernization of their agricultural production and the general economic and social development of all States, which leads to the improvement of the role and the status of women;

5. Makes an appeal to all States, particularly to nuclear-weapon Powers, for determined and urgent general and complete disarmament, above all nuclear disarmament, through the application of concrete and effective measures which will ensure decided progress towards a world without arms and wars, a world of peace and understanding among nations, leading to the release of the huge human and material resources meant for the production of means of destruction to be utilized for the welfare of people and civilization, thus implementing one of the most ardent wishes of women and men all over the world;

6. Requests States which have not yet done so to enact or revise their laws in order to guarantee the full equality of the rights of women with those of men, and to eliminate all legal provisions which in one form or another discriminate against women and restrict their participation in the process of political, economic, social and cultural development;

7. Considers that, since the essence of efforts to promote the social position of women and their complete integration in development goes beyond the problem of legal equality and is an integral part of over-all economic and social development, deeper structural transformation of society and changes in the present international economic relations are required, so as to create conditions that would make it possible for everyone to develop all one's intellectual and physical capacities and to participate actively in the democratic constitution and implementation of all decisions and measures of socio-economic development;

8. Encourages such social and economic development as would secure the participation of women as equal partners with men in all fields of work, equal access to all working posts, equal pay for work of equal value and equal possibilities for education and vocational training, and co-ordinate the legislation on the protection of women at work with the need for women to work and be highly productive producers and managers of all political, economic and social affairs and develop the branches of social services to make domestic duties easier for women and men;

9. Draws special attention to the importance of creating economic, social and cultural conditions for the improvement of the position of millions of rural women so that they may become modern agricultural producers;

10. Resolves to request governments to adopt the necessary measures and strengthen their special programmes for ethnic groups in order to integrate them into the new society;

11. Urges the developing countries to place more emphasis on intermediate technology that is not only labour-intensive but surplus-saving; and urges the developed countries to make available technological know-how and advanced technology under fair and equitable conditions in order to improve agricultural production;

12. Invites governments and the appropriate specialized agencies of the United Nations to take steps towards providing greater attention to the education, training, work opportunities and integration in the process of development of handicapped people, especially handicapped women, and to undertake public information programmes, by means of all mass communication media, regarding the capacities and limitations of handicapped persons in terms compatible with human dignity;

13. Requests governments, international and governmental organizations to adopt the necessary measures to enable women and men to participate as equal partners in decision-making;

14. Requests the specialized agencies of the United Nations to provide assistance, at the request of governments, for the attainment of the objectives proposed herein and for improving the lives of indigenous women;

15. Invites the Secretary-General of the United Nations to study the most adequate and appropriate means for providing assistance to women and men in their triple role in the family, as a productive labour force and active agents of change, and as joint participants in the destiny of their communities, and to report to the competent organs of the United Nations.

21. Condition of women in rural areas

The World Conference of the International Women's Year.

Bearing in mind that in order to be achieved, the objectives of the International Women's Year - equality, development and peace - should be attained in an integral and simultaneous way,

Recalling General Assembly resolution 2626 (XXV), on the International Development Strategy for the Second United Nations Development Decade, so far as human development is concerned,

Recalling Economic and Social Council resolution 1707 (LIII) on agrarian reform,

Recalling resolution I (Population and the status of women), resolution II (The rural family) and resolution III (Rural populations) adopted by the World Population Conference held at Bucharest in August 1974,

Recalling particularly resolution II (Priorities for agricultural and rural development), resolution V (Policies and programmes to improve nutrition), and resolution VIII (Women and food) adopted by the World Food Conference held in Rome in November 1974,

Considering that rural women in the developing world account for a substantial share of food production,

Knowing that women everywhere generally play the main role in procuring and preparing food for family consumption and in all aspects of family life, but that these roles have hitherto had insufficient acknowledgement in many countries,

Aware that rural self-reliance and popular mobilization are essential if expansion of agriculture and improvement of its productivity are to take place effectively,

Strressing the severe problems of rural unemployment, under-employment, and misallocation of human resources, both over-all and as they affect women,

With the deep conviction that the struggle against under-development is the primary responsibility of all peoples, that it is indispensable that the principles contained in the Charter of Economic Rights and Duties of States be transformed into concrete action that will make possible productive and peaceful coexistence and social welfare shared with justice and equity,

1. Calls on governments:

(a) To identify needs and to formulate and implement, with greater financial and policy support, rural development programmes, particularly those which benefit women living in situations of rural poverty and of disadvantage relative to men;

(b) To carry out the statistical and information work necessary to identify and evaluate the participation of women in productive life and to measure the results of programmes for the betterment of rural life;

(c) To ensure legal parity and economic rights of women in the peasant family as an essential part of any rural development programme;

2. Suggests that further research should be undertaken with regard to the most effective design of systems of rural non-formal education, needed to equip women in rural areas with the necessary and additional skills relevant to their social and economic roles;

3. Endorses proposals for rural development as a total integrated process involving in many cases fundamental structural changes in socio-economic institutions, including organizations of co-operative workers and small landowners, in national employment policies, education, health and welfare services, pricing, marketing and credit facilities, the strengthening of popular and elected participation in decision-making, with a view to reallocation of resources to disadvantaged groups living in rural areas;

4. Requests international and bilateral agencies to review the criteria which they use for financial, technical and other assistance for rural development and to support the efforts of developing countries in the field of agricultural productivity, agro-based industries and integrated rural development, with due attention to the interests of rural women and girls.

22. Women and developmentThe World Conference of the International Women's Year,

Considering that extreme poverty constitutes an obstacle to the enjoyment of basic human rights,

Considering that in many regions of the world possibilities of personal development are denied to human beings because of their extreme deprivation,

Recognizing that the most underprivileged among women have the same needs as all other human beings and have a right to similar dignity and respect,

Affirming that the human community must not neglect the immense potentialities and values which even the most deprived women possess but cannot develop because of their situation,

Recognizing that women in most countries capable of assisting others should exercise solidarity by urging their respective Governments to support actions initiated in developing countries and designed to improve the situation,

Recognizing that it is just that women who, on the occasion of the International Women's Year affirm the principle of equality, assume their duty to be in solidarity with those who do not enjoy the material and spiritual good inherent in human dignity,

1. Makes an urgent appeal to all women and all men to give priority in their interests to those women who, with their families, live under an intolerable yoke of poverty;

2. Urges women to be co-workers with the most underprivileged in their daily needs, in their struggle for change, in their integration in development and in their participation in the fight for peace;

3. Recommends that women assume a special role in urging Governments and non-governmental organizations to co-operate in the establishment of structures that will enable individuals and groups - including the voluntary organizations - justly and with regard for human dignity, to work to overcome the causes of poverty, of great economic disparity, and of those conditions resulting from poverty that threaten the dignity of women, men and children.

23. Revision and expansion of the International Standard Classifications of OccupationsThe World Conference of the International Women's Year,

Bearing in mind the lack of factual information about the role of women and their social and economic contribution to society?

Realizing the difficulties of achieving strict comparability of data both within countries and between countries,

Recognizing the need for more comprehensive information on which policies can be based and by which change can be measured,

1. Requests that the International Labour Organisation, in consultation as appropriate with the United Nations Statistical Commission, the United Nations Institute for Training and Research, the United Nations University and the United Nations Research Institute for Social Development, to proceed immediately to study all nominal categories within the International Standard Classification of Occupations that imply that a job can only be done by either a female or a male, with the aim, according to the outcome of the study, of redefining and, where necessary, relabelling, the relevant current classifications;

2. Also requests that the United Nations Statistical Commission and the International Labour Organisation, in consultation with the Commission on the Status of Women, provide a resource service to assist Governments in the conduct of national censuses to include proper classification of the actual functions of women who are currently defined as not economically active;

3. Suggests that these new categories should include caring for dependants, housework, all forms of domestic production, family workers, and voluntary social work that has social and/or economic value.

24. Education and trainingThe World Conference of the International Women's Year,

Convinced that the expansion of education is essential in order to meet the increasing intensity of challenges to the welfare and even the existence of humanity, to reduce the gaps between socio-economic groups and to eliminate prejudice against women,

Convinced also that the advantages of education should by right be equally available to all people, regardless of sex, age, race, religion or ethnic origin,

Further convinced that education should be a life-long activity that reinforces the personal and vocational development of the individual,

Recognizing that historical and cultural perspectives regarding the role of women at all levels of education have too often been obstacles to the full participation of women in society,

Further recognizing that only if a woman is given equality of educational opportunity can she make and exercise a free choice as to what her role in society will be,

Aware that equality of educational opportunity enables a woman to enhance her economic status and to enrich the contribution that she can make to the quality of her own life and that of her family,

1. Affirms:

(a) That fundamental education, including functional literacy, basic skills, science and technology, and civic education should be provided for all as soon as possible;

(b) That, as far as resources permit all educational programmes should be free to people of all ages and that primary and secondary education should, within the limits of each country's resources, be compulsory and free as soon as possible so as to ensure equal opportunities for girls and boys;

(c) That women should be given equal access to formal and non-formal educational opportunities, including technical education;

(d) That educational programmes should be relevant to the needs and resources of particular individuals, communities, cultures and countries;

(e) That life-long education should be accessible to women and men of all ages;

(f) That co-education should be provided at all levels in order that girls and boys may have access to identical curricula and resources at every level so that they may be able to form a more realistic picture of each other;

(g) That all curricula should be free of sex bias, and should include a critical analysis of sex-role stereotyping;

2. Recommends to Governments:

(a) That genuine reforms should be carried out in all educational systems, beginning with early childhood education, so that girls and boys will consider each other as equals;

(b) That training for teaching, counselling and administration should be without sex bias or discriminatory attitudes and should heighten teachers' awareness of the full range of abilities in both sexes;

(c) That at all levels of teaching and administration men and women should be given equal opportunities;

(d) That all forms of mass communication and technology should be used to expand the educational opportunities for women as well as men;

(e) That all teaching media and materials should be free of sex bias and should be directed towards changing discriminatory attitudes;

(f) That all skills and human resources of the community should be identified, and that full use should be made of these skills and resources in the educational process, with particular emphasis upon the contribution of women;

(g) That training and promotion centres for women should be established, in the form of community or co-operative enterprises, in rural and urban areas where the need is greatest;

(h) That there should be continuing economic and social research and evaluation of education programmes as they affect girls and women and as they bring about changes in attitudes and roles for women and men;

3. Urges that structures and strategies be evolved and implemented to these ends on a massive scale;

4. Calls upon non-governmental organizations to assist Governments in such programmes;

5. Requests the United Nations system, in particular the United Nations Children's Fund, the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organization, the World Health Organization and the Food and Agriculture Organization of the United Nations, as well as other international agencies, to assist Governments, at their request, in the planning and implementation of such programmes;

6. Further requests the Secretary-General to give priority, in the allocation of finances from the Fund for International Women's Year, to literacy and education programmes for women.

25. Equality between men and women and elimination of discrimination against women

The World Conference of the International Women's Year,

Noting that discrimination against women hampers the full utilization of their vast potentialities in the service of society and is incompatible with human dignity and the principles of respect for human rights,

Recognizing the necessity for prompt realization of full equality between men and women in political, economic, social and other spheres,

Noting the growing awareness by Governments of the need to use fully human resources to promote social progress,

Recalling General Assembly resolutions 3010 (XXVII) and 3275 (XXIX) and emphasizing the importance of implementing fundamental socio-economic changes in order to achieve substantial improvement in the situation of women,

1. Appeals to all Governments that have not yet done so to undertake the necessary measures for the speediest ratification of the relevant conventions and other instruments elaborated by the United Nations, the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organization and other United Nations bodies;

2. Requests all Governments to give full effect to the principles set out in the Declaration on the Elimination of Discrimination against Women;

3. Considers it necessary to speed up the elaboration and finalization by the United Nations of the Convention on the Elimination of Discrimination against Women, which should ensure in practice the full equality between men and women in all fields, including participation in political activities, general and vocational education, employment, equal pay, health services, social security and family, civil and legal relations;

4. Welcomes the progress already made by the Commission on the Status of Women in drafting such a convention;

5. Notes that Governments of States Members of the United Nations have been invited to comment on the draft texts contained in the report of the Working Group of the Commission on the Status of Women (E/CN.6/574), submitted to the Commission at its twenty-fifth session;

6. Calls upon the Economic and Social Council to request the Commission on the Status of Women at its twenty-sixth session to prepare, in the light of those comments, a draft for submission to the Council and to the General Assembly;

7. Urges that high priority should be given in 1976 by all concerned to the preparation and adoption of the Convention.

26. International Research and Training Institute for the Promotion of Women

The World Conference of the International Women's Year,

Recalling General Assembly resolution 3010 (XXVII) of 18 December 1972, in which the Assembly proclaimed 1975 as the International Women's Year to be devoted to intensified action to ensure the full integration of women in the total development effort,

Taking into account General Assembly resolution 3342 (XXIX), in which the Assembly called upon the United Nations system to provide increased assistance to those programmes, projects and activities that would encourage and promote the further integration of women into national, regional and interregional economic development activities,

Noting that the inadequacy of research, data and information is an impediment to the formulation of development strategies and programmes for furthering the advancement of women,

Deeply conscious of the need to provide training opportunities to enhance the effective participation of women,

1. Decides to recommend the establishment, under the auspices of the United Nations, of an International Training and Research Institute for the Promotion of Women, financed through voluntary contributions, which in collaboration with appropriate national, regional and interregional economic and social research institutes and the specialized agencies of the United Nations, would:

(a) Undertake research and the collection and dissemination of information as the basis for the formulation of programmes and policies for the effective participation of women;

(b) Assist in the design of research for the monitoring of changes in the situation of women and the impact of their lives of economic, social and technological changes;

(c) Develop, adapt and provide training programmes for women, in particular those of the developing countries, which would enable them to undertake national research, to assume leadership roles within their own societies and to increase their earning possibilities;

2. Invites the Secretary-General to appoint, with due consideration to the principle of equitable geographical distribution, a group of experts to assist him in the establishment of this institute and to draw up its terms of reference;

3. Requests the Secretary-General to submit a report, on the basis of the recommendations of the group of experts, to the Economic and Social Council at its sixtieth session.

27. Measures for the integration of women in development

The World Conference of the International Women's Year,

Recalling that General Assembly resolution 2626 (XXV) of 24 October 1970 set forth the International Development Strategy for the Second United Nations Development Decade, which included among its objectives the full integration of women in the total development effort,

Recalling also that in resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 10 December 1974 the General Assembly proclaimed that International Women's Year 1975 should be devoted to intensified action, inter alia, to ensure the full integration of women in the total development effort,

Recalling further that the General Assembly, in its resolution 3342 (XXIX), called upon the United Nations system to provide increased assistance to those programmes, projects and activities that would encourage and promote the further integration of women into national, regional and interregional economic development activities; and recommended to all organizations concerned within the United Nations system to review their work and personnel programmes in order to assess their impact on the further participation of women in development,

Noting that in its resolution XII the United Nations World Population Conference requested United Nations organs and the specialized agencies to give special consideration to the impact of development efforts and programmes on the improvement of the status of women, especially in connexion with the review and appraisal of the Strategy for the Second United Nations Development Decade and in the deliberations of the General Assembly at its special session in 1975,

Noting also that in its resolutions II, V and VIII, the United Nations World Food Conference urged priority consideration of women in every stage of the design, planning, implementation and evaluation of development programmes and projects,

Noting further that the Governing Council of the United Nations Development Programme at its nineteenth session requested that the integration of women in development should be a continuing consideration in the formulation, design and implementation of the projects and programmes of the United Nations Development Programme,

Bearing in mind that the Economic and Social Council, in its resolution 1942 (LVIII) of 6 May 1975, requested United Nations bodies to pay particular attention to the evolving status of women, keeping in mind the mutual interaction among population factors, social and economic development and the status of women, and called for monitoring of the progress of short-term and long-term programmes,

Bearing in mind also that the recent resolutions and actions of United Nations specialized agencies are designed to further the integration of women in development,

1. Recommends that all organs of the United Nations development system, specialized agencies, and other international technical and financial assistance programmes and agencies:

(a) Give sustained attention to those initiatives that integrate women in the development process;

(b) Incorporate in their development plans, programme and sector analyses, and programme documents an impact statement of how such proposed programmes will affect women as participants and beneficiaries, in consultation with the United Nations Commission on the Status of Women;

(c) Establish a review and appraisal system and undertake to serve in the design, implementation and evaluation of programmes and to use social and economic indicators as a means of measuring progress in the integration of women in the development process;

(d) Ensure that women shall participate on an equitable basis with men on all levels of decision-making that govern the planning and implementation of these programmes, keeping in mind the principle of geographical distribution;

2. Invites the Governments of all States Members of the United Nations and private organizations engaged in development programmes to adopt the above recommendations in their programming processes.

28. Women's participation in promoting world peace and international co-operation

The World Conference of the International Women's Year

Reaffirming its conviction in the objectives of the United Nations as declared in its Charter,

Believing firmly as Member States in the promotion and maintenance of peace, and the strengthening of friendly relations and co-operation among States as a necessary condition for the promotion of human rights,

Acknowledging that an essential condition for the maintenance and strengthening of international co-operation and peace is the promotion and protection of human rights,

Recognizing the efforts of women as individuals and in groups towards the promotion of friendly relations among nations, international co-operation and the attainment of international peace,

Encouraging more active participation by women in intergovernmental and non-governmental organizations working for the strengthening of international peace and co-operation,

Recalling that the General Assembly in its resolution 3010 (XXVII) of 18 December 1972 recognizes the importance of women's increasing contribution to the development of international peace and co-operation,

Recalling further that to pursue resolution 3010 (XXVII), a programme of measures and activities for intensified action for the International Women's Year was approved by the Economic and Social Council in its resolution 1849 (LVI) of 16 May 1974,

Convinced that these programmes at peace efforts by women must be supplemented by more positive and concrete steps,

1. Urges Governments in a concerted effort to:

(a) Encourage more women to study for a diplomatic career and eliminate all barriers to their admission and advancement in the diplomatic service of their countries as co-equal with men;

(b) Provide more opportunities for women to join and advance in the international civil service or international or regional organizations and agencies;

(c) Provide women with equal opportunities as men to represent their countries in all international forums where the issues of international peace and co-operation are discussed and in particular in the meetings of the organizations of the United Nations and all conferences on disarmament and international peace and other regional bodies;

(d) Allow and encourage more women to participate in foreign policy decision-making agencies of the national governments;

(e) Organize, at grassroots level, such activities as reading groups, information services and similar other projects, to familiarize as many men and women as possible in the concepts of international peace and co-operation, cultural understanding, self-reliance, self-determination and other concepts recognized in United Nations resolutions, to enable them to translate these concepts in all levels of society;

(f) Provide women with more opportunities to be better aware of political issues and concepts, and be better equipped to resolve political problems through exchange of women leaders, encouragement of a free flow of information, and in the pursuance of university or college courses in government and international studies;

(g) Implement a system of continuous education whereby the individual's perspectives and attitudes to such values as understanding all nations and peoples, racial equality, international peace and co-operation which all men and women are called upon to instil in their children, be further strengthened by the teachers and educators;

(h) Utilize to the fullest the media channels to continue the educational process of goodwill and understanding among all peoples;

(i) Request the United Nations to proclaim the United Nations Day of 24 October also as a special day devoted to international peace, to be celebrated nationally and internationally;

2. Urges non-governmental organizations to engage actively in mobilizing public opinion for the cause of a just peace in accordance with the principles and resolutions of the United Nations.

29. Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination and foreign domination

The World Conference of the International Women's Year

Reaffirming the determination expressed in the Charter of the United Nations to save succeeding generations from the scourge of war,

Recalling that the United Nations Organization reaffirms in its Charter faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations,

Recalling that the flames of war in the world have inflicted great pain, especially on women and children,

Taking into account that millions of women are still meeting with untold sufferings and the violations of human dignity resulting from different forms and manifestations of colonialism, foreign domination, apartheid and racial discrimination,

Reaffirming that the universal strengthening of world peace and the expansion of the co-operation among States will advance the economic, social and cultural development of the countries and serve the improvement of the situation of women,

Proceeding from the fact that the central subject of the International Women's Year reads "Equality - Development - Peace",

Taking into account that the programme of the International Women's Year adopted in resolution 1849 (LVI) of the Economic and Social Council, envisages efforts in order to promote international détente, the strengthening of world peace and the expansion of the co-operation among States, particularly, the struggle against colonialism, neo-colonialism, foreign domination and subjugation, against apartheid and racial discrimination and the implementation of the rights of the people to self-determination and the protection of women and children in armed conflicts as well as in the struggle for national independence and self-determination.

Appreciating that the General Assembly of the United Nations in its resolution 3276 (XXIX) endorsed the broadest involvement of women in the struggle for the strengthening of international peace and the elimination of racism and racial discrimination and, moreover, decided to consider under a special agenda item at its thirtieth session the role of women in the struggle against colonialism, racism and racial discrimination and for the strengthening of international peace and co-operation among States.

Taking into account that the Charter of Economic Rights and Duties of States confirms the obligation of all States to promote the implementation of general and complete disarmament and to use the funds saved for economic and social development and provide part of them for the needs of the developing countries,

Noting with satisfaction the positive changes which took place during the last years in the international situation concerning the deepening of the process of détente and the strengthening of international peace, particularly, regarding the elimination of the dangerous sources of war in Viet-Nam and the organization of the All-European Conference on Security and Co-operation,

Emphasizing the grave concern that in some regions of the world colonialism, apartheid and racism yet exist and foreign territories are still occupied which represents a very serious infringement of the principles of the Charter of the United Nations and of human rights of both men and women, and of the people's right to self-determination.

1. Reaffirms that the strengthening of international peace and security, co-operation among all States irrespective of their social and economic systems based on the principle of peaceful coexistence, the elimination of the vestiges of colonialism, neo-colonialism, apartheid, racism, alien domination and foreign occupation are indispensable prerequisites for the safeguarding of the fundamental human rights of both men and women;

2. Calls upon all Governments, intergovernmental and non-governmental organizations, women's organizations and women's groups to intensify their forces in order to strengthen peace, to expand and deepen the process of détente and to implement its irreversible character, to eliminate completely and definitely all forms of colonialism, to put an end to the policy and practice of apartheid and racism, and to foreign domination and aggression;

3. Holds the view that the promotion of the objectives of the United Nations should find a better expression in the activities of the national and international women's organizations, especially in respect of the maintenance of international peace, the development of friendly relations among countries based on respect for the sovereign equality of States and non-interference in internal affairs, the termination of the arms race, the elimination of the vestiges of colonialism, apartheid, racism and foreign domination;

4. Urges all Governments to take effective measures towards bringing about general and complete disarmament;

5. Expresses its solidarity with and its assistance for women who contribute towards the struggle of the peoples for their national liberation and underlines the fact that the wider and the more determined and active the participation of women is going ahead, the sooner the hour of victory will come about for the fighting peoples;

6. Requests the Economic and Social Council to invite the Secretary-General of the United Nations that the Twenty-sixth session of the United Nations Commission on the Status of Women prepares and considers a comprehensive report on the participation of women in the strengthening of world peace and the elimination of apartheid, racism, racial discrimination, colonialism, foreign domination and annexation of territories by force and the realization of the right of peoples to self-determination, and submits this report at the forthcoming session of the General Assembly of the United Nations.

30. The question of the Panamanian territory called the "Canal Zone"

The World Conference of the International Women's Year,

Considering that the continued existence of colonial situations, racism, racial discrimination, and domination and alien occupation constitute a threat to international peace and that women are fighting together with men throughout the world to eliminate them,

Noting that in the Panamanian territory called the "Canal Zone" there exists a colonial situation which perpetuates forms of racism, racial discrimination and domination and alien occupation, and that in the struggle to eliminate it Panamanian women are playing an outstanding part,

Noting that this colonial situation results in an unequal distribution of the benefits of every kind resulting from the operation of the Canal and a form of aggression against Panama, since that country has not authorized the establishment in its territory of United States military bases,

Recognizing that Panama's geographical situation is its principal natural resource and that the exercise of its sovereignty over the whole of its territory can not be deferred,

Noting that the colonial situation in the so-called "Canal Zone" affects men and women and the people as a whole and that the continued existence of that situation is an obstacle to Panama's full development,

1. Expresses the view that the negotiations between the United States and Panama on a new Canal treaty must eliminate the colonial situation, racism, racial discrimination, and domination and occupation without the consent of the authority which is sovereign in the territory, in conformity with the principles of international law governing relations between States,
2. Expresses its conviction that the current negotiations must eliminate once and for all the causes of conflict and, in particular, must envisage Panama's effective jurisdiction in the so-called "Canal Zone" and control of the Canal by Panama in exercise of its complete sovereignty and as an instrument of its full development.

31. Women's contribution to world peace through participation in international conferences

The World Conference of the International Women's Year,

Noting that less than 10 per cent of the delegations to sessions of the General Assembly and to most United Nations conferences are women,

Noting that less than 5 per cent of the representatives are women,

Noting also that the achievement of the goals of International Women's Year requires that more women should hold positions of policy and decision-making in their own Governments in order to make a greater contribution towards international peace,

1. Recommends that in the current year Governments of Member States should seek to increase substantially the number of women in their delegations to meetings held under United Nations auspices; particularly the Seventh Special Session of the United Nations General Assembly and the thirtieth regular session of the General Assembly,

2. Further recommends that Governments of Member States should not only maintain this increase in the representation of women but should seek to improve upon it in subsequent years;

3. Further recommends that the Governments of Member States should not limit the representation of women to the Third Committee of the United Nations General Assembly but should appoint women to serve on all Main Committees of the General Assembly.

32. Palestinian and Arab women

The World Conference of International Women's Year,

Mindful of the objectives and goals of International Women's Year,

Reaffirming the fundamental principles and purposes of the United Nations Charter, in particular the maintenance of international peace and world security, the development of friendly relations among nations,

Deeply concerned about the prevailing conditions - political, social, demographic and economic - of the Palestinian people and in particular, the conditions under which the Palestinian woman lives, and recognizing the close relationship between such conditions and the question of Palestine,

Reaffirming the futility of speaking about equality of human beings at a time when millions of human beings are suffering under the yoke of colonialism,

Considering that international co-operation and peace requires national independence and liberation, the elimination of colonialism, neo-colonialism, fascism, zionism, apartheid and foreign occupation, alien domination and racial discrimination in all its forms and also the respect of human rights,

Deeply concerned that no just solution to the problem of Palestine has yet been achieved and recognizing that the problem of Palestine and the situation in the Middle East continue to endanger international peace and world security,

Expressing its grave concern that the Palestinian woman and people have been prevented from enjoying their inalienable rights, and in particular their right to return to their homes and property from which they have been displaced and uprooted, the right to self-determination and the right to national independence and sovereignty,

Recognizing that mass uprooting from the homeland obstructs the participation and integration of woman in the efforts of progress,

Affirming the right of the Palestinian woman to develop a strong and more effective impetus to peace and the development of friendly relations among nations,

Recalling General Assembly resolution 3236 (XXIX) of 22 November 1974 and resolution 3281 (XXIX) of 12 December 1974 adopting the Charter of Economic Rights and Duties of States,

Recalling the final resolutions and declarations of the regional seminars held in Mogadishu, Kinshasa and Caracas,

Appeals to all women of the world to proclaim their solidarity and support to the Palestinian women and people in their drive to put an end to flagrant violations of fundamental human rights committed by Israel in the occupied territories,

Appeals to all women in the world to take the necessary measures to secure the release of thousands of persons, fighters for the cause of self-determination, liberation and independence, held arbitrarily in the prisons of the forces of occupation,

Appeals to all States and international organizations to extend assistance - moral and material - to the Palestinian and Arab woman and people in their struggle against zionism, foreign occupation and alien domination, foreign aggression, and help them restore their inalienable rights in Palestine, and in particular the right to return to their homes and property from which they have been displaced and uprooted, the right to self-determination and the right to national independence and sovereignty in accordance with the United Nations Charter.

Requests the United Nations Organization, its organs and specialized agencies as well as all national, regional and international women's organizations to extend their help - moral and material - to the Palestinian woman and its organization and institutes.

33. Aid to the Viet-Nameese people

The World Conference of the International Women's Year,

Noting that the theme of International Women's Year proclaimed by General Assembly resolution 3010 (XXVII) of 18 December 1972 is "Equality, Development and Peace",

Recalling Economic and Social Council resolution 1944 (LVIII) on assistance to the countries of Indo-China,

Appreciating the role of Viet-Nameese women in the struggle for national liberation, thus contributing to the movement for the liberation of peoples and the emancipation of women throughout the world,

Profoundly shocked at the horrible consequences of the war for the national economy of Viet-Nam and particularly at the sufferings of Viet-Nameese women and children,

1. Appeals to the women and the peoples of the world to do everything possible, view a view to preserving the right of peoples and of women to live in peace, independence, freedom and equality, to prevent the occurrence in the world of another war like that of Viet-Nam;

2. Invites the peoples and the Governments of the world and national and international organizations to continue their aid to Viet-Nam so as to heal the wounds of war and reconstruct the country and requests the United Nations to continue its assistance to the Viet-Nameese people through the funds of existing international agencies.

34. The situation of women in Chile

The World Conference of the International Women's Year,

Recalling the Universal Declaration of Human Rights, of 10 December 1948, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights of 16 December 1966, all of which raise the fundamental human rights to the category of principles adopted by international law,

Considering that a number of intergovernmental and non-governmental organizations that have visited Chile either for humanitarian or investigation purposes, have reported the systematic violation of all basic human guarantees regarding liberty and the fundamental economic and social rights; that according to these reports this situation still prevails up to this date,

Taking into account that General Assembly resolution 3219 (XXIX) of 6 November 1974, supported by 91 nations, as well as resolutions by other United Nations bodies, express their concern that constant flagrant violation of basic human rights and fundamental freedoms in Chile continue to be reported,

Deeply concerned about the reports of degrading and humiliating conditions upon women prisoners; as well as the growing tendency to extend the repression to the families of those who are being persecuted to force their submission,

1. Urges the Secretary-General of the United Nations to take, immediately and effectively, all necessary measures for the implementation of General Assembly resolution 3219 (XXIX);

2. Demands that the Chilean authorities immediately abstain from any political executions, torture, persecution, oppression and the denial of liberty and jobs which continue to be reported, as these practices constitute flagrant violations of human rights which are the heritage of civilization;

3. Demands the immediate release of all political prisoners and especially women and children and other relatives held as hostages;

4. Expresses the wish that the Ad Hoc Working Group of the United Nations Commission on Human Rights in its investigation and report on the situation in Chile pay special attention to the situation of women and children;

5. Invites the General Assembly, in accordance with its resolution 3219 (XXIX), to pay special attention to the situation of women and children in Chile at its thirtieth session.

35. Expression of thanks

The World Conference of the International Women's Year,

Recognizing the importance of international activities within the United Nations system directed towards the recognition of equality between men and women, the full integration of women in the total development process, and the involvement of women in strengthening international peace,

Convinced that the World Conference of the International Women's Year, which took place at Mexico City from 19 June to 2 July 1975, represents a significant contribution to the efforts of the international community to find appropriate means of ensuring equality for women, of integrating women in the development process and of involving women in strengthening international peace,

Expresses its deep appreciation to the President of the Republic of Mexico, Luis Echeverría Alvarez, and to the Government and the people of Mexico for making possible the holding of the Conference at Mexico City and for their generous hospitality and valuable contribution to the successful completion of the work of this historic Conference.

Recommendation for the convening of a second world conference in 1980

The Conference decided to recommend that the General Assembly of the United Nations at its thirtieth session should consider the convening of another world conference on women in 1980.

APPENDIX D

SUMMARY OF THE DECLARATION OF MEXICO

Economic Development and the Need for a New Economic Order.—The Declaration states that women's inequality is linked to underdevelopment and that underdevelopment can only be changed by a new economic order. It calls for the establishment and implementation of a new international economic order as specified in the U.N. Declaration and Program of Action. It states that the integration of women in development must be part of over-all social and economic growth.

World Peace.—The Declaration states that women should dedicate themselves to working for world peace, disarmament, and against violations of human rights such as imprisonment, and torture. It states that women should also work for the right to self-determination, territorial integrity, and noninterference in the domestic affairs of their states. It also states that "Women as well as men together should eliminate colonialism, neo-colonialism, imperialism, foreign domination and occupation, zionism, apartheid, racial discrimination, the acquisition of land by force and the requisition of such acquisition, since such practices inflict incalculable suffering on women, men and children." It notes that women must participate equally with men in the decision-making processes which help to promote peace at all levels.

Women's Issues in Particular.—The Declaration calls upon governments and national nongovernmental organizations to provide further education and training for women towards new occupations and new roles consistent with their needs for self-fulfillment in national development. It emphasizes the importance of employment rights, child care, more equitable sharing of housework, protection against forced marriages and abuses of physical integrity. The Declaration calls for emphasis on modernizing agriculture in underdeveloped countries to alleviate the heavy workload of women. It also notes the importance of the media in shaping the image of women.

The Declaration affirms women's right to decide whether or not to have children as well as to determine their number and spacing and to have the information, education and means to do so. It calls upon women to join together to end rape, prostitution, physical assault, mental cruelty, child marriage, forced marriage, and marriage as a commercial transaction.

Affirmation of Objectives of International Women's Year.—The Declaration ends with an affirmation of the Conference's faith in the objectives of International Women's Year, its commitment to the achievement of such objectives, and a strong recommendation to governments and the entire United Nations system to dedicate themselves to the creation of a just society where women, men and children can live in dignity, freedom, justice and prosperity.

APPENDIX E

EXTRACT OF SUGGESTED REVISIONS TO THE UNITED NATIONS WORLD PLAN OF ACTION FOR INTERNATIONAL WOMEN'S YEAR PRESENTED BY WOMEN OF THE TRIBUNE

(This) document represent(s) suggested changes to the IWY World Plan of Action prepared by open and representative committees of women of many nations. These changes were presented, amended, and approved at an open Plenary Session of the International Women's Year Tribune in Mexico City, Mexico, June 25, 1975.

* * * * *

Frustrated by the lack of communication between the IWY Tribune and the official U.N. Conference on IWY, women are demanding that their voice be heard in Tlatelolco.

A delegation of 15 women, representing over a dozen nations, who are attending the Tribune, will call on Helvi Sipila, Secretary-General of the IWY Conference, at 10:15 a.m., Thursday, June 26 to present changes to the proposed U.N. World Plan of Action.

The proposed changes are the result of an extraordinary meeting of 2,000 women at the Tribune held on June 25th, the first meeting organized by the women themselves to act on the proposed World Plan of Action about to be adopted by the U.N.

The agreed upon changes proposed include the right of a woman to control her own body, her right to health for her own sake and a demand for more funds to eliminate discrimination. Also the right of women from developing countries to plan and decide on U.N. development programs in their countries.

A strong implementation section, missing in the present plan, demands a new U.N. Office for Women's Concerns at the Under-Secretary level. This Office would be headed by a woman committed to women's rights and its staff would be two-thirds women.

Women of the Tribune, acting in solidarity as a committee of the whole, endorse the World Plan of Action in principle. However, the document as it stands does not sufficiently reflect the views nor meet the urgent needs of women of the world. * * *

The Office for Women's Concerns would review and monitor the World Plan of Action, issue annual public reports and investigate complaints of violations of human rights against women. It would also analyze and report on the impact on women of the various U.N. development programs.

The United Women of the Tribune also supported U.N. employees in their demand that the U.N. cease discrimination in its recruiting, hiring and promotion practices, which has resulted in only 21.7 percent women on the Secretariat staff.

SUPPLEMENTARY ACTIONS

Section I

The women of the Tribune of International Women's Year wish to support the resolutions of UNEEQ—The United Nations Employees for Equal Opportunity, demanding that an equal proportion of women and men serve in policymaking positions in the United Nations system.

We also wish to support their condemnation of present recruitment, hiring, promotion and appointment policies in the United Nations system. The responsibility for these inadequate policies rests equally on the United Nations administration and on individual member states. These policies have led to a serious underrepresentation of women at all professional levels especially the highest ones, and on exploitation of the predominantly female General Service staff.

We join in UNEEQ's criticism of the Standing Committee on the Employment of Women in the Secretariat established March 1975, which so far has completely failed to be effective.

We endorse the suggestion of UNEEQ that a woman be nominated and elected as Secretary General of the United Nations in the term beginning 1977.

Section II

The women of the Tribune of the International Women's Year hereby pledge themselves when they return to their respective countries to work for the implementation of the World Plan of Action. We hereby recognize that the World Plan of Action is merely a first step consisting essentially of good intentions. We accept our responsibility to press our governments to provide the funding without which the plan cannot be effectively implemented.

We commit ourselves, furthermore, to lobby for the full and equal participation of women on our own nation's delegations, both to the General Assembly of the United Nations and to all committees and agencies of the United Nations system.

We will make concerted efforts to propose qualified women candidates not only for delegation posts, but for all professional staff positions in the United Nations system.

Furthermore, we will closely monitor the way our governments presently and in the future grant money internationally. We will pressure them not to give money to projects which work against the promotion of world peace and which discriminate against women.

Women of the world will continue to work for Disarmament and will press the U.N. 30th General Assembly to set the date for a World Disarmament Conference.

Section III

The women of the International Women's Year Tribune applaud the initiation of the International Women's Year program and the establishment of both the United Nations Conference on the International Women's Year and the Tribune Conference, but we deplore the serious underfunding of the International Women's Year and of both conferences. We note in sorrow that the work of the Tribune has been constantly impeded by lack of communication facilities for participants and that many women of the world are absent because of inability to meet the travel costs to Mexico City.

We have taken seriously our obligation to listen to each other and to propose courses of action to the United Nations. Communication between us and the United Nations conference should have been easy and has, in fact, been difficult.

We demand that the future commitment of the United Nations and its member states to International Women's Year and the concerns of women include adequate funding and planning to serve the needs of women.

Section IV

Recognizing that the subject of Women and Religion does not appear in the Plan of Action, women of the Tribune protest discrimination in religious institutions and support women's full and free participation in all aspects of religious life.

APPENDIX F

OPENING REMARKS BY SENATOR CHARLES H. PERCY, PRESENTED AT
OPEN FORUM ON DEVELOPMENT ASSISTANCE, JUNE 23, 1975

I am pleased to be here this afternoon, and I thank you for coming. It is not often that a United States Senator has the opportunity to have a group discussion with so many knowledgeable women from so many different backgrounds and countries at a single meeting. I am here to listen and learn from all of you.

As a concerned individual and as a government representative, I need to better understand the direction that development assistance must take to integrate the needs, aspirations, and priorities of women and thus, enhance economic growth world-wide.

We know that women suffer pervasive discrimination, openly or subtly, in every country in the world. We know that women do not fulfill their self-potential in the majority of cases. We know that this combination of discrimination and low level of self-realization among women has retarded development.

In turn, development assistance has adversely affected women in many developing countries. It has further widened the income gap between the richest and the poorest in those countries.

Development assistance affects women in donor countries as well. Despite national boundaries and language barriers, women share common problems. In all societies, traditional or industrial, women are excluded from the power structure and have little, if any, input into policy formation or program implementation.

What can be done? It is certain that much should be done. But where do we start, what are the priorities? How can the donor countries and international organizations who are committed help resolve the problems that inhibit women's contribution to the improved quality of life for all people.

What we are dealing with transcends the limits of so-called "women's issues". The integration of women in development is a direction, an affirmative action which touches on the over-all question of international economic and political stability.

The world stands on the verge of profound change. The political future, economic system, and social norms of every country are being contested. How well the world responds to the challenge will depend on all citizens—male and female—of every country having a just share of both the benefits and responsibilities of economic growth.

APPENDIX G

A MODEL FOR AID FROM DEVELOPED COUNTRIES TO DEVELOPING COUNTRIES THROUGH NON-GOVERNMENTAL ORGANIZATIONS, BY ENID KIRTON OF TRINIDAD, TOBAGO

CHANNELS

The IWY Tribune is trying to establish that women and nongovernmental organizations as a whole contribute to development, peace and creation of a better human society. But developed countries will be reluctant to channel more aid to nongovernmental organizations, if there is not a corporate body of nongovernmental organizations.

In every developing country there should be a National Union of nongovernmental organizations composed of representatives from each organization. There should be liaison between this body and the ministry of Planning and Development, the ministry of Community Development and Social Security and the National Commission for Women's Affairs. In this way nongovernmental organizations would be aware of plans made by their governments and can make a more meaningful contribution to society.

Requests for aid should be made either by individual organizations through the National Union or by the National Union itself. These requests should be sent to Non-Governmental Organization Offices at U.N. Centres in the respective countries. The officers employed in these offices are expected to engage in field work among organizations, so that they would be in a position to make valid comments on these applications which are forwarded for appraisal.

KINDS

Aid to both governments and nongovernmental organizations should take the following forms:

- (a) Finance (gifts, loans);
- (b) Food and Clothing;
- (c) Medical supplies and personnel;
- (d) Technical advice;
- (e) Equipment and Machinery;
- (f) Sponsorship of field tours of projects in developed or developing countries; and
- (g) Sponsorship of scholarships.

In order to facilitate the processing of the applications for aid, requests may be classified as follows:

- (a) Health and Rehabilitation;
- (b) Charity or Social Welfare;
- (c) Education, Training, Civic Consciousness; and
- (d) Art and Craft.

The nongovernmental organizations would also welcome help in the establishment of talent pools in each developing country. These pools would register talents and the outstanding individuals, organizations or institutions that offer these talents. At every pool there would be information on a domestic as well as a foreign talent market.

The UN office and the National Union of Non-Governmental Organizations would be responsible for disseminating this information through libraries, educational institutions, village councils and the media. These talent pools would make people aware of their deficiencies and serve as incentives to future development.

It is better that the Talent Pools be handled at the nongovernmental level because government departments are usually bogged down with red tape and very often much valuable information does not flow to the masses. With this procedure, ordinary citizens would get to know the kind of aid that is available to them.

ACCOUNTABILITY

When organizations have received aid, they should be required to give a written account of the use of such aid to the National Union of Non-Governmental Organizations. A copy of this statement should be issued to the U.N. Office for Non-Governmental Organizations.

The National Union should also be made to account publicly every year for the use of aid. Copies of these reports should be sent to relevant Government departments.

CONCLUSIONS

Aid to Non-Governmental Organizations, as outlined, will not conflict with aid to governments, because governments will undertake large projects to serve the national interest. Non-Governmental Organizations will undertake small projects to serve the national interest, and community interests.

On the question of food and clothing, it must be pointed out that day care centers and baby sitting agencies are sorely needed in developing countries, but operation costs are too great and Government grants are inadequate. Much food is dumped in developed countries each year in order to maintain market prices. If some of this food is sent to welfare organizations—even on a quarterly basis—this would be a great help.

This kind of aid would not upset domestic prices because the people who are being helped have low purchasing power in any case. Rice is our staple in the Caribbean, but we have no objection to feeding our children potatoes if it means that more mouths are to be fed.

Regarding scholarships, the plan should be extended to Non-Governmental Organizations because Government Scholarships are limited to the number of posts which Government can fill. Some Non-Governmental Organizations would like to obtain training for their employees but find it difficult to bear the entire cost.

No care has been taken to single out women's organizations because it is expected that the U.N. will continue to promote the interests of women. Moreover, true development cannot take place unless both men and women work together as equal partners. These proposals therefore, are made in the interest of both men and women.

It will be necessary, however, to stipulate which Non-Governmental Organizations will receive aid and which will not. Trade Unions are Non-Governmental Organizations and they may see themselves as having a right to this aid. They should not be excluded from the

National Union of Non-Governmental Organizations because they would add a new dimension to the generally accepted idea of the role of Non-Governmental Organizations. In many countries, Trade Unions are regarded merely as a group of strikers and fighters. If Trade Unions are given aid in the form of scholarships, field tours and technical advice and more dialogue occurs between Trade Unions and other Non-Governmental Organizations, a new awareness among developing countries would emerge. We need more women involvement in Trade Unions. Our aim is not to overthrow the male power structure, but to infiltrate it.

Finally, may I add that the very existence of so many Non-Governmental Organizations in developing countries is an indication of the dedication and the competence of the people in such societies. The developed countries should therefore have no reservations in giving aid to them through the United Nations. After all, we are the primary producers who generate employment industry and the profits that accrue to developed nations.

Very relevant to the idea of equality for women is a more equitable distribution of the wealth of the world.

APPENDIX H

CONGRESSIONAL SYMPOSIUM ON INTERNATIONAL WOMEN'S YEAR— ACTION RECOMMENDATIONS FOR THE WORLD CONFERENCE OF THE IWY

SUMMARY OF SYMPOSIUM RECOMMENDATIONS FOR IWY CONFERENCE AGENDA ITEMS

1. *Objectives and Goals of International Women's Year: Present Policies and Programs*

1. Although U.S. women have made significant advances toward *de jure* equality, they are still virtually excluded from decision and policy making positions in all walks of life. In short, U.S. women have not found access to the country's established power structure. If U.S. women are to achieve equal rights, opportunities and responsibilities with men, they must learn the exercise of power and gain access to and participation in the inner circles of the country's power structure.

2. Although the U.S. is the wealthiest nation in the world, it is not free from poverty. As in other countries, women and children are the most helpless victims of poverty, comprising the overwhelming majority of the U.S. welfare population. The plight of our women and children on welfare needs serious consideration. Welfare laws need improvement so that every U.S. citizen can be assured an adequate income, a dignified life, and some choice of lifestyle.

3. The U.S. has achieved an excellent record in enacting anti-sex discrimination laws. However, these laws have generally been inadequately applied. Strong enforcement has been lacking. Moreover, anti-sex discrimination laws in themselves are not enough. In addition to strong enforcement, positive measures to redress past discrimination are also needed. Some suggestions to strengthen enforce-

ment responsibilities must be assured adequate funding and staff support; the qualifications of individuals nominated to direct enforcement agencies must be carefully scrutinized to assure their commitment to strong enforcement of the laws.

4. The U.S. has been unique in the extent to which it has used laws to provide equal opportunity. However, there is still room for improvement:

Federal employees are currently denied the same right to equal employment opportunity now guaranteed to employees of private industry. This situation needs to be corrected.

Adequate child care services are generally lacking in the United States. Legislation to provide such services is needed. Also, child care expenses ought to be recognized as a business deduction under the U.S. tax code.

The inequities in the Social Security system, based on traditional notions of dependency—men are heads of households and women are wives and dependents—need to be removed.

II. Involvement of Women in Strengthening International Peace and Eliminating Racism and Racial Discrimination

1. Women have achieved less than token representation in the foreign policy area. Women's perspectives, experiences, and values have, therefore, not been adequately represented either in U.S. foreign policy or in international affairs. In the diplomatic arena, women should have the opportunity to demonstrate the positive qualities of flexibility, practicality and compassion which are so necessary to the achievement of world peace and development.

2. Governments and institutions should make formal commitments to hire and appoint more women to decision making positions in both national and international foreign policy forums. This should mean more women in ambassadorial ranks, on delegations to international organizations and on delegations to international conferences of all kinds and at all levels. Specific rather than general goals should be established for this purpose.

III. Current Trends and Changes in the Status and Roles of Women and Men, and Major Obstacles to be Overcome in the Achievement of Equal Rights, Opportunities and Responsibilities

1. The U.S. has effectively overcome, by and large, legal barriers to equal rights, opportunities and responsibilities for women. Attitudinal prejudices, however, persist, perpetuating sex-role stereotyping which limits women to traditional roles. Research, the mass media and public education must be harnessed to help expand the traditional societal view of women so that women and men might both enjoy open options to pursue and fulfill their true potential and worth.

2. To dispel myths and stereotypes, data on women's real contributions to the country's social, cultural and economic fabric need to be compiled. More accurate statistics on the hiring and promotion of women in all employment sectors are needed as baselines for measuring the progress of reform efforts. Mass media and public education must be sensitized to project accurate images of U.S. women.

3. Women should have equal access to training and post-secondary education to prepare them for non-traditional positions. In addition, expanded financial aid programs should be made available for this purpose.

4. Women are not only entering politics at all levels of government and running for elective office in increasing numbers, but they are also using their new political power to achieve greater social and legal equality. There is no question, however, that the wielding of political power continues to be dominated by men and that policy decisions are strongly influenced by the perceptions and misperceptions of decision makers.

Women must build a strong coalition in support of other women to fight discrimination, to define rights and responsibilities and to pursue opportunities. As consumers, women should seek to patronize women professionals. As voters, women should learn to encourage and support women seeking office. Through political education programs, local political activism, and participation in party politics, women should advance the role of women in politics. In addition, women should propose and lobby for legislation which permits greater participation by women in elective or appointive public office.

5. To assure U.S. women and men basic equality of rights and responsibilities, the Equal Rights Amendment must be ratified. Strenuous efforts should be made to achieve ratification in the required number of States.

IV. The Integration of Women in the Development Process as Equal Partners With Men

1. In recognition of the fact that U.S. bilateral aid programs can have an adverse impact on women in recipient countries, the Percy Amendment to the Foreign Assistance Act was enacted to integrate women into all U.S. bilateral aid programs, both in recipient countries and in the aid-granting agencies themselves. As our foreign assistance resources decline, the mandate of the Percy Amendment must continue nonetheless to be carried out. One way to assure continued implementation might be to engage to the maximum the technical skills of professional women in the design, staffing, and field work for development programs.

2. To assure that women are fully integrated in all development programs, the Percy Amendment was extended to cover U.S. participation in multilateral aid programs as well. This second amendment needs follow-up action to achieve implementation.

V. World Plan of Action

1. The proposed World Plan of Action is a weak document. Its most obvious weakness is its conception of women primarily in terms of their breeding function. Women are not recognized as full persons or individuals in their own right. Moreover, the Plan casts women in secondary roles as passive receivers. If the Plan is to be of any use, it must be recast so that women are treated not only as mothers and passive receivers but also as full persons and activists.

2. The Plan also fails to identify the essential ingredient in improving the status of women—power. If women are to achieve equal opportunity, rights and responsibilities with men, they must have greater access to existing power structures which include, but are not limited to, executive positions in government, business, industry, labor and politics. Individual women professionals must be aggressively nominated and supported for specific positions in national governments in domestic and foreign policy making positions, particularly

as ambassadors, members of delegations to foreign countries and executives of agencies which deal with international policies and programs.

3. The Plan should be a basis for the women of the world to acknowledge that the condition of womankind is universal, that women share a common plight and common goals despite national frontiers, language barriers, and cultural differences. Thus, the Conference and the Plan should concentrate on the real issues of concern to women and avoid diversions to extraneous political issues.

4. The Plan should urge implementation of the World Population Plan of Action and of the resolutions adopted at the World Population Conference. The economic and social development outlined in those documents is critical to the progress and well-being of nations. In accordance with the World Population Plan of Action, women must seek to aid their national governments in developing population policies. Economic and social development cannot be achieved unless women participate actively in the population policy development and implementation.

5. Women cannot wait for development to resolve their problems. On the national and local levels, women must take advantage of the liberalizing effects of economic development to press for reform in the areas of women's rights and roles in society. In addition, women must work to reform labor laws to reflect the changing role of women in society and specifically must seek professional service careers in health and education to remove discrimination in those services and enhance their quality and availability.

6. Governments should commit themselves to the implementation of the Plan of Action. In addition, governments should encourage non-governmental and international agencies to support IWY-generated programs and procure adequate funding for such programs. An effective review and appraisal system must be built into the Plan of Action to ensure the implementation of the Plan's recommendations. In addition, the Plan of Action must be systematically disseminated to individual governments and specific institutions where actual implementation must take place.

APPENDIX I

U.N. DOCUMENTS RELATED TO THE IWY CONFERENCE

Provisional Agenda of the Conference (E/CONF.66/1).
 Provisional Rules of Procedure (E/CONF.66/2).
 World Plan of Action (E/CONF.66/5).
 Current Trends and Changes in the Status and Roles of Women and Men (E/CONF.66/3 and Add.1).
 Women and Development (E/CONF.66/4).
 Contribution of Women to International Co-operation and the Strengthening of International Peace (E/CONF.66/3/Add.2).
 Women in African Development (E/CONF.66/BP/8).
 Women in Latin American Development (E/CONF.66/BP/8/Add.1).
 Asian Regional Consultation and Seminar on the Integration of Women in Development with Special Reference to Population Factors (ST/ESA/SER.B/5/Add.1).
 African Regional Consultation and Seminar on the Integration of Women in Development with Special Reference to Population Factors (E/CONF.66/BP/3).

Interregional Seminar on National Machinery to Accelerate the Integration of Women in Development and to Eliminate Discrimination on Grounds of Sex (E/CONF.66/BP/4).

Women and Development: The UNICEF Perspective (E/CONF.66/BP/15).

Role of Women in Rural Development (E/CONF. 66/BP/11).

Consultant Paper on Integration of Women in Development (E/CONF.66/BP/5).

Education for Equality (E/CONF.66/BP/13).

Health of Women (E/CONF.66/BP/14).

Contribution of Food Aid to the Improvement of Women's Status (E/CONF.66/BP/12).

Consultant Paper on Implications of Scientific and Technological Developments for the Situation of Women (E/CONF.66/BP/7).

ECOSOC Report of the Conference (E/CONF.66/34).

U.N. documents are available through: Public Enquiries Unit, GA-57, United Nations, New York, 10017.

99th Congress
2d Session

COMMITTEE PRINT

DEC 15 1985

U.N. CONFERENCE TO REVIEW AND APPRAISE THE U.N.
DECADE FOR WOMEN

July 15-26, 1985

REPORT

OF

CONGRESSIONAL STAFF ADVISORS
TO THE NAIROBI CONFERENCE

TO THE

COMMITTEE ON FOREIGN AFFAIRS
U.S. HOUSE OF REPRESENTATIVES



JANUARY 1986

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FOREWORD

HOUSE OF REPRESENTATIVES,
COMMITTEE ON FOREIGN AFFAIRS,
Washington, DC, December 6, 1985

This report has been submitted to the Committee on Foreign Affairs by Margaret E. Galey, committee staff consultant, and Bernadette Paolo, Subcommittee on Human Rights and International Organizations staff consultant, who served as congressional staff advisors to the U.S. Delegation to the U.N. Conference to Review and Appraise the U.N. Decade for Women that took place July 15-26, 1985, Nairobi, Kenya.

The findings in the report do not necessarily reflect the views of the membership of the Committee on Foreign Affairs. It is hoped, however, that the report will prove useful to the Congress and the public.

DANTE B. FASCELL,
Chairman

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(ii)

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LETTER OF TRANSMITTAL

HOUSE OF REPRESENTATIVES,
COMMITTEE ON FOREIGN AFFAIRS,
Washington, DC, December 6, 1985

HON. DANTE B. FASCELL,
*Chairman, Committee on Foreign Affairs,
House of Representatives, Washington, DC.*

DEAR MR. CHAIRMAN: From July 14 through 26, 1985, we served as congressional staff advisors to the U.S. delegation to the Conference To Review and Appraise the U.N. Decade for Women that took place in Nairobi, Kenya. This was the third U.N.-sponsored Conference on Women in the last 10 years and its overall purpose was to commemorate the end of the U.N. Decade for Women, 1976-85. The Conference, its preparations, proceeded major issues, and outcomes are discussed in this report as are activities of the U.S. delegation.

It is often said that no one reads committee reports. However, based on our experience with the U.S. delegation prior to and during the Nairobi Conference, we have reason to believe that members of the U.S. delegation had not only read the 1980 report of the congressional staff advisors to the U.S. delegation to the U.N. Conference of the Mid-Decade, but had followed a number of the recommendations made in it. We therefore hope that this report will be of use to the Congress, members of the Committee on Foreign Affairs, and the public in general as well as to working groups that will now seek to implement the guidelines adopted at the Conference.

Sincerely,

MARGARET E. GALEY,
Staff Consultant

BERNADETTE PAOLO,
*Subcommittee Staff Consultant,
Subcommittee on Human Rights
and International Organization*

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SUMMARY AND RECOMMENDATIONS

SUMMARY

1. The U.N. Conference to Review and Appraise the Achievements of the U.N. Decade for Women was held in Nairobi, Kenya July 15-26, 1985. Over 2,000 delegates representing 159 governments, 37 international organizations, and 16 international nongovernmental organizations attended the official government conference. The Nairobi Conference's symbolic goal was to commemorate the end of the U.N. Decade for Women. Its twin substantive purposes were: (1) To review and appraise progress made over the U.N. Decade and (2) to adopt by consensus the *Forward-Looking Strategies for the Advancement of Women to the Year 2000*. The Conference achieved both objectives despite expectations that it would fail. In addition, the Conference had before it more than 100 draft resolutions which, because of lack of time, were appended to the Report of the Conference to the United Nations Secretary General for consideration by the 40th U.N. General Assembly.

2. In contrast to previous U.N. women's conferences, the 3rd member U.N. Commission on the Status of Women, the only U.N. body responsible for the range of women's issues, was designated to be the preparatory committee for the Nairobi Conference. Despite its inability to promote agreement on the rules of procedure, particularly the decisionmaking rule to be used at the Conference, the Commission was the appropriate U.N. forum to undertake Conference preparations. It successfully sponsored preparations for the Conference at national, regional, and global levels which resulted in massive documentation that assessed and reviewed the situation of women in countries and in international organizations during the decade. This provides an important benchmark on the worldwide status of women as of 1985. In preparing for similar future conferences, the U.N. Commission on the Status of Women should be designated as the preparatory committee.

It successfully sponsored preparations for the Conference at national, regional, and global levels which resulted in massive documentation that assessed and reviewed the situation of women in countries and in international organizations during the decade. This provides an important benchmark on the status of women as of 1985.

3. The *Forward-Looking Strategies for the Advancement of Women* (FLS), adopted by consensus, consists of an introductory section and five major parts: (I) Equality, (II) development, (III) peace, (IV) areas of special concern for women, and (V) regional and international cooperation to advance women. The paragraphs in the FLS are recommendatory, not binding, on national governments, international organizations, women's groups, and individual women. To implement the FLS, governments, international organi

zations, and women's groups must take the initiative in studying the document to determine which recommendations they may want to implement.

4. The parallel unofficial conference, Forum '85, attracted an unexpected 14,000 men and women July 8-22, at the Nairobi University campus. An NGO Planning Committee headed by Dame Nita Barrow, sponsored over 1,198 workshops, a peace tent, and a program on tech and tools.

5. The preparations for the U.S. delegation, headed by Maureen Reagan, deserve high marks. The U.S. delegation to Nairobi was selected well in advance of the Conference, given a 3-day briefing on U.S. foreign policy and what to expect at Nairobi. Despite the fact that the U.S. Conference Secretariat was not established until February 1985 and reorganized at least once before Nairobi, the Conference Secretariat did prepare necessary background and briefing papers, drafts of resolutions that the United States introduced at the Conference, a "scope paper" setting forth the objectives to be achieved by the U.S. delegation, and the report to the Congress required by the Kassebaum amendment to the Department of State Authorization Act of 1983.

6. The performance of the 30-member U.S. delegation at Nairobi was laudable. Besides daily meetings, the delegation was organized into task groups of three to four delegates. Each group was assigned to meet and maintain contact with representatives of three to four foreign delegations during the Conference and to report daily on their activities. In addition, task groups had an opportunity for field trips to development projects supported by USAID, the Peace Corps, and the Kenyan Government. Selected experts on the U.S. delegation participated in "conversation groups" to discuss issues of particular concern; for example, women in development, literacy, domestic violence, and refugee women. Several professional staff from the Department of State's Bureau of International Organizations assisted U.S. delegates and the head of the delegation during the Conference. Conference veteran Virginia Allan organized several meetings between the U.S. delegation and NGO's to keep the NGO's apprised of developments. The U.S. delegation, headed by Maureen Reagan, achieved its objectives of promoting consensus adoption of the FLS.

7. The Report of the U.N. Conference to Review and Appraise the U.N. Decade for Women was transmitted to the 40th Session of the U.N. General Assembly for discussion in the Third Committee on Social and Humanitarian Affairs. In endorsing the report, the U.N. General Assembly also adopted Resolution 40/108 which calls on international organizations, national governments, and nongovernmental organizations to work to implement the *Forward Looking Strategies* and designates the U.N. Commission on the Status of Women to be the focal point in the U.N. system to implement the FLS.

RECOMMENDATIONS

1. With respect to international organizations, the United States, at the next session of the the U.N. Commission on the Status of

Women should seek ways to strengthen that body to enable it better implement recommendations of the *Forward Looking Strategies*. Meanwhile, the Bureau of International Organization Affairs should designate a professional officer to monitor developments international organizations concerning the implementation of the *Forward Looking Strategies*.

2. With respect to the government, the efforts already underway to implement the *Forward Looking Strategies* should continue. However, in view of the fact that almost 100 countries at the Nairobi Conference have "national machineries," that is, government offices designed to monitor and promote the status of women within their national societies, the U.S. Government may wish to consider creating a National Commission on Women. Such a commission could relate both to domestic agencies as well as to foreign/international bodies to monitor and report on women's affairs and to contribute to program and policy development at least until the year 2000 when another women's conference might take place.

3. Although no future U.N. conference on women has been proposed, the United States should consult with friends and allies about the possibility of convening a special session of the U.N. General Assembly on the situation of women in the early 1990's to review and assess the situation of women before the end of the century. In preparing for a future U.N. Conference on Women, the Department of State should replicate the preparations for the 1985 Nairobi Conference. The head of the U.S. delegation should be named several months in advance as should the members of the U.S. delegation; both a foreign policy briefing and a briefing on the situation of women in the United States and abroad as well as the important role of NGO's should take place.

4. The efforts already underway by various women's groups to implement the FLS should continue and expand. It is particularly important for interested groups, including women's groups, to assess the extent to which they are already promoting relevant recommendations found in *Forward Looking Strategies* and which measures they may in addition be prepared to undertake. These recommendations are not binding but recommendatory and appear in appendix 5.

CONFERENCE PREPARATIONS

The Nairobi Conference (July 15-26, 1985), the third U.N. Conference on Women held in the last 10 years, commemorated the end of the U.N. Decade for Women which the 1975 U.N. General Assembly designated to take place from 1976 to 1985. The United Nations convened the first Conference in Mexico City in June 1975 to commemorate International Women's Year and the second in Copenhagen, Denmark, in July 1980 to assess progress in achieving equality, development, and peace at the midpoint of the U.N. Decade for Women.

The Nairobi Conference of Governments had two specific goals: (1) To review and appraise progress by governments, international organizations, and private groups in achieving the goals of the U.N. Decade for Women: equality, development, and peace; and (2) to adopt a set of guidelines, the *Forward Looking Strategies* for advancing women to the year 2000. Despite expectations that the Conference would fail, governments at Nairobi accomplished these principal purposes. The Conference preparations, organization, major issues, and principal outcomes are reported here.

The U.N. General Assembly decided to convene a U.N. Conference to commemorate the end of the U.N. Decade for Women in 1985 upon the recommendation of the 1980 Copenhagen Conference. To prepare for the 1985 Conference, the U.N. Commission on the Status of Women and the U.N. General Assembly requested global, regional and national governmental bodies to assess their activities and report on measures to improve the situation of women in their respective areas.

GLOBAL PREPARATIONS

In contrast to the two previous U.N. Conferences on Women, the U.N. General Assembly called on the 32-member Commission on the Status of Women, the major U.N. body responsible for women's issues, rather than a special preparatory committee, to act as the preparatory body for the Conference. The Commission on the Status of Women held three sessions to prepare for the Conference and, specifically, to determine the rules of procedure including the decisionmaking procedure, the slate of Conference officers, and Conference documentation and to discuss the document, *Forward Looking Strategies*, with a view to submitting it to the Conference for approval.

The first preparatory session of the U.N. Commission on the Status of Women acting as the preparatory committee for the Conference took place in February 1983 in Vienna at U.N. Headquarters; the second, in February 1984, in Vienna; and the third in February 1985 in Vienna. A resumed third session took place in May 1985 in New York at U.N. Headquarters.

Meanwhile, in 1983, the U.N. Secretary General, Perez de Cuellar, appointed the U.N. Assistant Secretary General for Social Development and Humanitarian Affairs, Dr. Letitia Shahani (Philippines) to be Secretary General of the Nairobi Conference. In this capacity, she represented the U.N. Secretary General at meetings of the preparatory body, the U.N. Regional Economic Commission, and at the Conference itself. The U.N. Secretariat Office on Social Development and Humanitarian Affairs based in Vienna circulated a questionnaire to all U.N. member governments and international organizations requesting information on the extent to which they had achieved the goals of the U.N. Decade for Women. Based on replies of 121 of 158 U.N. member governments, the Secretary General prepared a major Conference document, *Review and Appraisal of Progress Achieved and Obstacles Remaining to the Advancement of Women: Equality, Development and Peace*. A summary of it, *The State of the World's Women*, appears in the appendix.

Several U.N. specialized agencies and programs reported to the Conference. For instance, the FAO submitted a comprehensive report, *Women and Agricultural Production*; WHO on Women's Health; UNESCO on Education; and the ILO on Women in the Labor Force. U.N. programs—UNEP, UNDP, the U.N. Development Fund for Women, and UNICEF—also submitted reports describing their activities to the Conference. Two major documents, *Selected Statistics and Indicators on the Status of Women*, and *The World Survey on the Role of Women in Development* were prepared by the United Nations in cooperation with the U.N. International Institute for Training and Research for the Advancement of Women (INSTRAW). All of these papers form a significant benchmark on the worldwide status of women as of 1985.

These documents assessed the situation of women during the decade. The U.N. Conference Secretariat also prepared a blueprint for the future, called the *Forward-Looking Strategies for the Advancement of Women* (FLS) for discussion by the Commission on the Status of Women acting as the preparatory committee for the Conference. The FLS consisted of an introduction and five parts: (1) equality; (2) development; (3) peace; (4) areas of special concern; and (5) regional and international cooperation. Since the preparatory body could not reach agreement on the FLS at its third session in Vienna in February 1985, a resumed third session was convened in New York in May 1985 where substantial agreement was reached on all but 88 paragraphs. These paragraphs were bracketed and forwarded to the Nairobi Conference for negotiation and resolution.

The preparatory meetings failed to reach agreement on the Conference's rules of procedures. The principal issue was the decisionmaking rule to apply to Conference deliberations. The Western Group had proposed as early as February 1985 that decisions be reached by consensus. The Group of 77 insisted that the Conference take decisions by voting on any matter of disagreement. The position of the Group of 77 would, in the Western view, threaten consensus adoption of the *Forward-Looking Strategies* and enable objectionable language on Israel and South Africa to be adopted by wide voting margins. The issue of the decisionmaking rule was

REGIONAL PREPARATIONS

In preparation for the 1975 and 1980 U.N. Women's Conferences, the U.N. Regional Economic Commissions met to review and appraise progress achieved and obstacles encountered in attaining the goals and objectives of the U.N. Decade for Women and to recommend strategies of implementation for the advancement of women in their respective regional areas. The U.N. Economic and Social Councils decision, 1983/123, called on the U.N. Regional Economic Commissions to hold preparatory meetings prior to the Nairobi Conference and submit their recommendations through the U.N. Secretariat to the Conference.

The regional intergovernmental preparatory meetings were held as follows: The Economic and Social Commission for Asia and the Pacific (ESCAP)—Tokyo, 26-30 March, 1984; the Economic Commission for Africa (ECA)—Arusha, Tanzania, 8-12 October 1984; the Economic Commission for Europe (ECE)—Vienna, 15-19 October 1984; the Economic Commission for Latin America and the Caribbean (ECLAC)—Havana, 19-23 November 1984; the Economic Commission for Western Asia (ECWA)—Baghdad, 3-6 December 1984. The regional commissions submitted their recommendations to the U.N. Secretariat which in turn reproduced the full set of recommendations for the ESCAP, ESE, and ECLAC in the report of the Regional Intergovernmental Organizations for the Conference. Because recommendations of the ECA and ECWA meetings were longer, those recommendations were summarized in this report. The Secretariat report to the Arusha Conference, "Women and Apartheid in South Africa and Namibia" and on "Women Living in the Occupied Territories," were submitted as background documents for the Conference following decisions of the U.N. Commission on the Status of Women and the Economic and Social Council in 1985.

NATIONAL PREPARATIONS

Most U.N. member governments established offices or used existing offices to undertake national preparations for the Nairobi Conference and its preparatory sessions. The U.S. preparations were managed by a coordinator and Secretariat Office established within the Bureau of International Organizations, U.S. Department of State. The Department of State also coordinated an interagency group consisting of representatives of relevant agencies, HHS, Labor, Education, and USAID. This group developed the U.S. response to the U.N. questionnaire and prepared the U.S. national paper, a copy of which appears in the appendix.

Almost all governments that participated in the Conference submitted national reports on progress made on behalf of women in their countries. These national papers also constitute important status reports on the situation of women in those respective countries.

PRECONFERENCE CONSULTATIONS

On July 13-14, government delegations assembled at the Keyatta International Conference Center (KICC) in Nairobi to discuss cover

al matters: The selection of the President and Conference office the membership of the Credentials Committee and the organization of the Conference's work and the still unresolved Conference rule of procedure. The preconference did designate H.E. Margaret K. Kyatta of Kenya as President of the Conference and the Conference officers as well as the members of the Credentials Committee. U.N. Secretary General Perez de Cuellar's arrival helped influence ultimate agreement on the decisionmaking rule, but the Conference actually opened before agreement on the decisionmaking rule was reached and announced.

CONFERENCE PROCEEDINGS, ISSUES, OUTCOME

The Conference officially opened Monday, July 15, at 11 a.m. at the Kenyatta Conference Center. The Secretary General of the Conference, Dr. Letitia Shahani (Philippines) called the meeting to order and delivered a short statement. Then the President of Kenya, H.E. Daniel T. arap Moi, delivered an inaugural address. H.E. Margaret Kenyatta, Kenyan Ambassador to the U.N. Environmental Program, and daughter of the late Jomo Kenyatta, was elected President of the Conference. The Conference then recessed to resolve the remaining issue of the Conference's decisionmaking rule, rule 34. The U.N. Secretary General, Perez de Cuellar, helped influence agreement on a compromise. Rule 34 called for majority vote if the Conference disagreed on any matter. However, immediately after the Conference adopted the Rules of Procedure, the President, Kenyatta, made the following statement which satisfied the Western concern for consensus: "without prejudice to the Rules of Procedure of the Conference which have been adopted, in particular Rule 34, and without setting a precedent, a general understanding has emerged as a result of consultations whereby all documents of the Conference, in particular, the *Forward-Looking Strategies* document under item 8 of the Conference agenda should be adopted by consensus."

The Conference then allocated sections of the FLS to the two Conference committees. Thus Committee I considered Chapter I (Equality), Chapter II (Development), Chapter III (Peace), and Chapter IV (Areas of Special Concern: women in armed conflict, refugee and displaced women, women and children under apartheid, and Palestinian women and children). Committee II discussed the introduction, including the historical background; and Chapter IV (Areas of Special Concern: including rural poor women, urban women, elderly women, young women, abused and destitute women, women victims of trafficking and involuntary prostitution, disabled women, women in detention, migrant women); and Chapter V (International and regional cooperation to advance the situation of women). The Conference elected Mrs. Cecilia Lopez (Colombia) as Presiding Officer of Committee I and Ambassador Rosario Manalo (Philippines) as Presiding Officer of Committee II and established a Credentials Committee of Bhutan, China, Cuba, Equatorial Guinea, Italy, Ivory Coast, Paraguay, U.S.S.R., and the United States.

General debate in plenary began on July 16 and concluded on July 24. 153 of the 158 U.N. member governments delivered statements on progress made in their countries to improve the situation of women. The U.S. statement delivered by Maureen Reagan, head of the U.S. delegation, on Tuesday afternoon, July 16, was well received. Ms. Reagan's statement appears in the appendix. Representatives of 37 international intergovernmental organizations (spe-

cialized agencies, U.N. programs, and regional economic commissions) and 16 international nongovernmental organizations in consultative status with the Conference also delivered statements.

The following main points were made in general debate:

1. The major task of the Conference was to review and praise the activities of the last 10 years in implementing World Plan of Action and the Programme of Action for Second Half of the U.N. Decade for Women at the national, regional, and international levels. However, the 10-year period the decade was a short span of time in which to effect the found transformation required to achieve all of the goals of U.N. decade: Equality, development, and peace.

2. Almost all representatives agreed that a major achievement of the U.N. decade was the adoption of the Convention on the Elimination of Discrimination Against Women which states had ratified or acceded to. Another major achievement cited was the recognition of the essential role of women in development and especially as food producers. Major donor countries said that the increase in multilateral and bilateral financial and technical support to programs and projects for women constituted a key achievement during the decade. Information and knowledge about women's role and contribution in society had improved during the decade.

3. The progress toward the advancement of women during the decade has varied. Different countries achieved progress in different respects, depending on the conditions in and needs of the society. The Eastern European states reported that women had achieved full legal and de facto equality (sic); the Western countries reported that equality had been substantially achieved in legislation and in employment, education, health, but stressed the need to intensify efforts to increase participation of women in society; the developing countries noted some progress in legislation, literacy, education and employment, and the growing importance of the role of self-reliant, grass-roots organizations of women, but acknowledged many obstacles to equality.

4. Among the obstacles to the advancement of women cited by different countries were the persistence of traditional attitudes of male superiority based on deepseated sociocultural norms and sex stereotyping in many societies; some delegations noted that despite important advances of the access of women to education and to the labor force, female illiteracy rates were higher than that of males, especially in the developing countries and that earnings between men and women were disparate, that jobs are segregated and that women predominate in the trade and services sectors and in other underpaid and unremunerated occupations. Among the international obstacles cited were world political tension and instability, the arms race and the danger of its expansion to outer space and military interventions and conflicts, the nonobservance of human and humanitarian rights, the global economic recession and the unbalanced international economic order. The developing countries referred to the

recession on women including an intolerable burden of external debt, high interest rates and severe domestic inflation.

5. Delegates generally acknowledged the interrelationship between equality, development, and peace. Some reported obstacles to peace including the "course of imperialist forces leading to international tension arising from the increase of hotbeds of tensions in various parts of the world" (Central America, South Africa and Namibia, the occupied territories, the Iran-Iraq war, and in certain parts of Asia).

6. Many said special attention needed to be given to measures and projects for alleviating the hardships of rural women, elderly women, migrant women, indigenous minorities, and women and children who are refugees.

Following general debate, the Conference in plenary then considered the report of the Credentials Committee and the Rapporteur's summary of the general debate. The report of the Credentials Committee was adopted after heated discussion on seating delegations from Afghanistan, Grenada, and Democratic Kampuchea. Israel's credentials were not at issue although Yemen raised the seating of Israel to no avail. Ultimately, the credentials of all governments represented at the Conference were accepted.

The Rapporteur's report on the general debate was also adopted by consensus after a successful effort to dissuade Iran from inserting objectionable language on Israel.

Parallel to general debate in plenary July 16-24, the two Conference committees discussed and negotiated sections of the *Forward Looking Strategies* (FLS). Committee I adopted all but 8 paragraphs of the FLS by consensus. Committee II adopted all sections of the FLS by consensus. Each committee discussed numerous draft resolutions which were forwarded with their respective reports to the plenary.

On Friday morning, July 25, the Conference began consideration of the reports from Committees I and II with the aim of adopting the final version of the FLS. Representatives of France, Canada, and others appealed to governments to make every effort to focus on women's matters, to avoid extraneous political debate and adopt the FLS by consensus. President Margaret Kenyatta led delegates through a final paragraph by paragraph discussion of the 272-paragraph FLS. The major issues of disagreement and principal outcomes were the following:

1. *Paragraph 36:* referred to the declaration of Mexico, which the West opposed because the preamble of the declaration referred to zionism as racism. The paragraph was adopted however and the United States and Canada made reservations to it.

2. *Paragraph 45:* Iran proposed to insert "zionism" in lieu of the phrase "foreign occupation." Trinidad and Tobago, the U.N. Legal Advisor and several other states successfully persuaded Iran to drop its proposal.

3. *Paragraphs 70 and 73:* The United States made a reservation to these paragraphs which provide that women should receive "equal pay for work of equal value." The United States favors equal pay for equal work but not comparable worth.

4. *Paragraph 94:* The Group of 77 proposed to amend paragraph 94 to add a new paragraph on international economic activities that have an adverse effect on economic, political and social development of developing countries and the integration of women in development. The Western group opposed the paragraph, pointing out that similar language had never been adopted by the U.N. General Assembly, but the Group of 77 insisted on the paragraph, which was adopted by 109-0-28. The United States abstained in the vote.

5. *Paragraph 95:* The United States and the West had adamantly opposed the reference to "zionism" in the FLS text. In plenary, the Syrians said that the Eastern Europeans had proposed it and Mexico said that the Group of 77 did not support it. The Kenyans appealed to governments to set aside their differences and urged everyone to work in the spirit of cooperation to advance the greater good of women. Subsequently President Kenyatta called a 10-minute recess which turned into a 4½ hour negotiation. As a result, Kenya's proposal to delete "zionism" but to retain the words, "all forms of racism and racial discrimination", was ultimately agreed to by the Conference by consensus.

6. *Paragraph 98:* Contained a reference to the New International Economic Order. Canada appealed to disagreeing countries to make reservations, rather than vote on the paragraph but a vote was called and the paragraph was adopted 114-1(U.S.)-27 abstentions.

7. *Paragraph 306:* Women and children under apartheid consisted of 11 subparagraphs, 3 of which called for mandatory sanctions on South Africa. Because of then pending congressional legislation, it was hoped that the U.S. delegation would have some leeway in its position on sanctions. Ultimately, the United States requested a subparagraph-by-subparagraph vote on each of the 11 paragraphs in order to demonstrate agreement with those it supported and oppose those calling for sanctions. Margaret Kenyatta, Conference President, announced that too little time remained (it was nearly 3 a.m. Saturday) for individual paragraph votes and a vote would be taken on the entire paragraph, which was adopted 121-1(U.S.)-13. The United States was soundly jeered for its opposition.

8. *Paragraph 307:* Palestinian women in the occupied territories, the last contentious paragraph, was adopted by a majority: 97-3(United States, Australia, and Israel)-28. Again, the Conference jeered those that opposed the paragraph.

Ultimately, the Conference adopted the *Forward-Looking Strategies* by consensus, a fitting conclusion to the U.N. Decade for Women and counterpoint to the Mexico City and Copenhagen Conferences. Unlike the Program of Action adopted in Copenhagen, this document contained no reference to zionism and it was supported by all Conference representatives. This fact has demonstrated that women can address the concerns of women and that they can negotiate through the international intrigue of political issues that governments face in world politics at the United Nations. In her final statement, the U.S. delegate, Maureen Reagan, called the FLS a milestone for women of the world.

joined the consensus on the FLS because of what it says about women. Virtually all other governments acknowledged how pleased they were that the document was adopted by consensus.

Some 105 draft resolutions and a draft declaration proposed by Ethiopia had been introduced at the Conference. Since there was no time to give them the careful consideration they deserved, the Conference agreed that they would be published in an annex to the Report of the Conference submitted to the U.N. General Assembly at its 40th session. That report will be forwarded to the U.N. Secretary General and in turn to the U.N. General Assembly's Third Committee on Social and Humanitarian Affairs for discussion.

U.S. DELEGATION

The U.S. delegation, composed of 30 delegates, was not the largest at the Nairobi Conference, in contrast to past U.S. delegations to U.N. Conferences. This number was about average in size of delegations from other countries at the Conference.

The U.S. delegation was chaired by Ms. Maureen Reagan. Nancy Clark Reynolds, U.S. Representative to the U.N. Commission on the Status of Women, served as U.S. Alternate Representative to the Conference. The U.S. delegation included three Members of Congress, Senator Nancy Kassebaum, Representative Lindy Boggs and Representative Marjorie Holt, but because of pressing congressional business on several major bills, they were unable to attend. Other delegates represented an American business, a college and a university, a labor union, a State government, as well as Federal executive departments (State, Justice, Treasury, Labor, Education, Health and Human Services), Federal agencies (National Transportation Safety Board, National Labor Relations Board, ACTION, the Peace Corps, USAID), the White House Domestic Council, the American Indian community, and major American women's organizations. Advisors and staff were drawn from the House of Representatives Committee on Foreign Affairs, the Department of State, the U.S. Mission to the United Nations in New York, the National Security Council, and the White House. One delegate had served on the U.S. delegation in Mexico City and at Copenhagen and another delegate and an advisor, with the U.S. delegation to the Copenhagen Conference in 1980. Minority representation consisted of four blacks, three hispanics, and one native American Indian, as well as five men.

U.S. CONFERENCE PREPARATIONS

Because of the concern that the United States be adequately prepared for Nairobi, the Committee on Foreign Affairs, Subcommittee on Human Rights and International Organizations held a hearing on the U.S. contribution to the U.N. Decade for Women in September 1985 to assess the plans for U.S. preparations.

Coordination of U.S. preparations for the U.N. end of the U.N. Decade Conference was the formal responsibility of a Secretariat established in February 1985 by the Bureau of International Organizations in the Department of State. The Secretariat was reorganized at least once before the Conference opened. Its final Director was Paula Kuzmich. Several professional staff of the Bureau were assigned to the Secretariat, but the Director of the Office of International Women's Programs were not among them.

The Secretariat prepared U.S. Conference papers and positions on Conference issues and arranged for speakers to address domestic women's groups prior to the Conference in different parts of the

United States. For instance, the Secretariat coordinated the preparation by appropriate Federal agencies of papers on major sub-themes of the Conference—education, health and employment as well as the U.S. national paper. In addition, the Secretariat prepared the delegation's scope paper outlining U.S. aims and strategies at the Conference, developed U.S. initiatives on women in development, literacy, women refugees, international human rights for women, and domestic violence, and prepared draft resolutions on these subjects for the U.S. delegation to use at the Conference.

In contrast to the 1980 U.S. delegation to the Copenhagen Conference, the U.S. delegation to Nairobi was selected well in advance of the Kenya Conference and given a 3-day briefing for the Conference. The congressional staff advisors to the Copenhagen Conference had urged that this be done in preparing the delegation to the next women's conference.

Literally thousands of women applied to serve on the U.S. delegation. Maureen Reagan, the head of the delegation, selected the U.S. delegation for their interest, knowledge, and ability to work together. She named the delegation on March 5, 1985, 4 months before the Conference opened. Rarely, if ever, has a U.S. delegation to the United Nations been designated this far in advance, but the advance designation was important.

There was sufficient time for the delegation to be briefed and read necessary background information on U.S. foreign policy. Ms. Reagan, in cooperation with the Department of State, organized a 3-day briefing for all delegates in Washington, DC, from May 31 through June 2. Underwritten by Lanvin and several other private companies, this briefing did not cost the U.S. Government a cent. The briefing emphasized U.S. foreign policy toward Africa with special reference to Kenya, on the Middle East, on Latin America, and toward the Soviet Union and the Eastern bloc, and on the United Nations. In addition, the work of the U.S. Commission on the Status of Women, the role of USAID, the activities of ACTION, the Peace Corps, and the role of Congress in such conferences, the political dynamics of international conferences, how to be a delegate, and the importance of NGO's and their relation to the Conference, were discussed. Each delegate received an unclassified briefing book on U.S. foreign policy as well as information kits on relevant government programs for further study prior to departure. The head of the delegation treated this briefing of the U.S. delegation seriously and won well deserved praise from delegates, advisors, and staff.

Other important aspects of U.S. preparation are to be noted here. First, because of an incident at the 1980 forum workshop on Arab-Israeli issues, the Congress cut appropriations for the U.N. Voluntary Fund for the U.N. Decade for Women. Congress subsequently restored funds in exchange for an amendment proposed by Senator Nancy Kassebaum to the 1983 Department of State Authorization Act. This required the President to report to Congress on the extent to which the preparations for the Conference avoided extraneous political issues and had focused on the Conference goals. Some saw this report requirement as key to U.S. efforts to ensure the nonpoliticization of the Conference preparations. Supporters of this amendment urged early completion of the report. Following

the Third Resumed Session of the Preparatory Commission in New York, the Department of State drafted the Kassebaum report and officially transmitted it to Congress, a week prior to the U.S. delegation's departure for Nairobi. (See appendix 2.)

Second, the President, Vice President, National Security Council Advisor, and the Secretary and Department of State actively involved themselves in U.S. preparations. The Conference Secretariat prepared various background and scope papers, as noted earlier. The United States sent a demarche to all capitols on July 10 advising foreign governments of the importance the United States attached to the Conference and setting forth the U.S. position on areas to be negotiated at Nairobi in the major Conference document, the *Forward-Looking Strategies*. The President, Vice President, National Security Council Advisor, and Ms. Reagan, during their meeting with Prime Minister Rajiv Gandhi, then on a State visit to Washington, stressed the importance of a successful Conference to the United States. It has been said that Ms. Reagan influenced the President to urge the Prime Minister to ensure that the head of the Indian delegation would be an official with whom the United States could work.

Third, to underscore the significance the administration attached to the Conference, the President and Mrs. Reagan hosted a luncheon at the White House in honor of the U.S. delegation on July 10 during which the President addressed the delegation and guests. This occasion conveyed the unmistakable impression that women's issues and the Conference really mattered.

Despite the fact that the Conference Secretariat was not set up until February 1985 and underwent a major reorganization in March, U.S. preparations for the Nairobi Conference reached an all-time high. Those responsible for them appeared to have taken seriously recommendations made by the congressional staff advisors in their 1980 staff report. We applaud the head of the delegation, Maureen Reagan, for her commitment to ensuring that the preparations for the U.S. delegation not only met but exceeded the anticipated needs of the U.S. Government and its delegation.

DELEGATION ORGANIZATION AND PERFORMANCE

Major efforts were made to organize and manage the U.S. delegation and U.S. activity during the Nairobi Conference. First, the head of the delegation held regular delegation meetings every morning at 7:45 a.m. in a private dining room at the Hilton Hotel to review developments in the Conference and to discuss upcoming issues. This was the one time during the day when the entire delegation could ask questions, raise concerns and seek advice, if needed. Second, the head of the delegation divided the delegation into seven caucus teams with three or four delegates and assigned a caucus chair and an advisor. Each group was given specific responsibility for meeting, getting to know half a dozen representatives of foreign delegations, and staying in contact with them during the Conference. Caucus team chairs were asked to submit a one-page summary of the team activities by 6 p.m. every day for the head of the delegation, who read the reports and gave feedback at the next morning's delegation meeting. In addition to

caucus teams were assigned specific tasks—sitting in plenary or one of the two Conference committees, reviewing draft resolutions, participating in conversation groups, observing first-hand development projects sponsored by USAID or the Peace Corps outside Nairobi, and representing the United States at receptions or other official functions held by foreign delegations or the United Nations. One veteran delegate, given special authority for liaison with the NGO's and press, arranged briefings by different caucus teams for the NGO's and press at the American Cultural Center. Reports indicate that these were well attended and useful for all involved. However, unlike previous Conferences, Forum '85 concluded at the end of the first week of the government conference. Daily briefings continued during the second week of the Conference though many forum participants began leaving Nairobi.

Third, delegates and advisors with expertise in specific areas—refugees, literacy, women in development and domestic violence—were assigned to represent the United States at a series of conversation groups with experts from other countries. These encouraged and exchanged views among delegates on substantive issues as well as selected draft resolutions. The Canadians and the United States had agreed to these special meetings prior to the Conference.

Fourth, most if not all of the members of the delegation participated in various ad hoc meetings, were actively involved in lobbying the U.S. position with other delegates, and worked tirelessly to promote goodwill between the U.S. delegation and foreign delegations and participants from the NGO Forum '85.

Fifth, the delegation was disciplined and spoke publicly with one voice. While a delegate might have privately disagreed with an aspect of U.S. strategy or policy, all understood the importance of presenting a united front to the Conference. The leadership of the delegation contributed to a delegation that worked well together and that carried out assigned responsibilities willingly.

However, the U.S. delegation was not problem-free. For example, a number of delegates understandably believed that the leadership of the U.S. delegation should have remained primarily in the hands of Maureen Reagan and that she alone, rather than U.S. Ambassador Alan Keyes, should have delivered U.S. statements on certain critical issues during the last night of the Conference. Since Nairobi was intended to be a Conference of women, by women and for women, to use the words of Ms. Reagan, hearing Ambassador Keyes making important statements before, during, or after periods of crisis, for instance, on zionism and apartheid in South Africa understandably angered some delegates. To his credit, Ambassador Keyes helped influence the Kenyans and most of the Group of 77 to eliminate zionism from the Forward Looking Strategies. This crucial development allowed the United States to join the consensus adoption of that document. The U.S. position on controversial paragraphs in the FLS are referred to on pages 10-11.

U.S. CONFERENCE INITIATIVES

The United States proposed several initiatives at the Conference. Those proposed by the United States in the form of draft resolutions were as follows: (1) Women refugees; (2) literacy of women; (3) women in development; and (4) domestic violence.

These were proposed in draft resolutions first within the U.S. delegation and then used by U.S. experts in conversation groups consisting of delegates from other countries attending the Conference. As a result, the U.S. experts were in a position to share and exchange information with other delegates on these specific topics of concern to women.

The initiatives proposed by the United States demonstrated that the United States can develop initiatives at U.N. conferences if it takes the preparation of such an effort seriously. In the past, the United States has not always aimed to put forward constructive initiatives. Those proposed in Nairobi were a welcomed change. The U.S. initiatives were generally supported by other delegations and contributed to the perception that the U.S. delegation was and is committed to finding solutions to problems women face in specific areas.

In conclusion, the congressional staff advisors to the U.S. delegation found the U.S. preparations for the Conference, the organization, and performance of the delegation in Nairobi to have been unusual. We believe that the leadership of the U.S. delegation, particularly Maureen Reagan, was the major reason for the effectiveness of the U.S. delegation.

FORUM '85

International nongovernmental women's organizations have historically been active in promoting the situation of women. Several women's groups were responsible for the insertion of "women" in the preamble of the U.N. Charter at the San Francisco Conference. Later, women's groups urged the creation of the U.N. Commission on the Status of Women. Over 30 women's groups have consultative status with the Economic and Social Council of the United Nations and its subsidiary bodies, including the U.N. Commission on the Status of Women. Women's groups have also been instrumental in supporting and organizing the unofficial conference in Mexico City and Copenhagen.

The International Women's Tribune in Mexico City in 1975 attracted 6,000 women. Forum '80 in Copenhagen in 1980 attracted 8,000 women from over 100 countries. Both set a precedent for convening a similar NGO forum in Nairobi. Thus, in 1983, as preparations for the government conference were getting underway, the Conference of Non-Governmental Organizations at U.N. Headquarters in New York decided to convene a nongovernmental forum in Nairobi and invited Dame Nita Barrow (Barbados), former President of the World "Y", President of the International Council of Adult Education and President of the World Council of Churches, to serve as Convenor of the Forum, and Virginia Hazzard, former UNICEF Director in East Africa, to serve as Coordinator. Dame Nita Barrow and Virginia Hazzard began organizing by inviting some 700 women's organizations around the world to express their interest. 60 organizations agreed to participate from their home bases in Vienna, Geneva, New York, and Nairobi and they constituted the NGO Planning Committee. Many individuals had experience in organizing the 1975 and 1980 forums. The Convenor and Coordinator held several meetings with their planning groups in Vienna, Geneva, New York, and Nairobi and a preconference meeting in October 1984 in New York to plan for the forum in 1985. Unlike previous planning committees, this one required those interested in organizing workshops to submit a written application for their proposed activity as well as the list of international participants who would manage each workshop. The planning committee itself consisted of women experienced in organizing the 1975 and 1980 NGO meetings. The NGO planning committee in New York in cooperation with the Kenyan NGO planning committee decided that the proposed forum would be held for 2 weeks, from July 8 through July 19 at the University of Nairobi. This meant it would begin 1 week prior to the Government Conference and overlap the first week of the official Conference.

The planning committee raised about \$1 million from 13 governments and 6 foundations to support the costs of organizing and managing Forum '85. Thirty to forty women's groups initially con-

tributed \$200, respectively, to enable the planning committee to begin its work. The U.S. Agency for International Development contributed about \$140,000 to assist the planning committee to carry out plans and to bring participants from Third World countries who would otherwise not be able to afford to attend.

The planning committee arranged for the daily publication of a forum newspaper and employed 10 writers from around the world to cover and report on activities. The committee also employed 49 U.N. interpreters to provide translation in five languages—English, French, Spanish, Swahili, and Arabic—at forum workshops. The Federation of Arab Women defrayed expenses of Arabic interpreters and grants from the French, Spanish, and Kenyan Governments defrayed the costs of interpreters in those languages. The committee also arranged for a printed program of forum activities, giving the name of the workshop, room number, sponsoring organizations, and date/time to enable participants to find the correct place. Participants paid \$10 to register and obtain a forum badge and program.

The forum's activities consisted of three major parts: Workshops, tech and tools, and a peace tent.

Altogether 1,198 workshops and another 350 spontaneously organized meetings took place at Forum '85. Among those were workshops sponsored by the Overseas Education Fund International, the National Democratic Institute, the Hubert Humphrey Institute, and Columbia Law and Development Program.

Tech and tools, organized by the International Women's Tribune Center in New York, held a series of open-ended workshops, demonstrations, and small group encounters. Projects and policy issues, appropriate technologies and training activities based on women's experience worldwide were discussed in order to devise strategies to increase women's access to, use of, and control of technologies in agriculture, food processing, health, energy, communications, and income generation.

A peace tent—born within the framework of the U.N. Decade for Women, as peace is one of the three major goals—was arranged by the newly established Feminist International for Peace and Food to bring women's peacemaking will and consciousness to the world. The peace tent, actually three tents—a large tent and two smaller ones—was situated in the central area of the University of Nairobi. It brought women together whose countries were in conflict with each other to talk about their problems and find peaceful solutions to conflict, both in personal lives and the public arena. It quickly became a meeting place for Latin Americans, Pacific and Asian Women, as well as women from the United States and Western Europe. Regular discussions on the Middle East and United States-Soviet relations and were held and South African women addressed traditional political problems. In addition, programs on "Feminism and Peace" and "Conflict Resolution" were held. The peace tent served as the symbol of the international feminist alternative to conflict and war, a place for finding peaceful solutions to conflicts, and a place where every woman's voice could be heard.

The only serious problem that developed during the Forum occurred at the end of the first week of the Forum and at the

that 8,000 would attend, but over 13,500 came to Nairobi for Forum '85. Meanwhile, government delegates began arriving only to find that hotels were overbooked and there were no rooms. Meetings at the Intercontinental and New Stanley Hotels of women NGO's finally resolved the situation with the help of the Kenyan Government and American Embassy officials. NGO's agreed to double, triple, or quadruple up in hotel rooms and use dormitory rooms at the university to enable everyone to stay for the Conference. No one had to leave under this arrangement.

POST-NAIROBI

In December 1985, the U.N. General Assembly adopted the Yugoslav-sponsored resolution on the U.N. Conference to Review and Appraise the U.N. Decade for Women by consensus. The resolution among other matters, calls on international organizations, governments, and nongovernmental organizations to work to implement the *Forward Looking Strategies* (appendix 6). It specifically designates the U.N. Commission on the Status of Women to be the focal point in the U.N. system to implement the FLS and requests governments to allocate adequate resources to implement measures in the FLS as a matter of high priority, including the establishment or reinforcement of national machineries to promote the advancement of women.

In preparation for the February 1986 meeting of the U.N. Commission on the Status of Women the U.N. Secretariat has developed several proposals for strengthening the Commission. These will be discussed and those agreed on will be forwarded to the 1986 U.N. General Assembly for approval. Within the U.S. Government itself, at least three agencies have worked to implement the results of the Nairobi Conference. Maureen Reagan, now U.S. Representative to the U.N. Commission on the Status of Women, represented the United States in the Third Committee on Social and Humanitarian Affairs at the 40th U.N. General Assembly where the report of the Nairobi Conference was discussed and the Yugoslav-sponsored resolution adopted by consensus. The Bureau of International Organizations of the Department of State and the staff of the U.S. Mission to the United Nations have provided support to Ms. Reagan. The Department of Justice through its Bureau of Judicial Programs has been implementing the recommendations of its Task Force on Domestic Violence. The Women's Bureau of the Department of Labor at its 65th anniversary celebration sponsored several workshops, including one that addressed women and the world economy including the ways that the Women's Bureau could implement recommendations of the *Forward Looking Strategies*.

As for women's groups, a number have worked to begin to implement the FLS. B'nai B'rith women have announced their intention to spearhead a countrywide drive to seek U.S. ratification of the Convention on the Elimination of Discrimination Against Women. The Continuing Committee, established after the 1975 Mexico City Conference, in cooperation with the American Association of University Women, convened a 3-day conference in Kansas City to discuss ways of implementing the Nairobi recommendations. Other groups that participated in the Forum, including the Overseas Education Fund International, the Hubert Humphrey Institute for Public Affairs, and the Columbia University Law and Development Program, have begun to develop programs and strategies to implement those FLS recommendations within their mandates.

Women's groups as well as other groups should study the *Forward Looking Strategies* in order to assess what each can do to cooperate in carrying out the recommendations in their communities.

In view of the fact that almost 100 countries represented at Nairobi have "national machineries"; that is, government offices designed to monitor and promote the status of women within their national societies, the United States may wish to consider creating a National Commission on Women. Such a commission could relate both to domestic agencies and interested groups as well as to foreign relations agencies to monitor and report on women's affairs and to contribute to program and policy development to the year 2000.

APPENDIX 1

LIST OF THE U.S. DELEGATION TO THE NAIROBI CONFERENCE

No. 88
May 2, 1985

REVISED

WORLD CONFERENCE TO REVIEW AND APPRAISE THE ACHIEVEMENTS OF THE UNITED NATIONS DECADE FOR WOMEN

The UN Conference to Review and Appraise the Achievements of the UN Decade for Women will meet in Nairobi, Kenya, July 15-26, 1985.

The Nairobi Conference is the international event culminating the UN Decade for Women (1976-1985). The United States believes that the 1985 World Conference will be an historical opportunity for women to discuss their common concerns, to share their experiences, to summarize the achievements of the Decade, and to chart a practical course for the future.

The early appointment of the Delegation ensures maximum opportunity for those representing the U.S. Government to be prepared to participate fully in the review of the progress women have achieved during the Decade. The outstanding composition of the U.S. Delegation is an indication of the strong leadership resources existing in our country, and is widely representative of the private and public sectors from all regions of the United States.

The U.S. Delegation to the Conference is as follows:

U.S. Representative

MAUREEN REAGAN - Businessowner, Lecturer, Broadcaster.

Alternate Representative

NANCY CLARK REYNOLDS - U.S. Representative to the UN Commission on the Status of Women.

Peggy Stark (202) 632-8157

For further information contact:

Members

LENORA COLE ALEXANDER - Director, Women's Bureau, Department of Labor. Delegate to U.N. Women's Conference, Vienna, 1982-83.

VIRGINIA ALLAN - Project Director - National Consultative Committee: Planning for Nairobi NGO Conference for Overseas Education Fund/League of Women Voters.

DONNA ALVARADO - Director of ACTION.

MITZI AYALA - Vice President, American Agri-Women.

LINDY BOGGS - Member of Congress since 1973 from Louisiana. Member, Select Committee on Children, Youth and Family.

LINDA CHAVEZ - Deputy Assistant to the President and Director of Public Liaison.

ESTHER COOPERSMITH - Former Delegate to the U.N.; Delegate to U.N. Women's Conference, Vienna, 1984-85.

HOLLY COORS - Homemaker, Philanthropist, Businessowner.

MAUREEN CORCORAN - General Counsel, Department of Education.

PATRICIA DIAZ DENNIS - Member, National Labor Relations Board.

RHODA DORSEY - President, Goucher College.

CARRIE FRANCKE - Assistant Attorney General, Missouri.

MARY GREFE - President, American Association of University Women (1977-81). Delegate to U.N. Mid-Decade Conference, Copenhagen, 1980.

PATRICIA GOLDMAN - Vice Chairman, National Transportation Safety Board.

MARGARET HECKLER - Secretary, U.S. Department of Health and Human Services.

LOIS HAIGHT HERRINGTON - Assistant Attorney General, U.S. Department of Justice.

MARJORIE HOLT - Member of Congress since 1972 from Maryland.

DONNA IKEDA - State Representative, Hawaii.

NANCY LANDON KASSEBAUM - U.S. Senator, Kansas.

ALAN KEYES - U.S. Representative on U.N. Economic and Social Council.

JEANE KIRKPATRICK - Former U.S. Ambassador to the United Nations.

PAULA KUZMICH - Coordinator, U.S. Secretariat for the World Conference of the U.N. Decade for Women, Department of State.

BARBARA MAHONE - Director, Human Resource Management, General Motors Corporation.

BERYL MILBURN - Member, Board of Regents, University of Texas, Delegate to U.N. Women's Conference, Vienna, 1984.

RUTH MILLER - President, Tower City Center, Cleveland, Ohio.

SARAH MOTEN - Country Director, Peace Corps Swaziland.

NANCY RISQUE - Special Assistant to the President for Legislative Affairs.

EVONNE SIDNEY - Representative, Hopi Federation, Arizona.

ARLISS STURGULEWSKI - State Senator, Alaska.

ALICE ROXANA THOMPSON - Director, Information Center, International Brotherhood of Teamsters.

SARAH TINSLEY - Deputy Administrator for External Affairs, AID.

MARGARET TUTWILER - Assistant Secretary of Treasury (Public Affairs and Public Liaison) - designate.

ARLENE VIOLET - Attorney General, Rhode Island.

JERI WINGER - International President, General Federation of Women's Clubs.

Report reviewing preparations
for the 1985 Conference to Review and Appraise
the Achievements of the U.N. Decade for Women,
submitted pursuant to Public Law 98-164

APPENDIX 2

PRESIDENT'S REPORT TO CONGRESS OF THE KASSEBAUM AMENDMENT



United States Department of State
Washington, D.C. 20520

JUL 20 1985

Dear Mr. Chairman:

I am enclosing a copy of the text of the President's message to Congress of July 11, 1985 relating to preparations for the World Conference to Review and Appraise the Achievements of the United Nation's Decade for Women in compliance with public law 98-164.

With best wishes,

Sincerely,

William L. Ball, III
Assistant Secretary
Legislative and Intergovernmental Affairs

The Honorable,
Dante B. Fascell,
Chairman,
Committee on Foreign Affairs,
United States House of Representatives.

(28)

Interested women's organizations have been informed of U.S. positions on issues before the Conference. This has been done through briefings and through a series of regional meetings addressed by the chairperson of the U.S. Delegation, Ms. Maureen Reagan. Members of the Delegation have also undertaken speaking engagements relating to the Conference. Meetings have been held with representatives of interested organizations and with individuals requesting specific information concerning the Conference.

Almost 2,000 American Non-governmental Organizations (NGOs) are expected to participate in the Forum -- a meeting, overlapping the Conference, which is open to NGOs, associations and interested individuals. Arrangements for attending the NGO Forum are the responsibility of the Secretariat for the NGO Planning Committee. Approximately 6,500 organizations, associations and interested individuals have registered to attend the NGO Forum. The NGO Forum will host workshops, seminars, lectures and other programs, and will provide opportunities for women from many nations to meet and to learn from each other's experiences, achievements and problems.

Only representatives of NGOs in Consultative Status with the UN Economic and Social Council will be permitted to attend the Conference in an observer capacity. The headquarters of each NGO will designate a representative. These NGOs will hold Pre-Conference consultations July 13-15, 1985, in Nairobi. Although an exact count of NGOs in Consultative Status with the UN Economic and Social Council (ECOSOC) registered to attend the Conference is not available, approximately 120 are expected to attend.

The United States Delegation to the Conference was selected early to help ensure maximum involvement of this representative group, which will be tasked with multiple responsibilities in Nairobi. Qualifications such as international conference experience and expertise in the sub-themes of the Conference, along with geographic, professional and academic representation, were all considered in the selection process.

Members of the Delegation attended an intensive briefing weekend (May 31 - June 2, 1985). Substantive issues and areas of concern were addressed by speakers from the U.S. Department of State, the National Security Council staff, the Agency for International Development, the Foreign Service Institute, the U.S. Mission to the UN, and other USG agencies dealing with issues that the Conference will consider. As a result of the briefing weekend, the members of the Delegation have become familiar with international conference procedures, and are prepared to address the issues that will face them in Nairobi.

The Head of the U.S. Delegation to the Conference, Maureen Reagan, has discussed our specific concerns with the UN Secretary General and members of his immediate staff. We seek to ensure that he recognizes the seriousness of our commitment to a non-politicized conference. Ms. Reagan has urged the Secretary General to involve himself personally to ensure the success of the Conference.

The State Department has made two world-wide demarches explaining U.S. positions on the various issues related to the Conference. In them we have made clear the depth of our concern about the areas of contention, viz., extraneously politicized approaches to problems associated with the Middle East, with South African apartheid, with desired economic development, and with means of securing disarmament. The U.S. delegation has worked vigorously in Vienna and in New York, during Conference preparatory meetings and in the Economic and Social Council (ECOSOC), to ensure a common Western front on the contentious issues and on the Conference's draft rules of procedure. Additionally, there have been direct communications between the President and key heads-of-state, in which he has requested their support on these matters.

During negotiations on the Forward-Looking Strategies (FLS) document, which will constitute the recommendations of the Conference, the United States fought for consensus language. At the Conference, we will continue to strive for consensus on the FLS. We are prepared both to request targeted demarches urging support for U.S. positions and to propose alternate language or counter-resolutions. The U.S. Delegation will also be prepared to use procedural methods to disassociate itself from unacceptable Conference documents and results.

U.S. interventions on substantive issues will help focus the Conference on priority concerns of the United States (as will the Conversation Groups chaired by expert members of the U.S. Delegation). Four U.S. priority concerns are: refugee women and children, "Women in Development," literacy, and violence in the family. Network building and informal consultations on women's issues will be the primary objectives of the U.S. Delegation. We seek thus to ensure that, regardless of the political problems of the Conference, positive results on women's issues will be achieved.

The 32-member UN Commission on the Status of Women has met in three preparatory commission meetings ("prepcoms") to plan the Nairobi Conference. The prepcoms were intended to achieve early agreement on the Conference's Rules of Procedure and its major document, a blueprint of "forward-looking strategies" to achieve improvements for women during the next 15 years.

At the third regular prepcom (and at its reconvention) -- and during the 1985 Spring ECOSOC also -- the U.S. sought a rule change to require consensus on the final document during Conference decision-making. This effort received little support, but was debated again at ECOSOC when it reconvened June 20, 1985. At that time, despite U.S. objections, it was decided to defer action on the outstanding rules (decision-making) of the Rules of Procedure for the Conference until it convened in Nairobi.

Concerning the FLS, the U.S. has worked for several months to negotiate acceptable draft language to be sent to Nairobi for approval. At the resumed prepcom, language acceptable to all prepcom participants was found for approximately 175 paragraphs addressing women's issues. Of the 280 or so paragraphs in the draft document prepared by the UN's Conference Secretariat, agreement could not then be reached on some 103 others, largely because they contained many unacceptable references to the New International Economic Order (NIEO), and extremist views on the disarmament process, on South African apartheid, and on various Middle East problems.

On June 17-21, 1985, a final attempt was made, prior to the Conference, to resolve disagreements over these contentious FLS paragraphs. The impasse was not resolved. Fifteen additional paragraphs were agreed upon, but some 90 paragraphs (and proposed amendments to them) were forwarded to the Nairobi Conference for resolution.

Prior to the Conference the U.S. has continually sought, and, as appropriate, the U.S. Delegation will again seek during the Conference, to:

- Amend the draft Conference rules to require consensus decision-making, at least for approval of the PLS.
- Obtain acceptable language for the remaining contentious paragraphs of the PLS.
- Join consensus on a final document (probably the Forward-Looking Strategies), if it avoids divisive politicization and emphasizes productive measures to advance the status of women.
- Focus on four priority concerns: women refugees, "Women in Development," literacy, and family violence.
- Establish a network of long-term relationships that can form a foundation for lasting cooperation to advance the status of women internationally.
- Develop, through an active Interagency Task Force, U.S. position papers.

Funding for the Nairobi Women's Conference is included in the UN regular (assessed) budget. The U.S. financial contribution to the Conference is made through payment of our assessed contribution to the regular UN budget.

We have been assured that no money from the UN Voluntary Fund for the Decade for Women will be spent on the Conference. A special voluntary fund has been established to help defray selected conference expenses. This is managed by the UN's Vienna Center. Several Western nations have made donations to the special fund. The U.S. has not contributed to the special fund.

APPENDIX 3

RESOLUTION PROPOSED BY THE U.S. DELEGATION

Australia, Austria, Bangladesh, Belgium, Benin, Botswana, Brazil, Canada, Cape Verde, France, Gabon, Germany, Federal Republic of, Ghana, India, Indonesia, Italy, Kenya, Lesotho, Liberia, Mexico, New Zealand, Norway, Papua New Guinea, Philippines, Samoa, Sierra Leone, Spain, Sweden, Thailand, Trinidad and Tobago, United Kingdom of Great Britain and Northern Ireland, United States of America and Yemen: draft resolution

Domestic violence against women

(document A/CONF.116/C.2/L.20, as revised)

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace,

Expressing primary concern for abused women and children and the destructive consequences of such abuse on the family,

Recognizing that domestic violence is widespread, cutting across all racial, social and economic lines,

Recognising further that the causes of and solutions to domestic violence are more complicated than in the case of crimes committed by unknown attackers,

Convinced that violence is often learned behaviour which can affect future generations and that steps need to be taken to prevent domestic violence through education and a change of attitude,

Recognizing the important role that women and women's organizations have played in assisting battered women and in making the community aware of the gravity and extent of domestic violence,

Convinced that violence is as much a crime when committed by a close family member as by a stranger and that the protection of the law should not stop at the family's front door,

Convinced further of the need for a more vigorous involvement of the justice system, increased public awareness and improved services for victims,

Bearing in mind that every battered woman needs support, safety and assistance and the knowledge that she is not alone,

Condemning the unfortunate attitude throughout the world that treats women as chattels and property to be abused and controlled, and that disregards laws that protect women,

1. Urges the appropriate governmental agencies to pay special attention to violence against women and to treat such behaviour as criminal, and to provide services to assist battered women and their children;

2. Calls upon States to develop laws and procedures, where they do not already exist, and to strengthen enforcement processes, including those of the police and courts, for the proper protection and support of women and to hold violent men legally accountable for their violence;

3. Calls upon the Commission on the Status of Women to consider appointing a special rapporteur to collect information, taking account of all relevant United Nations studies on the nature of domestic violence, with a view to making recommendations to the Commission concerning prevention and solutions, including community education suitable to varying cultural circumstances.

Dominican Republic, Japan, Malaysia, Pakistan, Philippines,
Republic of Korea, Somalia, Thailand and United States of
America: draft resolution

Refugee and displaced women

(text amalgamating documents A/CONF.116/C.1/L.33, L.38 and L.77)

The World Conference to Review and Appraise the Achievements of the United
Nations Decade for Women: Equality, Development and Peace,

Noting the report of the United Nations High Commissioner for Refugees,

Recalling previous calls for implementation of relevant United Nations resolutions posing solutions to those international situations which have given rise to the problem of refugees, thereby creating conditions enabling safe and honourable repatriation,

Noting with regret that, despite efforts by the international community and the agencies concerned of the United Nations system, there has been a lack of progress in finding solutions to such situations,

Noting with great concern that refugees and displaced persons continue to flee their countries in great numbers and that women and children constitute a vast majority among them,

Bearing in mind the various root causes which have brought about nearly 10 million refugees and many more displaced persons in the world today,

Recognizing that, in the various parts of the world where there are refugee and displaced women and their children, special needs continue to exist for their relief, physical security, rehabilitation, voluntary repatriation, and resettlement,

Noting with appreciation the special programmes being implemented by the United Nations High Commissioner for Refugees in recognition of such special needs and interests of refugee women and their children,

Aware that a large number of refugee women are found in developing countries of South and South-East Asia, the Middle East, Africa and Latin America, and that an excessively heavy burden has been placed on the economies and infrastructures of these developing countries, particularly the first asylum countries, adversely affecting their economic and social development, as well as their security and stability,

Recognizing that these countries cannot by themselves bear the heavy burden of providing adequate shelter, protection from rape and other forms of sexual violence, nutrition, health care, education and employment opportunities,

Noting with appreciation the role played by the voluntary humanitarian non-governmental organizations and intergovernmental organizations, the International Red Cross, the United Nations system and in particular the United Nations High Commissioner for Refugees, the World Food Programme, the United Nations Children's Fund and the United Nations Development Programme in rendering assistance to the best of their limited resources,

Noting also with appreciation the humanitarian aid extended both bilaterally and through the United Nations system by many Member States,

1. Strongly opposes all acts of violation of the United Nations Charter and international law, particularly the denial of the right of people to self-determination and independence and the use of force by foreign aggressors and their occupation, which are recognized as major root causes of the refugees and displaced persons problem;

2. Strongly urges Governments, in co-operation with the United Nations agencies' durable solutions to the problems of refugees, to take all necessary measures to create conditions of peace leading to their voluntary return to their homes in safety and honour;

3. Calls for the renewed commitment of all States, particularly in light of the auspicious occasion of the fortieth anniversary of the establishment of the United Nations, for the full implementation of the major relevant United Nations conventions and resolutions that relate to situations which gave rise to the problems of refugees and displaced persons;

4. Reaffirms the principle of international solidarity and burden-sharing in responding to the refugee problem, particularly in view of the heavy burden borne by receiving countries on account of the presence of large numbers of refugees and displaced persons, the majority of whom are women and children;

5. Urges all States to extend all possible humanitarian assistance to ensure that the needs of refugees and displaced persons notably women and children are adequately met and their interests safeguarded;

6. Urges the Office of the United Nations High Commissioner for Refugees, bearing in mind its overriding commitment to ensure the well-being of all refugees, to draw upon the expertise of all concerned United Nations bodies and, in consultation with countries of first asylum and resettlement countries, to carry out detailed studies and research with a view to developing and implementing further special programmes dealing with all facets of the relief effort which should be especially directed to the critical needs of displaced and refugee women; and requests the Office of the High Commissioner to report annually to the Executive Committee on the status, the progress and the implementation of these resolutions;

7. Further recommends that the High Commissioner ensure that the number of women at all levels on his/her staff, particularly in the field, is increased so as to ensure a better response to the needs of refugee women;

8. Requests the United Nations Secretary-General, in conjunction with the High Commissioner for Refugees, to report to the United Nations General Assembly at its forty-first session on the implementation of the present resolution.

Belgium, Benin, Cameroon, Djibouti, Dominica, Ecuador, Haiti, Indonesia, Japan, Malaysia, Morocco, Nepal, Pakistan, Papua New Guinea, Paraguay, Peru, Philippines, Republic of Korea, Saint Christopher and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Somalia, Sri Lanka, Swaziland, Thailand, Trinidad and Tobago, and United States of America:
draft resolution

Women and education: perspectives for the year 2000

(document A/CONF.116/C.1/L.78, amalgamating documents A/CONF.116/C.1/L.1, L.2, L.18, L.49, L.73 and L.75)

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace.

Aware that the fundamental human right to education carries with it full guarantee, on the basis of equality, irrespective of sex as a necessary ingredient to social, cultural, technological, and economic progress of any nation,

Mindful of the crucial role of education as a decisive factor in the development of each country,

Reaffirming that each country is responsible for its national development plans and programmes and accordingly for its educational plans, programmes and projects,

Considering that women and men should have equal access to all levels of formal, non-formal and vocational training in all sectors, both urban and rural,

Acknowledging that the training of women and girls in new technologies is particularly important and that the training and exposure of women to leadership roles by drawing out the full potential of women is urgent,

Recalling that attitudinal constraints constitute major impediments to the achievement of educational equality as stressed in the World Plan of Action adopted at Mexico City in 1975 and reiterated in the Programme of Action for the Second Half of the United Nations Decade for Women, adopted at Copenhagen in 1980,

Gravely disturbed by the fact that because of traditional attitudes towards women (sex-role stereotyped), women suffer disproportionately from poverty due to low level of employment, low priority on promotions for women who are equally deserving and qualified,

Notes with concern that women, by virtue of their gender, experience discrimination in terms of denial of equal access to the power structure that controls society and determines development issues,

Notes with grave concern the high rates of illiteracy and school drop-outs among young girls and women and the continued low levels of female participation in formal and adult education programmes in many countries which in turn hinder women's opportunities to benefit from and participate in the developmental process,

Fully convinced that a major obstacle to women's full participation in society is the contrast between policy or legislative changes and effective implementation of these changes and further convinced that de facto and indirect discrimination persist despite legislative actions,

Recognizing the urgency to achieve by the year 2000, complete elimination of stereotyped roles and negative perceptions of and attitudes towards women; and recognizing further the important role that respective Governments as well as international organizations and non-governmental organizations have to play in the promotion of equality,

1. Urges Member States and relevant United Nations agencies, particularly the United Nations Educational, Scientific and Cultural Organization, to adopt as a priority area in their agenda, the increased and accelerated access of women, particularly in developing countries, the leadership training and exposure of women in economic and financial, scientific and technological fields to facilitate and accelerate their actual and equal participation with men as policy- and decision-makers, policy formulators, educational planners, contributors and innovators in the economic, scientific and social development of their countries; that the commitment should guide the effective implementation of policies, plans, programmes, and projects coupled with the conviction that development projects of every country will be improved and society advanced if the full potentials of women are optimized;

2. Recommends that Member States and non-governmental organizations intensify efforts to substantial and continuing improvement in educating people (especially parents), through the mass media, in the portrayal of women, projecting them as intellectuals, leaders, executives, innovators, inventors, politicians and active participants;

3. Also recommends that Member States, if they have not done so, adopt policies to continuously evaluate and update textbooks, instructional materials, curricula at all levels, and if necessary, to rewrite or redesign them to ensure that the image of women is reflected as positive, dynamic and participatory;

4. Requests Member States to adopt in their educational plans and programmes, an expanded in-service and pre-service training of teachers and guidance counsellors in all levels and in all types of schools in sensitizing them to the problems which impede educational equality, training and providing them with proper perspective and instructional materials to eliminate sex-role stereotyping and thus enable them to develop successfully among their students, certain values and attitudes and ultimately change their behaviour;

5. Also requests that Member States take immediate steps, if they have not done so, to facilitate and monitor the access of women and girls in all levels desiring to re-enter formal education or professional life, by developing continuing or life-long educational programmes; accrediting (through examinations or other strategies) non-formal and informal learnings;

6. Further recommends Member States to take into account in their educational plans, supporting measures of adopting flexible entry and re-entry to formal schooling, flexible time schedules in the education facilities to enable women who in the discharge of their fundamental roles as wives and mothers, normally face tremendous constraints;

7. Encourages Member States and non-governmental institutions to intensify research activities, by identifying discriminatory practices so as to chart future directions making realistic targets towards their eradication; by investigating the discrepancy between the law and implementation phase, and by identifying factors that would prohibit participation of women in educational programmes and to formulate measures to overcome such barriers;

8. Encourages further Governments and non-governmental organizations and institutions to promote increased enrolment of women in technical and vocational training institutes and centres including intermediate technical courses in plans and programmes for intermediate, formal and non-formal education; and to expand and allocate equitably to girls and boys scholarships and grants, including educational loan packages with special emphasis to the disadvantaged girls and women, to encourage them to pursue their studies suited to their capabilities, particularly encouraging them to receive technical and professional training, particularly in the fields that have been traditionally men-oriented, monitor their progress and placement, job recruitment and promotions to ensure that equality between men and women is achieved;

9. Calls upon Member States which have not yet done so, to adopt innovative measures and programmes to enable them to achieve the highest literacy rate (women and men), if possible up to 100 per cent by the year 2000; and calls upon Member States to support adult literacy training, drawing upon governmental and non-governmental organizations as appropriate, to develop adult learning generally and adult literacy and basic skills specifically; including the production of appropriate teaching materials for literacy and post-literacy courses;

10. Calls upon appropriate international organizations to facilitate an exchange of gathering and dissemination of information regarding programmes and practices, technical assistance, evaluation of programme effectiveness and promotion of dialogue and communication among the myriad providers of literacy training, to develop a clearer international understanding of the problems and possibilities related to adult literacy;

11. Urges Governments, interested United Nations bodies, particularly the United Nations Educational, Scientific and Cultural Organization and non-governmental organizations to support programmes of women's organizations directed to promote non-formal educational activities, addressed to the education of women about their rights and possibilities of full participation in society;

12. Calls upon Member States to continue prioritizing education in the national budgets so that education can contribute more fully as the driving force in the elimination of present shortcomings and inequalities; thereby achieving substantially the full potential of women in nation-building.

Canada: draft resolution

Women and development: principles and priorities

(document A/CONF.116/C.1/L.26)

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace,

Recognizing that development is a total process which requires the participation of both women and men in order to be effective,

Recognizing further the extent to which women have not benefited equally with men from the development process,

Recalling that the United Nations Decade for Women has resulted in important advances for women but that progress has been insufficient,

Considering that inadequate account has been taken by development planners in national Governments and in multilateral and bilateral development agencies of the role of women as contributors to economic development and social progress, particularly of the fact that the income of women is crucial not only to women's individual self-reliance, but also to raising the standard of living of the family, and to the overall development of the community and society,

Recognizing the significant contribution women have already made to national economies and the enormous resource they represent which remains untapped, particularly in less developed countries,

Bearing in mind the challenge to public and private sectors to find ways of fulfilling their potential by incorporating women fully in the economic process,

Considering also that while some development policies and programmes have had a positive impact on the social and economic condition of women, there have also been cases where the impact has been negative,

Aware that many countries have accepted commitments to the rights of women to participate in the process of development, and to benefit from its fruits,

Concerned, however, that lack of progress in building women's autonomy and raising their status has impeded their integration in development on an equal basis with men,

Recognizing the need to relieve the time and energy constraints on women in order to free their energies to engage in productive enterprise,

Noting with particular concern that insufficient attention has been given in development policies and programmes to the role of women in agriculture and food production, forestry, energy and water management.

Alarmed at the aggravated food situation especially in Africa where the existence of millions is threatened by hunger, recognizing in particular the extent to which women's lack of access to land and modern technologies has contributed to the problem and recognizing the capacity of women to solve food production problems,

1. Calls upon national Governments and multilateral and bilateral development agencies to make explicit their policies on women and development and in particular to ensure that sectoral development policies and programmes include strategies to promote the participation of women as contributors and beneficiaries on an equal basis with men;

2. Urges national Governments and multilateral and bilateral development agencies to give high priority to programmes and projects which strengthen women's autonomy, including programmes to stimulate the formation and growth of women's organizations and women's groups and to give financial and organizational support to their activities when needed;

3. Recommends strongly that in order to transform policies into concrete results that specific and reviewable plans of action be developed by all programming units in all sectors and endorsed at the highest organizational level; such plans should establish responsibility, accountability and timeframes for implementation, provide for monitoring and evaluation, establish quantitative targets and should include necessary support programmes such as staff training on women's role in development in all sectors;

4. Urges that in national development planning, priority be given to women's training and income generation, including the alleviation of women's time and energy constraints stemming from the demands of household work in order to free women to engage in productive enterprise and protect women from health-damaging overwork; priority should also be given to increasing women's access to and control over productive resources particularly title to land, credit, technical training and appropriate technologies;

5. Recommends that all development projects include a strategy to benefit women and that all project evaluations include an assessment of impact on women; to this effect, women in the project's target population should be involved in all phases of the project cycle from planning through to evaluation, and this at all levels from local to national;

6. Calls upon national Governments, multilateral and bilateral development agencies to consult with each other and with non-governmental organizations in order to co-ordinate and reinforce programming activities in support of women's integration in development;

7. Recommends that increased and co-ordinated effort be given at the national, regional and international levels to the improvement of information bases on women and development including sex - disaggregated statistics on a macro and micro level, action-oriented research as well as methodologies to identify and

monitor over time the extent to which financial and technical support is provided to development programmes and projects which improve the situation of women;

8. Urges that priority attention be given to women's participation in sectors where their important role has often been ignored in the past, such as agriculture and food production, processing, marketing and distribution, particularly in Africa where women have a vital contribution to make to the resolution of the critical food situation, as well as to other sectors such as water and sanitation and human settlements which are important to human health and well-being and to energy, forestry and protection of the natural environment which help sustain all people;

9. Recommends that review of progress under this resolution take place in conjunction with the review of the Forward-looking Strategies.

United States of America: draft resolution

International human rights

(document A/CONF.116/C.2/L.23)

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace,

Recalling the provisions of the Charter of the United Nations that call upon Member States to promote human rights and fundamental freedoms without distinction as to sex,

Recalling also the Universal Declaration of Human Rights and the various international instruments that affirm the human rights of women in all Member States,

Reaffirming that discrimination against women is incompatible with human dignity and that women and men should participate on the basis of equality, irrespective of race or creed, in the social, economic and political processes of their countries,

Aware of the important role played by the Commission on the Status of Women and by the United Nations specialized agencies in preparing various international instruments that oblige Member States to uphold the rights of women enumerated therein,

Mindful that violations, including gross violations, of internationally recognized standards of women's rights exist,

Considering that enforcement of women's rights is the necessary responsibility of Member States,

Recalling Economic and Social Council resolutions 76 (V) of 5 August 1947 and 3041 (XII) of 14 and 17 July 1950 which continue to form the basis for the mandate of the Commission on the Status of Women to receive at each of its regular sessions a list of confidential and non-confidential communications relating to the status of women,

Recalling also Economic and Social Council resolution 1983/27 of 26 May 1983, setting forth procedures whereby the Commission considers and deals with communications of individual women and of groups of women whose human rights have been violated,

1. Welcomes the initiative of the Council to reaffirm these important functions of the Commission on the Status of Women;
2. Condemns violations of the human rights of women wherever they occur;
3. Urges Member States to observe their obligations towards women citizens by upholding the provisions of the various relevant international instruments, including the Charter of the United Nations;
4. Calls upon the United Nations, as well as international non-governmental organizations, to continue to publicize the various international instruments regarding the rights of women in order to disseminate widely the provisions and obligations of Governments contained therein;
5. Encourages the Commission on the Status of Women to consider the possibility of appointing special rapporteurs to investigate violations of women's rights where they may occur and to report to the Commission on their findings.

APPENDIX 4

OFFICIAL U.S. REPORT AND STATEMENTS

NATIONAL REPORT**THE UNITED STATES OF AMERICA**

1985 WORLD CONFERENCE
To Review and Appraise the Achievements of the
United Nations Decade for Women
(1976 - 1985)

AMERICAN WOMEN DURING THE DECADE, 1976 - 1985

Among the more dramatic achievements in the United States during the UN Decade for Women were the appointment of the first woman Supreme Court Justice, the space flight of the first American woman astronaut, and the nomination of the first woman candidate by a major party for the Vice Presidency.

But the advancement of America's women during the Decade goes far beyond these individual cases. By the end of the decade, we have seen the percentage of women presidential appointees rise. Women now occupy more than 1600 high level policy-making positions. Seventy-five women are currently serving in top level full-time Presidential appointments confirmed by the Senate.

In the United States, the promotion of political equality for women is no longer an issue. All major legal barriers preventing women from exercising their political rights were eliminated long ago. However, there still exist cultural, sociological, economic, and other impediments to the achievement of increased and proportionate participation of women in American political and economic life.

The Decade has been characterized both by social and economic change and by new technology. To the 21 percent increase in the United States civilian labor force between 1975 and 1984, women contributed more than 62 percent. During that period, the proportion of women in the labor force grew from 40 to 44 percent. By 1984, 54 percent of all women over 16 years of age were employed. Nearly 70 percent of those between the ages of 25 and 54 worked outside the home.

Although there has been a slight improvement over the term of the Decade, the average wage for women is still less than that of men. In part this results from the fact that women enter and leave the labor force more frequently than men. Consequently, they have less work experience. Also they are concentrated in low paying occupations and industries. Research, litigation and new initiatives by employers, State legislatures, and trade unions are changing this. Actions taken to combat this inequity have proliferated, and are expected to continue during the next decade. It is hoped that the entrance of more women into higher paid fields will narrow the gap further, as more women leave traditional studies and employment.

In 1976, more than half of all employed women worked in 20 traditional occupations. In 1984 the proportion decreased to 46.5 percent. In 1984, 34 percent of those employed in executive, administrative and managerial occupations were women, as opposed to 22 percent in 1975.

The number of families maintained by women increased by more than 84 percent between 1970 and 1984. The number of children living with a divorced mother more than doubled between 1970 and 1982, while the number of children living with a never-married mother increased more than fourfold.

Eighty-two percent of single parent mothers were employed full time during 1984. They tend to work in low paid, less skilled jobs, and many of them live below the poverty line. They are typically burdened with low educational attainment. They often lack marketable skills. Experimental training and employment programs have been developed to assist low income women who face distinctive barriers to employment, and efforts are being made to find effective ways to improve their opportunities.

During the Decade there has been a 12 percent increase in multiple-earner families. more than 60 percent of these families both the husband and wife are employed. In 1984, 90 percent of all families had working wives (or wives who were seeking work). In 1983, working wives contributed 29 percent to the economic support of the families. Those who worked full time all year contributed 40 percent.

The most significant development in the employment of women over the Decade has been the rise in the number of working mothers to nearly 20 million in 1984. More employed mothers, including those with children under 3 years of age, now work full time.

In the 1960s there was a trend toward the delay of child bearing until the mother's 25th to 30th year. In the 1970s a significant number of women delayed having children until after age 30. The rate of first births to women 30-34 years of age increased 60 percent between 1975 and 1980; for women 35-39 years of age the increase was 36.8 percent. This phenomenon affords time for women to gain greater educational attainments, and occupation and labor force status. This can be expected to lead to improvements in their status, and in family income.

LEGISLATION

At the outset it should be noted that the United States is not governed by a uniform national code, as are many other countries, but is a federation of fifty sovereign states. The powers of the Federal Government are limited to those specifically enumerated in the Constitution, with the result that the realm of domestic relations is an area traditionally regulated by the individual states. Efforts to improve the status of women have been advocated, initiated and carried through by a variety of entities, including the private sector, non-government organizations, and the Federal, state, and local governments, both individually and in cooperation with each other.

Substantial legislative activity occurred in the US during the last twenty years seeking to prohibit discrimination on the basis of sex, in housing, credit, education, employment, and Federally assisted programs. Other ameliorative legislative activity has had a significant effect on women because women are disproportionately represented among the aged, the poor, and as caretakers of children.

To discuss the development of the legal status of women in the United States during the Decade, legislation enacted prior to the beginning of the Decade must be mentioned as forming the basis for further refinements in administration. Some of the more important legislative activities affecting women are listed below.

The Equal Pay Act of 1963 amended the Fair Labor Standards Act to include a prohibition against pay differentials on the basis of sex. Employers must pay men and women the same wages for work that requires equal skill, effort, and responsibility if performed under similar working conditions.

Title VII of the Civil Rights Act of 1964 also prohibits discrimination in employment on the basis of sex. It covers all aspects of employment including hiring, discharge, promotion, training, compensation, and fringe benefits. In 1972 it was amended to extend coverage to Federal, state and local governments as well as to educational institutions. The Equal Employment Opportunity Commission, which enforces this Act, increased by 49 percent the number of cases litigated during the first half of 1984 over the same period in 1983. For example, in *Hishon v King and Spaulding* the

Department of Justice successfully argued before the Supreme Court that law firms must comply with Title VII when selecting partners, so that women associates must not be discriminated against in favor of their male counterparts. During the Decade the Equal Employment Opportunity Commission issued definitive guidelines on sexual harassment, and sexual harassment claims have been litigated successfully under Title VII.

In the past, some insurance companies required women to make larger monthly payments to a retirement fund than men paid for equal monthly benefits, because on average they live longer than men. In 1978 the Supreme Court ruled that this practice constituted sex discrimination, and was in violation of Title VII of the Civil Rights Act of 1964. The Supreme Court later held that Title VII also prohibits employers from providing lower benefits to women than to men because of the difference in average life expectancy.

Most states have equal pay laws, or fair employment laws comparable to the Equal Pay Act, or Title VII, or both. Four states have appropriated money to increase salary rates in low-paid, female-dominated jobs, in order to equalize pay levels between jobs held predominantly by women and comparable jobs held predominantly by men.

The Fair Housing Act of 1968 prohibits discrimination in the sale, rental, or financing of housing. It was amended in 1974 to add sex to the list of prohibited grounds of discrimination.

The Equal Credit Opportunity Act prohibits discrimination in the granting of credit on the basis of sex or marital status. Evidence compiled in 1972 indicated that women did not have equal access to credit, but, rather were likely to be denied credit, or to be given credit subject to restrictive conditions not imposed on similarly situated men. Since this Act took effect in 1975, information drawn from examination reports, consumer complaints, and surveys indicates that most creditors are in compliance, so that women now generally do have equal access to credit. The Act directs the Board of Governors of the Federal Reserve System to prescribe regulations to carry out the purposes of the Act, and agencies have been designated to enforce it by investigating complaints and conducting examinations.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in Federally assisted education programs and activities.

The Women's Educational Equity Act of 1974 authorizes activities to achieve educational equity for women at all levels of education, including pre-school, elementary and secondary education, as well as higher education and adult education. Under this program over \$60 million has been disbursed to provide educational equity for women and to assist educational agencies to implement Title IX.

Important legislation passed during the Decade includes The Tax Reform Act of 1976, which provides for the establishment of individual retirement accounts for non working spouses, and improves provisions for surviving spouses under Federal estate tax law.

In 1976 the Higher Education Act was amended to provide grants to institutions of higher education for the purpose of granting fellowships to qualified needy student members of groups under-represented in such graduate and professional study areas as science, engineering and international affairs. More than half of these grants have

been awarded to women since the program began in 1978.

The Social Security Financing Amendments of 1977 eliminated the reduction in widows' benefits upon remarriage after age 60, and reduced the length of marriage requirement to qualify for benefits to divorced wives from 20 to 10 years. Amendments in 1983 eliminated most of the gender-based distinctions in the Act and increased benefits for older, divorced and widowed women. The change in the provision of survivors' benefits to disabled widows will amount to approximately \$1.4 billion in increased benefits between 1983 and 1989.

The Child Abuse Prevention and Treatment Act of 1974 made provision for the prevention and treatment of child abuse. Between 1975 and 1984, the National Center on Child Abuse and Neglect has funded over 470 projects nationwide to disseminate information on the prevention, identification and treatment of child abuse and neglect.

The Pregnancy Discrimination Act of 1978 amended Title VII so as to prohibit discrimination against workers on account of pregnancy, childbirth, or related conditions, which is tantamount to discrimination on the basis of sex. Employers are now required to apply the same personnel policies to pregnant employees as they apply to other employees who are unable to work because of some temporary disability or health condition. This legislation addressed special obstacles faced by pregnant women workers. Prior to its enactment, some employers fired pregnant workers who were able to work. Others determined when pregnant workers should leave work and how many months they must remain with their child before returning to work. Many employment-related health insurance policies and temporary disability policies applied to virtually every need for health care except pregnancy and childbirth.

The Federal Adult Education Act was amended in 1978 to provide means to enable all adults to acquire the basic skills necessary to function in society, and to enable adults who so desire to continue their education through completion of secondary school. Since 1975, the majority of participants in this program have been women.

The Economic Recovery Tax Act of 1981 reduces the marriage tax penalty (the fact that a two-income married couple with two incomes pays higher taxes on a joint return than two single persons would pay), eliminates gift and estate taxes between spouses, increases the limit for individual retirement accounts of spouses, and increases the tax credit that may be claimed for the care of dependents of working taxpayers. A new category of tax benefits entitled "Dependent Care Assistance Programs" was established, making it clear that the value of employer-provided child care payments, services, or vouchers would not be included in the employee's gross income for tax purposes.

The Job Training Partnership Act of 1982 provides for the principal government job training program. The states and the private sector have joint responsibility for programs to prepare economically disadvantaged individuals and those with serious barriers to employment to become productive workers, to reduce welfare dependency, and to increase employment and earnings. The Act requires the development of programs to overcome sex stereotyping in occupations traditional for men. Ninety percent of participants in each category served must be economically disadvantaged persons. Since a majority of those living at or below the poverty level are women, this legislation clearly targets women as beneficiaries. During the first program year, approximately 53 percent of participants in the basic training provided

under the Act were women.

Up to 10 percent of local program participants may be persons who are not economically disadvantaged but who face grave barriers to employment, such as teenage mothers and displaced homemakers. The law also authorizes the provision of such supportive services as child care, health care and transport to individuals who need such assistance in order to participate in training. Throughout the country, under government and private auspices, nearly 400 programs provide counseling, workshops, skills training and job placement assistance to displaced homemakers.

The Retirement Equity Act of 1984 removes many difficulties experienced by women in earning their own pensions and in receiving retirement income after divorce or the death of a spouse. This Act takes into consideration the fact that many women enter the workforce at an early age for a few years, leave their jobs to rear children, and return to work after the children enter or finish school, a pattern which often disqualified them from pension rights. It obliges pension plans to permit participants to leave and return to a job without sacrificing pension credits for up to five consecutive years, or for the amount of seniority accrued to the employee. A special rule applied to maternity or paternity leave enables an employee to be credited with up to 501 hours of service, solely for determining whether a break in service has occurred.

The Act also contains provisions to protect the retirement income of women, derived from their status as wives, widows or former spouses. All married participants with vested benefits must automatically be provided with an annuity which provides for a survivor. A participant may waive survivor benefits only with written consent of his or her spouse. The Act also verified the fact that plan administrators can honor a court order assigning benefits from the plan participant to pay for child support or alimony.

The past three Presidents have authorized review of all U.S. statutes for the purpose of identifying overt sex discrimination and policies adversely affecting women. Many such laws and implementing regulations have been amended to remove discriminatory language. An omnibus bill before Congress this year would amend most remaining statutes that treat women and men differently.

The Attorney General recently completed a review of Federal laws, regulations, practices and policies to identify any language or provision that unjustifiably differentiates or effectively discriminates on the basis of sex. Under the direction of the Civil Rights Division of the Department of Justice, 41 of the 42 departments and agencies of the US Government have completed their reviews. Six quarterly reports on the progress of the Attorney General's review have been published, and a seventh and final report has been drafted. A Task Force on Legal Equity for Women will coordinate and facilitate implementation of required changes in the various Federal agencies.

Some legislative and constitutional initiatives have not been successful. The Equal Rights Amendment, first introduced in Congress in 1923, failed ratification by three states short of the required three fourths of all states required before June 30, 1982.

EDUCATION AND TRAINING

An Adult Literacy Initiative has been inaugurated to promote functional literacy for all adults by increased use of volunteers and by increased involvement of the private sector.

Although less than 1 percent of the US population is illiterate, the existence of functional illiteracy in this technical age is a grave problem, particularly on the part of women, who regulate the lives of their families in so many fundamental ways. An elaborate series of programs has been in effect throughout the country during the Decade to solve this problem through formal and informal means, utilizing a variety of measures, both official and voluntary.

Women have increased their educational attainments during the Decade. High school girls are studying more mathematics, chemistry and other non-traditional subjects than in the past, and fewer of them leave school without diplomas. Women now account for more than half of the enrollment in institutions of higher education, and more of them are concentrating on less traditional subjects - such as business, management, medicine, law, and the physical sciences. More women are engaged in post graduate studies. Women now represent 38 percent of all adult workers with four or more years of college, compared with 32 percent in 1970. In 1981-82 women earned 50 percent of the bachelors degrees awarded in the United States, 51 percent of the master degrees, 32 percent of doctorates, and 28 percent of the first professional degrees. This is a considerable improvement over women's participation in higher education in 1971-72, when women earned 43 percent of the bachelors degrees, 40 percent of the masters degrees, 14 percent of the doctorates and 6 percent of the first professional degrees conferred.

The number of women applying for and accepted into medical schools increased in the last decade. In the 1971-72 academic year women comprised just under 11 percent (4,755) of total enrollment in US medical schools. By the 1981-82 academic year they amounted to about 28 percent of total enrollment (18,505). A further increase of about one percent was reported in 1982-83.

Title II of the 1976 Education Amendments to the Vocational Education Act of 1963 provides for assistance in eliminating sex discrimination as well as sex role stereotyping in those vocational education programs that receive financial assistance from the Federal Government. It continued the authorization for Federal grants to the states for the provision of programs of vocational training, and it inaugurated provisions to meet the needs of homemakers who wish to join the workforce. It requires the appointment of a full time State Sex Equity Coordinator for each state to work for the elimination of sex discrimination. Each recipient of Federal funds must establish a local advisory council with representatives of both sexes.

Under this legislation, programs and resource materials have been developed to include apprenticeships, work study programs and industrial arts training. Between 1977 and 1982 there has been a ten percent increase in the number of women who participated in technical training.

From 1977 to the present, many projects were funded to encourage women to overcome barriers which prevent them from taking up non-traditional occupations. Progress has been made in improving women's access to vocational training, and attitudes toward women in non-traditional roles are improving. Apprenticeships are being offered to women. Students and workers in non-traditional areas are developing support systems. More women are pursuing training in mathematics, science, and technical skills. In arranging for the employment of women in non-traditional fields, coordination is increasing between vocational education agencies, business and industry.

Services are provided to enable women to overcome such obstacles to participation in

training as finances, need for child care, vocational/academic preparation, harassment, isolation and discrimination. Inroads have been made in solving these problems through the availability of training grants, child care services, and counseling to foster attitude changes. Seminars and peer support activities, as well as legal measures, have brought a measure of success.

EMPLOYMENT

A variety of practical measures has been taken over the Decade to reduce sex stereotyping in higher paying occupations, and to provide training, counseling and other appropriate assistance to women to enable them to compete in those fields. Problem areas were identified, solutions found and publicized, and support services were arranged to acquaint women with resources open to them. Successful efforts were made to obtain access for women to such non-traditional jobs as plumber, coal miner, electrician, auto mechanic, and steam fitter. Appropriate training was organized, and follow up support was provided. While these projects were initiated on a small scale, they have provided a source of useful information and experience that will advance further endeavors.

Between 1972 and 1982, the employment of women scientists and engineers increased by 200 percent, to the extent that almost one in every eight scientists and engineers employed in this country in 1982 was a woman. All Federal agencies having responsibilities for science and technology have special programs to promote the participation of women in science and technology. Two major activities geared toward women by the National Science Foundation are the Visiting Professorships for Women, and Research Opportunity Grants for Women, which, by awarding grants to women scientists and engineers to serve as visiting professors at academic institutions in the US, aim to encourage women to pursue careers in science and technology and to develop more productive careers in these fields. These professorships enable women to undertake research, teach science and technological subjects, and advise younger women about opportunities in science and technology careers.

The employment of women in non-traditional professions such as the skilled trades also increased during the Decade. Their participation in the precision, production, craft and repair occupations remains low, although it increased by 3 percent during the Decade.

The Federal Government has endeavored to increase public awareness of the need for more day care facilities for the children of working mothers, and to encourage employers and unions to provide such service. Federal tax incentives were provided to encourage employers to provide day care for the children of their workers. Tax credits for the cost of day care were provided to workers themselves, and the amount allowed has increased over the Decade. Ancillary measures to encourage day care businesses have proliferated, such as a tax deduction to persons who provide day care services in their homes, for expenses related to the use of their homes for that purpose.

Several Federal programs provide funds for day care services to the children of persons at or near the poverty level. Certain categories of disadvantaged mothers are eligible for an allowance to pay for child care to enable them to find and continue employment. A new Federal statute enables state and local resource and referral systems to provide information on child care and dependent care services.

A 1982 provision for flexible work schedules in the Federal service accommodates

working mothers. A 1983 revision of regulations concerning the use of part time employment generated opportunities for job sharing between two half-time employees.

A variety of government programs has been implemented during the Decade to assist women business owners. In 1979, all Federal departments and agencies were instructed to favor the use of women's business enterprises, particularly in the areas of technical and management assistance, training, counseling, information dissemination, and procurement. The Department of Labor alone awarded contracts worth \$10 million to organizations owned or controlled by women during Fiscal Year 1983. During 1980, an Office of Women's Business Enterprise was established within the Small Business Administration.

The Small Business Administration has primary responsibility for providing assistance to women business owners. Its programs target direct loan funds to women and provide management and other technical assistance such as short-term training, conferences, and counseling. It produces and disseminates publications to inform women business owners of resources available to them.

With the support of these programs, an increasing number of women opened their own businesses during the Decade. From 1977 to 1980 the number of non-farm sole proprietorships operated by women increased 33 percent, as compared to an 11 percent increase for similar businesses operated by men. Women's share of all non-farm sole proprietorships rose from nearly 23 to 26 percent during that time. However, women's firms remained confined largely to the traditional areas of retail stores and personal services, which typically produce low net incomes. This is expected to change as more women enter new fields of education and employment that will facilitate their entry into profitable and high growth business ventures.

HEALTH

In 1983, the Public Health Service Women's Health Issues Task Force was chartered to assess women's health needs and to examine relevant PHS activities in light of their findings. It has undertaken a comprehensive review of the health status of women in the US, with particular attention to health indicators that are unique to women, or where interventions for women are distinctive.

The National Institute for Occupational Safety and Health has developed information on reproductive health, personal protective equipment, and health hazards for office workers. Attention has been directed to safety and health issues, particularly to those affecting female workers in traditionally male jobs, such as the provision of personal protective clothing and equipment that fits women. Studies are going forward on workplace hazards to reproduction and on hazards that may be associated with the use of such new technology as video display terminals.

There has been active government support for research concerning the changing role of women, and for investigation of the effectiveness of various types of support and therapy for the alleviation of alcoholism in women, which appears to differ in some degree from alcoholism in men. Research is also in progress on the impact of drug use on women, as well as on the result of treatment for drug abuse, such as a study of the effects of heroin and methadone on chromosomes. Efforts are being made to ensure that sufficient attention is devoted to the treatment of women drug abusers, who constitute 25 percent of patients in Federal drug treatment programs, which are often male-oriented in approach.

Also being addressed are problems women experience with the use of prescription drugs, arising from differences in the way and extent to which physicians prescribe differently for men and women. This seems to result from the greater frequency of women's consultations with physicians, their greater likelihood of being perceived as psychosomatic, their more frequent reporting of anxiety, stress and diffuse symptoms (for which psychotropic drugs were developed), and a focus on women in drug advertising and promotion.

The Federal Government has launched a program to encourage the American public to adopt healthy customs, and to prevent disease by the reduction of health risk practices such as smoking and the abuse of alcohol and drugs.

Cigarette smoking remains the largest single preventable cause of illness and premature death in the United States. Since the first Surgeon General's Report in 1964, more than 30 million smokers have stopped using tobacco. However, reducing the number of new smokers, particularly among pregnant women, remains a matter of particular concern, and programs continue to promote increased public awareness of the dangers of this practice.

The Department of Health and Human Services has launched a nationwide campaign called "Healthy Mothers, Healthy Babies" to promote good health practices among pregnant women and to reduce infant mortality. Working with 36 national voluntary, professional and government organizations, the coalition fosters public education efforts directed at pregnant women.

The Public Health Service maintains and contributes to a substantial amount of data collection describing the status of women's health and women's health problems. For example, research on osteoporosis, a condition which particularly afflicts elderly women, has been significantly increased. Of particular interest is the role of nutrition in preventing the disease. New research was undertaken on nutrition needs during pregnancy, and the effects of prenatal exposure to such substances as aspirin and caffeine. A Nutritional Teleconference was sponsored, in collaboration with nutrition and health professionals, to promote knowledge and understanding of new research on maternal, infant and child health. A major research project has been concerned with improving treatment for the more than 100,000 American women diagnosed each year as afflicted with breast cancer.

The Food and Drug Administration has developed a program to provide women with consumer information on the safe use of such medical devices as menstrual products, contraceptive devices and pregnancy test kits. It has also issued a regulation requiring that a warning label be placed on all over-the-counter drugs, advising pregnant and lactating women to consult their health care provider before taking any drugs.

A special supplemental food program for women, infants and children is designed to provide nutritious food supplements and nutrition education to low-income at-risk pregnant, postpartum and breast-feeding women. This includes benefits for infants and children. The program operates country-wide in urban and rural poverty areas. In a clinic setting, it helps to bring the needy into the public health care system, and to make preventive health care a routine part of their lives. Applicants are screened for nutrition risk and referrals are made as appropriate. Participants learn about infant and child feeding, meal planning, economical food preparation and purchasing techniques, as well as about prenatal nutrition. Through this program, since 1977, education on nutrition has been provided to nearly 20 million persons. In addition, the

Department of Agriculture Nutrition Education and Training Program of 1977 provides funds to teach the fundamentals of nutrition to children, parents, teachers and school food service employees.

Title IV-D of the Social Security Act was the basis for the Child Support Enforcement Program enacted by Congress in 1975. This is a joint Federal/state program to locate absent parents, establish paternity, and ensure that children are supported financially by their parents. This program has been particularly helpful to families headed by women. Strengthening legislation that became effective in 1984, provided for the automatic withholding of overdue support payments from the wages of the responsible parent, expedited legal processes to establish and enforce child support orders, the interception of state and Federal income tax refunds when support payments are overdue, and Federal incentives to encourage the states to collect these payments.

During 1983 the Attorney General established a citizen Task Force on Family Violence, which conducted public hearings and reviewed written testimony from professionals working in the field of family violence, as well as from educators, researchers, concerned citizens and victims of family violence. Their Final Report released in September 1984, made recommendations concerning physical child abuse, incest, spouse abuse, sexual molestation of children, and abuse of elderly relatives. The overriding message of the report is that family violence is not a private family matter, but a crime, which must be resolved through legal means. The legal response to family violence, according to the report, should be guided by the nature of the abusive act, rather than by the relationship between the victim and the abuser. The Department of Health and Human Services administers several programs that address various aspects of this problem, and is now coordinating the relevant activities of a variety of government divisions and agencies. In addition, recent legislation authorized a Federal program of grants to the states to provide services to victims of family violence.

Offices have been established within local and state agencies to deal with family violence. To address the needs of battered women, shelters and support services have been established by grassroots organizations. The number of shelters throughout the country has increased over the last few years. Most of them operate on limited budgets and receive their income primarily from community contributions. Rural communities have developed informal safe-home networks. Various services are provided through rape crisis centers, action councils, departments of social services, and private groups. Legal services are made available for low income women.

All fifty states now have some form of child abuse laws. In addition to laws requiring physicians and social workers to report suspected abuse to authorities, many states have enacted criminal law provisions to punish those who abuse children, and have established or strengthened protective services for children.

Appropriate programs are now in place to facilitate the full participation of women in all spheres of the national life, and there is reason to believe that these efforts will gather momentum as the achievements of women in the United States increase.



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PRESS RELEASE

FOR IMMEDIATE RELEASE

Press Release USUN 82-(85)
July 17, 1985

Statement by Maureen Reagan, United States Representative to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, in Plenary, Nairobi, Kenya, July 16, 1985

Thank you, Madame President. On behalf of my entire delegation, I would like to convey our congratulations on your election to the presidency of this conference. Under your leadership, we have faith this conference will be most productive and successful. I would also like to extend our congratulations to all the members of the bureau. Kindly also relay to your government, and to all the Kenyan people, our sincere thanks for the way they have opened up their hearts and welcomed us to your beautiful country.

It is especially fitting that this major gathering of the world's women should take place in Africa. Africa today symbolizes the unique importance of women in shaping the present and future of humankind. Africa is a continent of pain and promise, of richness and scarcity, of intense suffering and undying hope. At the heart of these poignant contrasts, the women of this continent toil. At a time when food production is critical, their labors produce most of this continent's food crops. At a time when economic development is crucial, they account for a large part of Africa's labor force in its most crucial economic sectors. Clearly, the great promise of Africa will only be fulfilled, if, as President Moi yesterday declared, we keep faith with Africa's women. So the women of Africa represent and symbolize the critical role, the passionate hopes and the striving future of us all.

The U.S. delegation represents over 100 million women in the United States, women concerned with the issues this conference will address. They have achieved dramatic progress during this decade for women, and I would like to speak briefly of their achievements.

Of course, it is easy to point out sparkling examples of individual success. During this decade, the United States witnessed the appointment of the first woman justice of our Supreme Court, three women serving simultaneously in the Cabinet of our government, the space flight of the first American woman astronaut and the first

nomination by a major party of a woman candidate for the Vice-Presidency.

But the advancement of America's women during the decade goes far beyond these individual cases. By the end of the decade, we have seen the percentage of women presidential appointees rise. Women now occupy more than 1600 high level policy-making positions in our federal government. Participation by women in the labor force at large has grown from 40 to 44 percent. While the average wage for women is still less than that of men, here too there has been improvement over this decade. We need to build on this progress, and I hope the next fifteen years will witness even more improvement.

At the start of the decade, American women had already achieved substantial political equality through legislation. Women had the right to participate fully in political affairs and had obtained legislative guarantees prohibiting discrimination in employment and pay. Discrimination in housing, credit and education had also been prohibited. Since the decade began, further legislative progress has been made in tax laws, in social security regulations, in pregnancy discrimination, in job training, as well as in the field of prevention and treatment of child and spousal abuse.

But we still are not satisfied. While all legal barriers to political equality have long since been eliminated, there still exist cultural, sociological and economic barriers. These are problems faced by women throughout the world, and we are here to discuss these problems and to join you, the women of the world, in formulating strategies to overcome them.

During this conference, the U.S. delegation will be seeking to focus on four issues of special concern to my country: women refugees, women in development, literacy and domestic violence. We will be hosting special conversation groups to concentrate on these issues. The United States has invited a number of the delegations here assembled to participate in these groups.

It is a tragic commentary on modern times that more than 10 million refugees suffer daily from deprivation, disorientation and degradation. Since 1975, the United States has accepted nearly one-half of all the refugees resettled to third countries in the world. The needs of refugee women resettling in the United States vary, depending from what culture they come. The most common difficulty for refugee women in the United States, is a background and a tradition in which women do not take aggressive roles outside of the home, and where they are taught to be dependent upon others. Self-sufficiency skills are crucial for successful integration into American life.

Therefore, the main job of our refugee resettlement program -- both public and private -- is to help women from these traditional cultures learn to be full partners in our society -- whether they work in the marketplace or in the home.

Let us not forget in these discussions, however, the root causes which have brought about nearly 10 million refugees and many more displaced persons in the world today -- famine, drought, war and, particularly, the wholesale loss of human freedom. When we see the suffering of women and children refugees in the world today, we must deplore the actions of governments which force people from their homes in search of freedom.

The desire for freedom is also at the heart of the vital role played by women in the development process. Governments have their targets and their five-year plans. Women have dreams and aspirations. Our experience convinces us that the ability of women to choose their own paths and, therefore, to participate completely in all aspects of development is essential.

In many developing countries, women play a major role in those sectors of the economy where private effort and initiative are vital. Particularly in the least developed countries, they are the food farmers, they are the merchants, they are shopkeepers, the backbone of the local market economy. The experience of over two decades of development efforts around the world has shown that countries which place the emphasis upon the private economic sector achieve the best development results. This means that especially for the least developed countries, the women's path to development is the best path. Emphasis upon the problems, concerns and capacities of women is the bright hope of the development future. The private sector is often the women's sector. Particularly in the least developed countries, emphasizing this role of women of the private sector often means the role of women. Could this be one reason private sector approaches meet so much resistance from government bureaucracies?

While government projects and government control have not proven to be the keys to development, governments do have a responsibility to encourage effective development approaches. Over a decade ago, the U.S. Congress approved regulations requiring the United States Agency for International Development to allocate resources to ensure that bilateral development projects include programs specifically designed to help women. That agency is also required to consider the potential impact on women in all its development projects.

Through voluntary contributions to several U.N. programs, such as the U.N. Development Program, UNICEF, and the U.N. Voluntary Fund for the Decade for Women, the United States has generously contributed to these multilateral programs. These in turn have supported improving the condition of women in developing countries. We are committed to encouraging these kinds of activities that will foster the full and equal participation of women in their communities, in their nations and in the world. We believe the United Nations can continue to play an important role as catalyst in achieving this goal. It has already done so during the Decade for Women, and we anticipate it will continue to do so in the future.

Literacy is an area of major concern to the United States. While basic illiteracy is no longer a major problem for us, achieving true functional literacy is a major challenge. Functional literacy means the knowledge that makes everyday life work. Meeting this challenge will allow women to further improve their own lives and the lives of their families and their societies.

Finally, American women are increasingly coming to grips with the devastation caused by family violence. Now some of you may see this as a concern only in Western context. But violence in the home, whether based on traditional customs or spousal abuse, is all too prevalent worldwide. Family privacy, feelings of guilt or embarrassment have often covered up this worldwide phenomenon. Help must come from outside the family. The most effective way to deal with family violence is to recognize that it is a criminal act and to treat it within the judicial system. The legal response should be guided by the nature of the abusive act, not the relationship between victim and abuser. I hope that we can share information on practical measures we have taken to meet this worldwide problem and to make a contribution to its solution.

I have just described the four issues that are of special importance to the United States in this conference. They were chosen by our delegation as areas of special interest and concentration because we believe that progress in these four areas in the coming years will have the greatest positive impact on the condition of women throughout the world. I realize, however, that other delegates consider other issues to be of greater importance. We are here to listen to those concerns. In doing so, we hope to promote greater understanding among all women.

For example, many delegations, especially those from Africa, believe it is of utmost importance that this conference address the question of apartheid in South Africa. Others believe that the situation of Palestinian women deserves special attention. The United States has never, and does not now, object to the discussion of these issues at the conference.

Apartheid is abhorrent to the Government and to the people of the United States. In addition to its demeaning and destructive effect upon the black people of South Africa, its effects upon women are especially severe. The Forward-Looking Strategies should address ways to overcome the effects on women of this evil and inhumane system.

Similarly, we recognize that many delegations feel very strongly about discussing the situation in the Middle East and its effect upon women. We are prepared to work constructively with those delegations in a spirit of consensus-building to arrive at results that all can accept.

I realize that this conference offers to many women a platform from which to speak that may be denied to them elsewhere. I am blessed to be a citizen of a nation where women are free to speak

out about their political views and to work within a democratic system to see that their views prevail. That is what I have done for my entire adult life. I would never deny to any woman an opportunity such as that presented here to use that platform no matter how much I might disagree with her position.

We have been concerned, it is true, over the possibility that generalized political issues with only a nominal connection to the unique concerns of women might come to dominate our conference. This is a result that we will work hard to prevent. We want this to be remembered as a conference of women, by women and for women. I am hopeful that in the spirit of compromise and consensus that has marked the opening of our work here in Nairobi, this result can be achieved. I thank you.

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PRESS RELEASE

FOR IMMEDIATE RELEASE

Press Release USUN 89-(85)
August 14, 1985

Statement by Ms. Maureen Reagan, United States Representative to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace in Nairobi, Kenya, after the Adoption of the Forward-Looking Strategies, July 27, 1985

Thank you, Madam President. The United States has joined in the adoption of the Forward-Looking Strategies Document because of what it says about women and their unique concerns. We are proud to have been a part of this conference and to have participated actively in the formulation of this final document.

In one sense, the Forward-Looking Strategies is a milestone in the discussion of women's concerns and participation in societies throughout the world. In those areas of unique concern to the world's women, we have truly accomplished a great deal. We have reaffirmed the right of women to full equality in every aspect of social, economic, cultural and political life. In so doing, we have placed a powerful weapon -- that of international public opinion -- in the hands of women throughout the world.

We have pledged our support for equal opportunities in employment, health and education. We have pointed to the need for greater attention to the role women play in industry, science, social services, trade, communications and community development, to name but a few.

Development, a crucial factor for the overwhelming majority of the women of the world, was also an area of broad general agreement. In the developing world, where most of the work is done by women while most of the wealth is controlled by men, there is a vital need to reorient development programs toward the needs and aspirations of women. We are proud of the development section of the FLS and the new insights it provides us all to the unique problems of women in the development process, as well as the enormous potential force we all represent if only allowed to devote our energies to the betterment of our own lives and the lives of our families.

We have also focused on women whose concerns are special and thus deserve special attention. They are the elderly, the abused, the disabled and the destitute. They toil in poverty in both city and

countryside. They are ravaged by war, held against their will, forced into unimaginable degradation and denied their means of livelihood. They are forced to leave their homes to seek work or to flee their homelands due to persecution based on race, religion or political affiliation. We have dealt with all these problems in the FLS, and my delegation is proud that we have been able to reach agreements and form a plan of action which, if implemented, could lead to substantial improvement in the situation of these women who suffer.

However, there are also sections of the FLS which give my delegation reason for concern. Too often there is a tendency for the document to call for state action to correct wrongs which stem from obstacles beyond the control of governments -- ranging from simple ignorance to deep-rooted, socio-cultural traditions. I must also repeat my own delegation's reservations with regard to paragraphs 70, 73 and 137 and the formula "equal pay for work of equal value." As we stated, our national government maintains the principle of equal pay for equal work.

Finally, Madam President, there are sections of the FLS to which my own delegation strongly objects. Most obvious of these are elements of the paragraphs on apartheid and Palestinian women, although our difficulties extend to a lesser degree to other sections of the FLS as well. As you well know, my delegation has long been concerned and sought to minimize the insertion of general political issues with only a nominal connection with the unique concerns of women into this conference -- a conference which should have been devoted to the unique concerns of women. Unfortunately, other delegations seem to be less interested in those issues and, instead, have used this conference to pursue the same divisive political issues that permeate the entire UN system. We do not want to belittle the suffering in the Middle East or southern Africa -- nor in Afghanistan, Cambodia or Central America. However, this conference is neither the place nor the occasion to attempt solutions to these global issues so hotly debated elsewhere. My delegation cannot accept the unbalanced and, at times, even destructive language that mars these two sections of the FLS.

We view the FLS as a reflection of two basic tendencies. There were those delegations who were interested in the special problems of women and worked tirelessly for a document that airs those problems and seeks to formulate practical solutions. Unfortunately, there were still others who were more interested in using this conference to pursue a separate political agenda. For the former, we have only the greatest respect and admiration -- all the more so because of the way they have continued to work for the cause of women while the latter group has done everything it could to debase their cause and this conference itself.

Thank you, Madam President.

RESERVATIONS FILED BY THE UNITED STATES
ON THE FORWARD-LOOKING STRATEGIES DOCUMENT

Paragraph 36

The United States reserved its position on the reference in paragraph 36 to the Declaration of Mexico on the Equality of Women and their contribution to Development and Peace, 1975.

Paragraph 45

The United States reserved its position on paragraph 45 because it does not agree that the obstacles listed should be considered the main reasons for inequality of women in most countries.

Paragraphs 70, 73, 137

The United States reserved its position on paragraphs 70, 73 and 137 specifically because it does not agree with the concept of "equal pay for work of equal value" and maintains the principle of "equal pay for equal work."

Paragraph 94bis

The United States abstained in the vote on paragraph 94bis because of unacceptable language relating to economic measures by developed countries against developing states.

Paragraph 98

The United States requested a vote and voted against paragraph 98.

Paragraph 99bis

Regarding paragraph 99bis, the United States reserved its position because it does not accept the underlining philosophy of the paragraph as it concerns the economic situation in debtor and developing countries.

Paragraph 306

The United States voted against paragraph 306 because of its opposition to the references in subparagraphs A.8 and A.9 to the imposition of sanctions and aid to liberation movements.

Paragraph 307

The United States voted against paragraph 307 because of its strong objection to the introduction of tendentious and unnecessary elements into the forward looking strategies document which have only a nominal connection with the unique concerns of women.



DEPARTMENT OF HEALTH & HUMAN SERVICES

Office of the Secretary

Washington, D.C. 20201

Statement by
Stephanie Lee-Miller
Assistant Secretary for Public Affairs
At Meeting with
The Honorable Nyakiamo
Minister of Health
Kenya
July 18, 1985

On behalf of Secretary Margaret Heckler of the United States Department of Health and Human Services and the U. S. Delegation, I would like to salute you and thank you for this opportunity to meet with you and share ideas. Through the exchange of information we can strive together to improve the health status of women of the world.

The health of the women of Kenya is under your stewardship and we are supportive of your efforts to improve their health conditions.

In America we have made great strides to improve our infant mortality rate and deaths of women from disease. We have also found that many conditions can be prevented by proper health information. For example, through our Healthy Mothers/Healthy Babies program we seek to inform pregnant women about how to care for themselves before giving birth to improve their chances for a healthy child.

At the U. S. Department of Health and Human Services we stand ready to share our information with you.

In the spirit of the United Nations Decade for Women and on behalf of Secretary Heckler of the U. S. Department of Health and Human Services, I am honored to present you with a token of friendship.



UNITED STATES MISSION TO THE UNITED NATIONS

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PRESS RELEASE

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Press Release USUN 138-(85)
November 5, 1985

Statement by Maureen Reagan, U.S. Representative to the UN
Commission on the Status of Women, in the Third Committee, on
Item 92, The UN Decade for Women, November 5, 1985

The World Conference in Nairobi last July marked the completion of the United Nations Decade for Women and witnessed the adoption, by consensus, of a Forward-Looking Strategies (FLS) document to the year 2000. It was, in short, a major milestone in the advancement of women.

We, like everyone else who attended the conference, want to thank Secretary-General Perez de Cuellar, Madam Leticia Shahani, Secretary-General of the conference and all the UN officials who helped us through the conference process. Additionally, we would like to thank the Chair of the Conference, Madam Margaret Kenyatta. We ask that she take back with her our thanks to President Daniel Arap Moi and to all the people of Kenya who opened their hearts to all of us visitors and made us feel at home. We will never forget you.

When the U.S. delegation journeyed to Nairobi, we went with great hope. We also went with the realization that in a political arena there are volatile issues on which any world conference can be grounded.

Our goals were clearly stated in Vienna, here in New York, in conversations around the world and in Nairobi. We wanted to participate in a full discussion of issues of unique concern to women and we were anxious to adopt a consensus document which reflected the best agreement among the women of the world. This document would contain the dreams, the goals and the ambitions of those of us who labored in Nairobi -- and the millions of women on whose behalf we worked.

Because of our tremendous respect for the women and men who worked so tirelessly for this document, my delegation firmly believes that we should not and cannot allow the momentum gained in Nairobi to be lost. The United States delegation will make every effort to ensure that the ideas which emerged from Nairobi will not be confined to some forgotten archive. With these ideas, we will find practical solutions to the monumental problems faced by women every day.

ended

Mr. Chairman, we have listened with great interest in the last week to this debate because, like everyone else, we are currently digesting the document and looking for avenues of implementation.

These avenues are sometimes simple and other times more tortuous. An example of a simple goal traveling a complex road to achievement is paragraph 120. We heartily agree that the unremunerated work of professional homemakers should be included in calculations of Gross National Product. To facilitate this we must gather a great deal of information from a variety of sources on the numbers of homemakers; definitions of responsibilities; a numerical quotient for each of several categories and then an examination of what legislation may be required.

To point out that a goal -- stated simply -- will require great effort to implement, only points up the problems women always face when striving for equality and recognition.

Unlike in some countries, women and men in the United States enjoy an open, democratic society which protects basic human and civil rights and which responds to the legitimate concerns and grievances of its citizenry. We believe that without this freedom all talk of the advancement of women is only that: Talk.

Throughout the United States are thousands of non-governmental organizations. These groups of individual volunteers devote tremendous time and energy to enhancing life in their communities. Some work for better cultural expression or health care for the elderly. Some give educational assistance to the young or give help to displaced workers, including displaced homemakers. Others counsel and comfort victims of rape, battering and other violent crimes. There are local organizations -- state and national associations -- and many which join together internationally to assist at times of sudden or continued natural disaster. The generosity and caring of these people are well known around the world.

Political change and legislative refinement also begin with grassroots organizations. It is as a result of the numerous women's groups in my country that such issues as women's suffrage, protection of women's rights and better job opportunities have found expression in local and state laws and have gained the attention of the federal government. In addition, private American institutions and companies have over the past 15 years launched programs specifically aimed at increasing the active participation of women in the professions and business and at ensuring that women not become victims of gender-based stereotyping.

I mention our private sector because to implement the FLS in the United States, we need the interest and effort of our grassroots. In the United States the people direct our government, and we depend upon their wisdom and concern.

For that reason, we feel the most important first thing we must do as a nation in implementing the FLS is the distribution of the final report of the General Assembly with our own national report of

the Nairobi conference. This information in the hands of elected officials at every level of government across the country and among those thousands of organizations with community responsibility will allow us to correct the remaining inequalities and enlarge women's opportunities in our country.

Mr. Chairman, these concerned Americans I speak of do not see the FLS as only directed toward what individual countries can and should do for themselves. They and we believe it is time for action by the United Nations. By this I mean considerably more than submitting reports on developments in member countries or issuing press releases, documentation and rhetoric on the results of Nairobi. While these activities help in spreading the word, the United Nations should actively promote the principles and objectives which form the basis of the document. It should avoid the temptation to get side-tracked by irrelevant and politically motivated arguments. The United Nations needs to lead by example; it must begin by looking at itself to see how best it can show the way to fulfilling the promises of Nairobi. The UN, the world's largest international bureaucracy, should improve the situation of women within its own system, by placing more of them in policy making positions and ensuring they have the same benefits and opportunities that their male counterparts enjoy. The United States will work to ensure equality of opportunity for women in the UN system.

The specialized agencies should pay particular attention to those sections of the final document which affect their specific areas of action. For example, the issue of women in development -- a large section of the FLS -- should receive careful attention from the United Nations Development Program to ensure that projects are geared toward helping women develop and take advantage of their economic role. In the field of refugees, my delegation sees a need for projects which take into account the particular concerns of women refugees and their children. Greater direction in these areas would contribute significantly toward meeting the objectives of the final document.

I wish to point out that the U.S. Congress has ensured that our own bilateral development projects include programs specifically designed for women. Particular consideration is also given to the impact on women of all development projects. Our delegation went to Nairobi to gather information on such programs. The relationships we established with women from around the world will enable us to have a stronger voice in this policy development now and in the future.

I believe that it is clear that the UN agencies can play a similar, active role in fostering the objectives of the women's decade -- without simply creating more paper and more bureaucracy.

At its regular session in 1984, the UN Commission on the Status of Women discussed the role of the commission in monitoring and implementing the goals of the Decade and the 1985 World Conference, as well as the role for women in the UN system. This subject was also widely discussed in Nairobi.

The agenda for our meeting in Vienna next year will provide an opportunity for us to explore fully the future role of the commission. We were particularly excited by the proposal last week by the representative of France that the commission be re-named for the Advancement of Women. It seems to us a positive approach and one we can wholeheartedly support.

There is clearly a need for the commission to become more energetic in promoting the interests of women within the UN. The commission must provide guidance on women's concerns to UN agencies, the General Assembly and member countries. It can and should be an instrument with which to implement the FLS and the many other good ideas which emerged from the conference.

In addition to the FLS, 105 resolutions were introduced. Through tremendous effort at agreement and amalgamation, that number was reduced to 86. Because of time, these resolutions are annexed to the Report of the Conference. Since no action was taken on them in Nairobi, these resolutions, as such, no longer fit in the system. But the subjects they covered do belong and are very important to the future of women.

Reality tells us that those topics of general international debate covered by several of the resolutions will continue to be part of the agenda of the UN. But what about the serious, dangerous violence against women in the home? What about the specific proposals on development and health for women not contained in the FLS? What about the proposals for better education of women and young girls, which is only lightly addressed in the FLS? Will there also be a place for these issues in general UN debate?

What Nairobi should tell the world community is that we, the women of the world, are no longer a separate agenda item. We must be part of all agendas now and in the future. We, by our consensus on issues of our unique concern, speak as at least half the world's population and we say: When the UN debates education, the special needs of women and young girls will be addressed. When the UN debates refugees, the particular problems of violence against women and the need for special counseling and distribution of health and human services will be addressed. When development of water resources and security of food supplies are on the agenda, women must be present to offer their insight to these serious hazards to their well-being. When the spotlight shines on development of income generation, women must be a part of the process.

There is no issue on earth which does not contain some unique effect upon women, and we insist on integration into governments and international organizations where we can work for the solutions, not simply live with the problems.

* * * * *

APPENDIX 5

CONFERENCE DOCUMENTS

- A Decade for Women
- The Family
- Agriculture
- Industrialization
- Health
- Education
- Politics

THE STATE OF THE WORLD'S WOMEN 1985



**World Conference to Review and Appraise
the Achievements of the
UNITED NATIONS DECADE FOR WOMEN
Equality, Development and Peace
Nairobi, Kenya, July 15-26 1985**

(65)



A Decade for Women

THIRTY years after the United Nations first announced its commitment to equality between men and women in its Charter of 1945, concern over the continuing unequal status of women led to the declaration of 1975 as International Women's Year. For the first time in history the eyes of the world were focused on that half of its population who, by virtue of an accident of birth, perform two-thirds of the world's work, receive one-tenth of its income and own less than one hundredth of its property. It was the start of an international effort to right the wrongs of history. That same year the United Nations General Assembly declared the years between 1976 and 1985 to be the United Nations Decade for Women.

Marking the end of that decade, is the World Conference on Women being held in Nairobi in July 1985, where delegates from over 140 countries will assess the achievements of ten years of international commitment to improving the status of women.

Both individual governments and United Nations' agencies have played their part in a research effort of unprecedented scope, the fruits of which will be presented to the Conference. Over the last year the United Nations has been compiling the results of a questionnaire completed by 121 governments reviewing and appraising the position of women in their countries. At the same time United Nations' agencies have themselves been amassing a fund of independent research from all over the world to complete the picture. The results of these two parallel investigations are summarised in this Report on the State of the World's Women 1985.

The findings reveal: that women do almost all the world's domestic work which, together with their additional work outside the home, means most women work a double day; that women grow around half of the world's food, but own hardly any land, find it difficult to get loans and are overlooked by agricultural advisors and projects; that women are one-third of the world's official labour force, but are concentrated in the lowest-paid occupations and are more vulnerable to unemployment than men; that, although there are some signs that the wage gap is closing slightly, women still earn less than three-quarters of the wage of men doing similar work; that women provide more health care than all the health services put together and have been major beneficiaries of a new global shift in priorities towards prevention of disease and promotion

of good health; that the average number of children women want has dropped from six to four in just one generation; that women continue to outnumber men among the world's illiterates by around three to two, but that a school enrolment boom is closing the education gap between girls and boys; that 90 per cent of countries now have organizations promoting the advancement of women; but that women, because of their poorer education, their lack of confidence, their greater workload, are still dramatically under-represented in the decision-making bodies of their countries.

The results point, again and again, to the major underlying cause of women's inequality. A woman's domestic role as wife and mother – which is vital to the well-being of the whole of society, which consumes around half of her time and her energy – is unpaid and undervalued.

A picture has emerged over the Decade of the importance and magnitude of the multiple roles women play in society. This has been reflected in a growing climate of concern for women among governments and the community at large, and is responsible for the positive achievements of the Decade: better health care and more educational and employment opportunities.

The inter-related themes of the Decade – equality, development and peace – reflect the complexity of the changes needed before women can take their rightful place in the world beside men.

Equality does not just mean achieving legal equality for women and eliminating discrimination. It means women having equal rights, responsibilities and opportunities in every aspect of life. And this can only happen if women have the means, and the power, on the same basis as men, to allow them to take an equal role.

Development means growth and improvement for women in every field of human life: economic, social, political, cultural. And it must be part of the worldwide movement to establish a more equitable sharing of the world's resources between countries and people.

Without peace and stability there can be no development. And peace will not be lasting without equality, without eliminating inequalities at all levels, between men and women, between the haves and the have-nots within countries, and between nations themselves.

The Family

Division of labour

There can be few generalizations that hold as true throughout the world: unpaid domestic work is everywhere seen as woman's work, woman's responsibility. It is important, vital work. Food must be cooked, infants fed, clothes washed and mended, water and firewood collected. And it all takes time. A woman in a Pakistani village, for example, spends around 63 hours a week on domestic work alone.¹ Even in the industrialized world, where water comes from taps and cookers light with the flick of a switch, a housewife works an average of 56 hours a week.²

But it is invisible work. Those long hours – totalling 40 billion each year in France alone³ – go unvalued, unrecognised, unpaid. Yet their contribution to society is enormous. If the services provided free by a housewife in the US in 1979 had to be purchased with wages at market rates, they would cost \$14,500 a year.⁴ On this kind of calculation it is estimated that unpaid housework done in the industrialized countries contributes between 25 and 40 per cent of gross national product (GNP).⁵

Domestic work is not, however, the only work women do. There are relatively few women anywhere in the world who can claim to be "just a housewife". In Europe, for example, 35 per cent of married women have a job.⁶

But a working woman in Europe can expect little or no help from her husband at home. In Italy 85 per cent of mothers with children and full-time jobs outside the house are married to men who do no domestic work at all.⁷ And in Europe as a whole a working woman has, on average, less than half the free time her husband has.⁸

In the developing world the picture is the same. There is "man's work" and there is "woman's work". And, because many women do additional work outside the home, whereas few men would dream of doing any additional work inside it, "woman's work" always ends up simply being "more work". In a village in Rwanda, for instance, men tend the banana trees. But women do three-quarters of the other agricultural work, plus virtually all the domestic work and half of the work with animals. Taken together, women in this village work over three times as much as men.⁹ In Java, too, where men take a more equal share of the agricultural work, a survey in one village found that women still worked over 20 per cent longer than men.¹⁰

Women do not choose to take on extra work in addition to their domestic responsibilities. In most parts of the world a woman's labour – in the fields growing food, or packing transistors on a production line, or typing a never-diminishing pile of letters – is absolutely vital to her family's survival. In fact it is a rare family indeed which can manage on the labour of just one family member. The 83 per cent of women with four children in France who have full-time jobs are working because their children need to be fed.¹¹

But the chief injustice lies less in the extra work women must do outside the home than in the assumption that it is their role – and their role alone – to do all the work inside it. This assumption is a triple

injustice. It is unjust because it means that women around the world end up working twice as many hours as men.¹² It is unjust because they are not paid those hours of work. And – the final insult – it is unjust because domestic work is looked down on as not be "real" work at all – because it is unpaid.

Work or children

The lack of alternative forms of childcare and of domestic support have left women with some very difficult decisions to make. If they work a 15-hour day they put their own mental and physical health at risk; they work fewer hours they may not earn enough to grow enough food to support their families. If they less domestic work they may put the health of their children at risk. Small wonder that, for these and many other reasons, women are beginning to take advantage of the new forms of contraception that are now available in many countries – and are opting for few children.

The family planning boom

Today there are more women using contraceptive than ever before. An estimated 50 per cent of women in the world who want to delay having children temporarily or permanently – are able to fulfil their wish.¹³

In some countries the increase in contraceptive use has been dramatic. In Colombia, for example, the percentage of married women using contraceptive more than doubled in the decade up to 1980, from 21 to 49 per cent. Even in industrialized countries, where the numbers of women using contraception are already very high, there is still a steady increase each year. In England and Wales, for instance, the percentage rose from 69 to 77 per cent between 1967 and 1975.¹⁴

At long last it is possible for substantial numbers of women to choose when, whether and how many babies they will bear. And for those women that choice means better health for themselves and their babies. Child spacing has been shown to give babies a better chance of a healthy life. Studies in Bangladesh, Nepal and Pakistan found that babies born within one year of each other were nearly three times as likely to die before their first birthdays as babies born more than four years apart.¹⁵ And mothers benefit too when their bodies are given the time to recover from pregnancy and breast-feeding.

Most women understand only too well what incessant childbearing can do to their own and their children's health. The World Fertility Survey of women in 31 countries found that, in the space of just one generation, the average number of children that women want has dropped from six to four, and a quarter of married women are now using some kind of contraception. Not all women want fewer children, however. The average desired family size for those 31 countries is four, but this combines women who want no children at all with those who are happy with eight or more. And those children are wanted for a reason.¹⁶

In rural areas of the developing world children are valuable because their labour is needed. In Latin

America, for example, where women bear an average of around 4.8 children, the biggest families are found in regions where crops like coffee and peanuts are grown: crops which need individual planting and weeding, whose fruit need picking one by one, where those extra pairs of young hands can make all the difference between a ten and a 15 hour day in the fields.¹⁷ In Mexico, for example, 72 per cent of parents say the reason they had children was for "economic support".¹⁸

Availability of contraception

Clearly a woman's ideal family size will be influenced in part by her knowledge of contraception and its availability. World Fertility Survey findings, for instance, reveal that half of women who know about modern methods of contraception live within half an hour's travel from a clinic, health post or hospital where it is available. And in nine of the African countries covered by the Survey, there were large numbers of women who had never heard of modern methods of contraception. Though time-honoured traditional methods are, in principle, available to all couples, the Survey found that "these methods do not appear to be common in most developing countries".¹⁹

But lack of knowledge and the shortage of contraceptive services are not the only factors affecting a woman's choice of the number of children she wants. Often her own preferences are opposed. A husband may want a son to carry on his name and inherit his land; he may want to prove his virility or might fear his wife will be unfaithful if she uses contraception. A doctor may refuse to perform an abortion or may be unwilling to prescribe contraceptives to a young or unmarried woman. A church may decree that the use of contraception is immoral. A government may have an explicitly pronatalist policy.

The sheer number of abortions – estimated at around 50 million a year – is a poignant testimony to the lengths some women will go to stop themselves having another baby.²⁰ In the industrialized world the guilt and heartache many women experience is bad enough. In the developing world, where only one person in two ever sees a trained health worker,²¹ a woman who decides to have an abortion is a woman deciding to risk her life.

But, for these women, abortion – heartbreaking and dangerous though it is – often seems the only solution. They calculate the threat to themselves, or to their other children, that a new baby would bring. And they take their decision.

Using contraception may release women from their biological destiny of conceiving and carrying additional children. But remaining childless can be the price of that freedom.

Women alone – migration, divorce and death

In traditional subsistence communities, where labour and harvest are shared, men, women and children tend to be tied together with the firm knots of interdependence. But cash, jobs and wages begin to loosen those knots and create new ones. Wages are tied to wage-earners. Jobs are tied to towns. But the ties that bind women to domestic work are slow to loosen. And this is one reason why men have tended to take the majority of wage-paying jobs.

In theory jobs for men and housework for women

should sort people neatly into nuclear families. In practice the trend is for men and women to separate rather than to cling to one another.

Migration is a major cause of this separation. The population of the world's cities doubled between 1950 and 1980 and will have doubled again by the year 2000, when half of the world's people will live in cities.²² And most of those will be spilling into the shanties and townships, the *favelas* and *barrios*, of the developing world. In some Latin American countries it is women who have led the trek to the towns. But in all other regions of the world it is men who have tended to leave their families for life in the city.

The result is that, in many Third World cities, men far outnumber women. And this global exodus of men leaves a growing number of women managing alone in the countryside. In some parts of rural Africa the figures are dramatic, with over 40 per cent of households in Kenya, Botswana, Ghana and Sierra Leone headed by women.²³ In Latin America, too, substantial numbers of households in both urban and rural areas are run by women: a third in Jamaica, for instance, and a fifth in Peru, Honduras, Venezuela and Cuba.²⁴

These women are doubly disadvantaged. They are often left without help at crucial times of the year, having to manage the ploughing, the planting, and harvesting on their own with as much help as their relatives, children and friends can spare. While many men continue to send money home to support their families, some women find themselves stranded without any financial help from their husbands. Such women are often cut off from government help too – ignored by agricultural projects, overlooked by training schemes.

But migration is not the only factor prising women and men apart. Divorce rates are rising all over the world, in developed and developing countries alike. Since 1960, for example, the divorce rate has doubled in almost every European country, trebled in the Netherlands, and there has been a more than fivefold increase in the UK.²⁵ Over one million children in the US see their parents divorced each year.²⁶ In Bangladesh and Mexico one in every ten women who have been married has been divorced or separated.²⁷

Many of these divorces are due to men abandoning their wives. But women leave their husbands too, particularly in the industrialized world. A woman with a professional job, for example, has less need of a man to provide for her children. And some women decide that – all things considered – they may be better off unmarried. Between 1960 and 1970 there was a 50-fold increase in the numbers of unmarried couples living together in the US.²⁸

In the developing world, too, in countries like the Dominican Republic and Panama, "non-formal unions" outnumber marriages and in many other Latin American countries they comprise one fifth of households.²⁹ In Barbados dissatisfied wives presented twice as many petitions for divorce as dissatisfied husbands in 1975.³⁰

Migration, jobs and wages are strong magnets wrenching marriages apart. But death is the strongest of all. In many countries it is not a living man that abandons a woman, but a dead one.

One in ten women in Bangladesh who have ever been married are widows; one in 20 in Colombia and Mexico.³¹ In the industrialized world women in their sixties outnumber men by four to three. In older age groups the ratio is still more uneven, with twice as many women as men aged over 80.³² This unevenness

is because of women's longer lifespan, which averages six years more than men's in the industrialized world and two years longer in the developing world.³³

In some parts of the world an old woman never loses her niche in the family, often acting as mother to her grandchildren while her daughters and daughters-in-law are out working, adding a resilience and flexibility to families stretched by the struggle for survival. Eventually, however, many old women need to be cared for themselves. And, as usual, it is women who take on the responsibility. In the industrialized world 70 per cent of the health care for old people is provided by women at home.³⁴ And, again, it is women who are forced to choose between domestic work, children and employment. In the UK, for example, an estimated 300,000 women remain unmarried and childless while they care for their ageing parents.³⁵

Depending on the family

Governments who are unable or unwilling to provide services for dependent members of the community – such as children, the disabled, the unemployed, the frail elderly – tend to assume the something called "the family" will step into the breach and scoop them all up into a warm and all-providing embrace. And it is women – albeit within "the family" – who are expected to provide these services as part of their domestic role. But basing national plans on this assumption is neither realistic nor just.

The necessity for women to work outside the home, together with the rising rates of divorce, separation, migration and illegitimacy demonstrate that it is unrealistic. And placing these responsibilities on women's shoulders alone is unjust.

Agriculture

Who grows the world's food?

WOMEN have always known who weeds the sorghum, transplants the rice seedlings, picks the beans and tends the chickens. In fact it has been estimated that their labour produces almost half of the world's food.¹ But it has taken a long time for the rest of the world to discover these facts. In Africa, for example, three-quarters of agricultural work is done by women.² They are half of the agricultural labour force in Asia.³ In Latin America and the Middle East, too, though official estimates are low, closer investigation reveals that women are doing a substantial amount of the farming there as well.

In Egypt, for instance, the 1970 census identified only 3.6 per cent of women doing agricultural work. But local investigations revealed that, in the South, half of wives plough and level the land, and between 33 and 70 per cent are involved in planting, tilling and harvesting.⁴ In Peru the 1972 census indicated only 2.6 per cent of women working in agriculture. A local survey corrected that figure to 16 per cent. And a carefully worded questionnaire, designed to account for people's tendency to under-report women's work, revealed that smallholding should properly be considered a woman's farming system because it occupied women from 86 per cent of households almost to the exclusion of men.⁵

As with their domestic work, much of women's agricultural work tends to be overlooked because it is unpaid. In Malawi and Botswana, for example, over three quarters of women work unpaid on the land. And there are far more women than men doing unpaid agricultural work in many countries. In Mali and Ghana the ratio is over two to one; in Cameroon it is more than three to one.⁶

Even when unpaid work is taken into account, however, women's agricultural workload still tends to be underestimated. This is largely because so much of it takes place away from the fields and the pastures. One study in Pakistan found that women's "invisible" agricultural activities – like their vegetable garden by

the house – took just as much time as the "visible" ones.⁷ Another area of activity rarely included is work with livestock – again partly because much of the work involved takes place in or around the house.

It is not only in developing countries that women's farm work is underestimated. Surveys in Turkey and Spain found farmers' wives working up to 70 hours a week out on the farm itself.⁸

Modernization for men

That women farmers in the developing world have been made invisible is only too visible from the statistics for agricultural innovations and projects. Information collected from 46 African countries showed that only 3.4 per cent of trained government workers providing agricultural advice to people in rural areas were women.⁹ Other research puts the figure still lower, at just 2.9 per cent.¹⁰ In other parts of the world the situation is the same. In Nepal, for instance, studies show that women provide between 66 and 100 per cent of the labour in many agricultural activities and make 42 per cent of agricultural decisions – choosing which seeds to plant, deciding how much and what kind of fertilizer to apply.¹¹ But a review of government projects in 1983 discovered that, of all the agricultural advisors trained to help villagers, only one was a woman – and she had been trained in "home economics", not agriculture.¹²

As the Food and Agriculture Organization (FAO) comments: "Throughout the Decade developing countries revealed rather discouraging information about women's access to agricultural education, training and extension services".¹³

Tools for change

It is not only training and advice about agriculture that has been directed more at men. When new technology is introduced it usually helps men with their traditional tasks of ploughing, irrigation and harvesting, but leaves women to continue their work of

weeding, thinning and transplanting, by hand or with primitive knives and hoes. The rain-watered rice grown by women in Gambia, for example – which makes up 84 per cent of the country's entire rice harvest – covers 26 times as much land as the irrigated rice grown by men, but receives only one 26th of government spending on rice projects.¹⁴

Even when technology is introduced for tasks traditionally done by women, the machines tend to replace women completely rather than easing their work. Oil presses in Nigeria, tortilla-making machines in Mexico, sago-processing machines in Sarawak, are all owned and operated by men.¹⁵ And in Bangladesh rice mills, employing only men, have been introduced, so depriving many local women – who used to husk rice for better-off families – of one of their main sources of income.¹⁶

FAO sums up the situation: "In all regions the introduction of modern agricultural technology is primarily aimed at male tasks and used almost exclusively by men".¹⁷

Costs and benefits of development

Agricultural development has advanced at a different pace and in different ways through the various regions of the world. Two major global trends can be distinguished. But these two trends – towards large scale commercialization and the growing of cash crops for export – have superimposed themselves on landscapes already eroded and shaped by history. These global trends have seldom benefitted men and women equally. But the picture in each major area of the world is slightly different.

LATIN AMERICA

In Latin America where land ownership is often concentrated in just a few hands, this pattern has begun to be reshaped by a mixture of incomplete land redistribution and increasing control by multinational corporations of large tracts of prime agricultural land. Here the tradition is to employ men as farm labourers and they far outnumber women in paid agricultural work in this region. In Costa Rica, Guatemala, Honduras, Panama, Chile and Colombia, for example, the ratio is ten to one.¹⁸ Women tend only to be hired when extra hands are needed at harvest time. For the most part they work unpaid on their family's land or migrate to the town in search of paid employment.

But even where limited land redistribution has been introduced to cushion some of Latin America's rural poor against the impact of these changes, these policies have still tended to leave women in a vulnerable position. In Chile, for instance, land was only allocated to people who had been in continuous employment on an estate for at least three out of the previous four years. Since most women were only hired at harvest time, the majority did not qualify for land.¹⁹

ASIA

In Asia – with the exception of China – a general pattern of "development packages" (including high-yielding varieties of rice and wheat seed, fertilizers, pesticides, irrigation and tractors) has been superimposed on an existing picture of land scarcity and increasing landlessness. Between a quarter and a half of the rural population in Pakistan, India and

Bangladesh are without land – and their numbers are growing.²⁰

The result of these changes for Asia's women are mixed. The high-yielding seeds require more work – more weeding, more spraying, more planting and transplanting – and it is women who tend to be employed on the big farms to do these jobs. Though their average earnings are less than men's – with 56 per cent of women in rural Java earning under 3,000 *rupiahs* per month compared with just 14 per cent of men²¹ – these increased job opportunities are some consolation. On the other hand, if the seeds are grown on her own family's land, the chances are a woman will have to do all that extra work herself – without pay.

AFRICA

In sub-Saharan Africa poor soil, low population density and traditional or communal rights to land, have been overlaid by a general move towards replacing subsistence crops like yam and sorghum with export crops like cotton and coffee.

Here, as in all regions, it is men who have been encouraged and helped to grow the new crops – despite the fact that in Africa, more than any other part of the world, it is women who do most of the agricultural work and despite the fact that large numbers of men have migrated to the cities in search of work leaving many households run entirely by women.

Unlike most other parts of the world, traditional land rights in parts of Africa have guaranteed women's independent access to land. But these rights have tended to be undermined – first by colonial land policies, and then by development projects, which have allocated land ownership to men. In Burkina Faso for instance all new tenancies – for both food and cash crops – were given to men, despite women's tradition of growing all her family's subsistence food.²² And in Kenya a woman now only has access to land if she has a husband or a son alive.²³

Land, loans and the law

The sweeping changes in agriculture in recent years have – with the exception of just a few countries – worsened the situation for the poorest and least powerful of the world's people. It is estimated that over half a billion million people living in the rural areas of the developing world have no land.²⁴

In many parts of the world it is new laws and competition with big commercial farms that have caused many millions of men to lose their land and, therefore, the ability to benefit directly from the fruits of their labour. But women regularly lose their land rights under some of the oldest laws in history: the laws of marriage and inheritance. Laws giving women the right to own land are in the vast majority of cases, superseded by the laws of marriage and inheritance, which steal those rights back again. So complete is this disinheritance of women, that it has been estimated that they own less than one hundredth of the world's property.²⁵

Under Islamic law – which operates in much of North Africa, the Middle East and parts of Asia – daughters inherit only half of what a son inherits and a widow gets just one eighth of her husband's estate if she has children, one quarter if she is childless.²⁶ In Peru, Bolivia and Brazil, too, married women are legally restricted in their ability to administer property without their husband's consent. And it has already

been explained how land reform has tended to exclude women. Even when one group of Honduran women formed their own farmers' group and applied – as a group – to the authorities for land, their request was denied simply because they were women.²⁷

In Asia almost all women are landless because of inheritance and divorce laws which prevent women gaining access to a man's land. Even where women can inherit – under the customary laws of the Hindu Mitakshara, Parsee and Christian sects in India, for example, or under Sawlawi law in Sri Lanka – they receive smaller shares than male heirs. And in the Philippines laws prevent a woman acquiring land at all without her husband's consent.²⁸

Even in Africa, that one region where women have had traditional rights to land on a large scale, the customary laws still tend to discriminate against women. In a number of countries in Africa women's access to land is often more restricted than men's and may be conditioned by a woman's marital status.

Without land, property or a substantial regular income – collateral in banking terms – it is almost impossible for women to get loans. Only five per cent of the money lent by African commercial banks goes into agriculture at all. And almost all of that goes to men.²⁹ Without help from the banks women are forced to turn to relatives or money lenders, the latter charging exorbitant interest rates – around 50 per cent a year in Ghana,³¹ for instance, and up to 240 per cent in Nicaragua.³²

The FAO puts it like this: "In the Third World agricultural productivity cannot be substantially increased, nor can rural poverty be alleviated, unless women's access to key productive resources and services is substantially improved. The consequences of patriarchy for agricultural productivity are very expensive. Developing countries cannot bear their heavy cost".³³

Famine in Africa

The heaviest of the costs to which FAO is referring is famine. It is now becoming clear that a factor contributing to Africa's acute food shortages is the way women have been systematically excluded from access to land and from control of modern agriculture in that region.

The processes are subtle but are beginning to prove devastating. And the devastation is greatest in Africa because this is the region where women do a greater proportion of agricultural work – between 60 and 80 per cent³⁴ – than in any other continent.

Even in 1980 – before the current drought hit – Africa was only 86 per cent self-sufficient in food. In the 1930's the continent was a net exporter of food. But by the 1960's the self-sufficiency had dropped to 90 per cent.³⁵

Part of the problem is the sheer amount of work African women are expected to do. In Malawi, for example, women do twice as much work as men on the staple maize crop, equal amounts in the cotton fields, plus their domestic chores at home.³⁶ A survey in Burkina Faso found families lost weight during the rainy season – not because there was no food available, but because their long days in the fields left women too exhausted to cook.³⁷ And in Zambia another study found that the amount that was harvested depended, not on what the land could yield, but on the amount of work women could fit into the daylight hours.³⁸

In Ghana when cocoa prices plummeted and large

numbers of men migrated to the city, leaving women shoulder all the agricultural work alone, many women decided to replace the traditional yam crop with the nutritious cassava because it takes so much less time to cultivate.³⁹ And it was in Ghana that acute malnutrition – called by its Ghanaian name – *kwashiorkor* – was first identified, having been brought to doctors' attention by its appearance in hundreds of small children being fed cassava as weaning food.

Migration of men often leaves women with too much work to handle alone. In Botswana tradition forbids women to handle cattle and they are forced to pay neighbours to plough their fields, often finding themselves at the end of a long queue so that their land is not ready when the first of the rains arrive.⁴⁰

Another reason for declining food production in Africa is the introduction of cash crops – to men. In the Ivory Coast a shortage of food staples resulted when the government encouraged men to grow cash crop. Some of the best land – where women had previously been growing food – was claimed by their husbands for the new cash crop and women had to spend most of the time working on their husbands' fields instead of growing food.⁴¹ Malawi's groundnut harvest – grown chiefly by women – was down too, and for the same reasons, after a World Bank project encouraged men to expand staple maize production for export.⁴²

And the failure of plans for Gambia to become self-sufficient in rice by 1980 has led to an increase of nearly 300 per cent in rice imports between 1966 and 1979. The reason? Because, though Gambian women grow 84 per cent of the country's rice, the agricultural advice and investment was given to men alone.⁴³

Factors like these have contributed to a reduction in per capita food production in Africa over the last two decades. As FAO points out: "Despite the well documented, crucial role that women play in food production in this region, agricultural modernization efforts have excluded them, leading to negative consequences for food production and the perpetuation of rural poverty".⁴⁴

Passive resistance

Women in Africa have not always submitted lightly to their loss of land and livelihood, however. Some are objecting in the only way they can.

When government pricing policies sent men's maize profits soaring in Zambia and led to more land being put under maize, women kept working doggedly in their own groundnut fields and refused to turn them over to the more lucrative maize: because they – and not their husbands – kept the money from sales of groundnuts.⁴⁵

In Tanzania, too, when new hybrid maize seeds, plus fertilizer and pesticides, were given to men, their wives – who do most of the work in the fields – neglected the new crop because, while it increased their workload, the profits went only to their husbands.⁴⁶ The exact opposite happened in Zimbabwe, however, and yields rose dramatically when the same hybrid maize package was introduced. Why? Because the new seeds were given to women.⁴⁷

Investing in women

It is a tragedy that women are forced into conflicts like these. Because the evidence points to the fact that, given the same kind of help, encouragement and incentives as men, women's agricultural productivity

at least equals that of men.

In Africa there is evidence that women can become more productive farmers than men. In Kenya, for instance, where 38 per cent of the farms are run by women, those women manage to harvest the same amount per hectare as men, despite men's greater access to loans, advice, fertilizers, hybrid seeds and insecticide. And when women were given the same level of help, they were found to be more efficient than men and produced bigger harvests.⁴⁸

The key, says FAO, is to ensure that women can acquire and hang onto independent access to land and loans – independent, that is, of men. All-women co-operative farms and rural credit schemes appear to be the most promising way forward. And these have been tried with some success in countries such as Vietnam, Bangladesh and India.⁴⁹ But, laments FAO, "Policy-

makers and international experts have persistently resisted the idea of all women's co-operatives"⁵⁰ – even in West Africa where such co-operatives are traditional. And country-wide agricultural projects aimed specifically at women have not yet been implemented in any country, forcing FAO to conclude that: "It is virtually impossible to identify any country in which national strategies have generally benefitted women's role in agriculture", adding that: "No successes at the national level can be reported at this time".⁵¹

Yet when women are able to profit directly from their work in the fields, they are not the only ones to benefit. Studies in Burkina Faso and Bangladesh have indicated that, when women do have time or money to spare, they use it to improve the health and well-being of their children.⁵²

Industrialization

Expansion and recession

THOUGH three-fifths of the world's people live their lives by the seasons, the rest are ruled by different rhythms. The other two-fifths – nearly one billion people¹ – are hitched to the machine that runs modern society.

Some countries have been barely touched, with just a few factories and an airport to link them with the global machine. In others the embrace is complete, with most people thinking of work in terms of wages and weekends, shifts and promotions. In North America, for example, 96 per cent of men with jobs and 98 per cent of women were working in services or industry in 1980.² Whereas in the poorer parts of Africa only 24 per cent of men and 13 per cent of women in the labour force were working in these sectors.³ But even these totals – the lowest of all the regions of the world – are on the increase as country after country begins to embark on its own industrial revolution.

Jobs for women

In modern industrial society jobs have tended to be created regardless of people's domestic responsibilities. They are expected to be available at places and times to suit the employer.

This is the main reason why women, though half of the world's population, are only a third of the world's official labour force.⁴ And this proportion has changed only slightly in recent years: in 1950, for instance, women were 31 per cent of the labour force, compared with a total of 35 per cent in 1985.⁵

Though the proportion of women with jobs has stayed relatively constant over the last 35 years, the actual numbers have swelled considerably. Over just the last decade, for example, one hundred million more women came into the labour force – at a rate of ten million a year – and there are now an estimated 676 million women in the world in wage employment.⁶

The increase has not been even across all sectors, however. Though one in three of the world's jobs go to women, they are only one quarter of those employed in industry – in the industrialized and developing

countries alike.⁷ Their share of industrial jobs is growing, however, increasing from 24 to 28 per cent between 1960 and 1980 – largely as a result of the rapid expansion of industrial employment in parts of Asia.⁸

It is in the service sector that women have the largest share of jobs. In the developing world the proportion is 27 per cent.⁹ But in the industrialized world half of all service jobs are done by women.¹⁰ Only in government service do men outnumber women. And the main reason is the old one of sex-role stereotypes: most service jobs – as secretaries, cleaners, filing clerks, canteen workers – dovetail so neatly with women's traditional domestic roles of supporting and cleaning up after men that they have quickly become seen as "women's" jobs in most countries.

Wage differentials

Good news of the Decade is the increase in the number of countries – from 28 in 1978 to 90 in 1983¹¹ – who have equal pay legislation on their statute books, making it illegal to give men and women different wages for the same work. Though this has been soured slightly by the few countries who have actually reversed their equal pay laws during the Decade, it is still a major advance.

There are also signs that the wage gap between men and women may be beginning to close too. In 1975 a woman working in manufacturing industry earned an average of only 70 cents for every dollar earned by a man doing the same or similar work. In 1982 she earned 73 cents for every dollar in his wage packet.¹² It must be said that part of this improvement is due to the need to attract more women into the workforce with better wages. But much must be attributed to the new laws enacted during the Decade.

The world averages do, of course, conceal very great regional differences. Women working in manufacturing industry, in Japan and the Republic of Korea, for instance, take home less than half the wages earned by men. While women in Denmark, Norway, Sweden, El Salvador, Burma and Sri Lanka fare best, with average earnings under 20 per cent less than men's.¹³

The industrial averages obviously do not take into

account the millions of women – working as tailors at home, as seasonal agricultural labourers, as maids – who also tend to be excluded by both equal pay legislation and official wage statistics. In Peru, Nigeria and Bangladesh, for example, agricultural workers are excluded from equal pay laws.¹⁴ In the Philippines it is people working at home or in small businesses who are excluded.¹⁵

So, though the earnings gap in manufacturing industry, as deduced from official statistics appears to stand at around 25 per cent and to be closing, the overall gap between the contents of men's and women's pay packets may well be much wider.

Unequal hours

Women's domestic responsibility cuts into their ability – and inclination – to do shiftwork and overtime. It also means they are more likely to try for part-time work when it is available. Both factors result in a shorter paid working week than for men.

In Sri Lanka, for instance, women work an average of ten and a half hours less per week than men in manufacturing industry. In other countries, too – in Egypt, Singapore, Australia, Japan, and the UK – the difference is between four and five hours.¹⁶ In fact one survey of 12 industrialized countries found that women do an average of three hours less paid work per week than men – but over 17 hours more unpaid domestic work than men.¹⁷

Another factor that helps push women's wages below men's is the effect of time-based pay rises. Because women often interrupt their working lives to have children, they tend to lose out, both in pay rises and promotion, compared with men taken on at the same time. Though an International Labour Office (ILO) analysis of 127 countries found an average of between 12 and 14 weeks' paid maternity leave was offered,¹⁸ with some centrally planned economies such as Poland and the USSR offering up to three years' leave,¹⁹ in many other countries this provision is only available to women in certain categories of employment. And, if those women want to stay away longer than the official period, they often forfeit their wages while they are absent. For some women the setback can be more drastic. Many lose their jobs altogether when they leave to have a baby and find themselves having to begin again at the bottom of the pay ladder when they go back to work.

Fringe penalties

A third reason women earn less – again related to their domestic roles – is because they are usually not entitled to the tax and fringe benefits available to men. In Zambia, for instance, women are taxed at a higher rate on the assumption that men will meet most of the family's expenses.²⁰

Training is also less likely to be given to women employees because employers judge that it is wasted on people who might leave to have babies. And, when housing allowances are paid, they are usually added to the salary of the "household head" – almost invariably assumed to be the man.

The penalties continue even beyond women's official working life. Because they work less hours, have earned less money, and usually have an earlier age of retirement, women's pensions – when these are available at all – end up being lower. In the Federal Republic of Germany, for instance, retired women

receive, on average, only half of the full per

Unequal work

But all of these factors are only part of the most important reason women earn less than men: not because women do fewer hours and get fewer benefits. It is because women tend to do different work. Equal pay for equal work is a fine principle. But, as ILO points out, "there is no work".²² Women tend to be employed in low occupations than men. And – once again – the domestic role is at the heart of the problem. It does the quantity of housework restrict the quality of paid work a woman is able to do, but the nature of housework has come to define the nature of the jobs they are offered.

Two thirds of European women who are out have jobs in the service sector,²³ where they do 45 per cent of the workforce.²⁴ In Latin America the Caribbean, women far outnumber men in services – by a ratio of over four to one in majority of countries in the regions.²⁵ In India the other hand, the situation is reversed, with outnumbering women by around three to one in countries.²⁶ Even in the centrally-planned economies where there has been more of an effort to encourage women to take jobs usually considered to be "work", 45 per cent of working women are in jobs.²⁷

If "women's work" was as well-paid as men's, there would be less cause for concern. The majority of occupations in which women predominate – as cleaners, secretaries, waitresses, nurses, for textile workers – are badly paid. Just as the undervalues the unpaid domestic work women do at home, so those same skills – dexterity, sympathy – are undervalued when applied to work outside in the world of employment. And, because it is how the world sees them, the majority of women find it difficult to conceive of a different future for themselves. In Portugal, for example, when school-leavers were given a selection of occupations to choose from, 85 per cent of those who chose one of a set of just five service jobs were occupied by women.²⁸

Bosses and secretaries

Taken together, the pressures that lead women to work unequal hours and to choose unequal work make it very unlikely that many will rise to top administrative or managerial positions. Such jobs require confidence and freedom to work long hours the women possess. And in many countries this is not by the statistics. In Indonesia and Bangladesh, for instance, less than one per cent of managerial women.²⁹ The figures are slightly higher – at between three and ten per cent – in Egypt, Peru, Japan, Australia and Norway.³⁰ In only a small minority of countries – such as Barbados, El Salvador, Hungary – does the proportion rise above 20 per cent.³¹

Talented, hardworking women often find themselves working as secretaries or clerical assistants to their male bosses. While men outnumber women managers and administrators by over three to one in the US, Norway and Australia, women are over-represented as likely to be working as secretaries or clerical than men in those countries.³²

Unemployment

The Decade for Women could also have been dubbed the Decade of Recession – a period when corporations have cut their costs wherever possible. The most important effects have been on employment and income. Total employment has dropped significantly during the Decade, leading to a general rise in unemployment in industrialised countries and a decrease in wages and consequent rise in under-employment (where income from work does not repay the effort expended).³²

In the OECD countries 4.9 per cent of the male workforce and 6.2 per cent of the female workforce were unemployed in 1975. By 1982 those figures had risen to 7.4 per cent and 8.2 per cent respectively.³⁴ And unemployment figures for women often underestimate the problem. Research in Europe indicates that only 42 per cent of women who have lost their jobs or are looking for work ever register as unemployed.³⁵ These figures suggest that, when unemployment is high, women are more likely to be out of work than men. In 1982 women were around one third of the labour force in the OECD countries, but even the official estimates put the number of unemployed women at 12 million – well over 40 per cent of the 30 million people registered as unemployed.³⁶ The real number of unemployed women is probably substantially higher.

Women's jobs tend to be threatened more than men's for two major reasons. First, many women are employed in less skilled occupations easily replaced by machines. New technology has been introduced in offices, in manufacturing industry, and in the distributive trades. Computers, photocopiers, word processors, robot arms, automatic sorters stand gleaming and whirling, efficiently doing the work once done by women. Technology has replaced less-skilled men too, of course. But women are hit hardest.

Another reason why women's jobs are more vulnerable is that they tend to involve temporary or part-time work – often because there is no other work available for them. Women involved in such work are less likely to be members of, or actively involved in, a trades union and have fewer rights as employees. This makes them less able to organise to protect their jobs.

Women's service jobs are less vulnerable than their industrial jobs, however – both because they tend to require more skill (it is not yet possible to replace a nurse or a primary school teacher by a machine), but also because they are lower paid. Ironically, the very injustices that lead women to accept low wages for their work mean that, for the time being, many of them are still cheaper than machines and their jobs are safer.

Free trade zones

In the developing world there are still large numbers of workers who are cheaper than machines. And this is true of all in the free trade zones – or "export processing zones" – that have sprung up in many developing countries which want to attract industry to their shores.

In the free trade zones governments seeking foreign investment have created special industrial areas for multinational corporations, where taxes are low,

labour is cheap, and currency controls are waived. Some have even introduced anti-strike laws.

Corporations setting up shop in these new industrial zones have, according to the ILO, shown "an overwhelming preference for young women" workers.³⁷ In fact women's employment in free trade zones is the fastest-growing sector of employment in the world at the moment.³⁸ In Malaysia, for instance, 85 per cent of people working in the Bayan Lepas free trade zone are women aged between 18 and 24.³⁹

Young women are preferred for a number of reasons. They are willing to accept low wages; they are reputed to be dextrous, because their hands are small, their eyesight keen and they are used to being allocated tedious, painstaking tasks at home; they tend to leave when they have children, so employers are free of the obligation to pay them for long service.

The informal sector

The expansion and relocation of industry into the Third World has not only threatened jobs in industrialized countries, it has also begun to threaten the livelihood of people in the developing world. Though it may provide much needed – albeit low-paid – employment for some, it undermines the employment of many others at the same time.

The scores of people selling leather sandals, rice cakes, rough cotton skirts and trousers, hand-rolled *bidis*: the precarious livelihood of these millions of people who work on the margins of official life, who occupy the teeming no-man's land of the informal sector, is put in the balance by the arrival of the smart new shops and industries.

Between 20 and 70 per cent of the labour force in Third World cities makes a living in the informal sector.⁴⁰ With an average of over 50 per cent of poor urban populations so engaged, the informal sector occupies approximately one in eight of the world's adult population. Yet ILO admits that there is a "startling dearth of information" about this huge and vibrant slice of world society.⁴¹

The evidence indicates that in some regions the informal sector is overwhelmingly occupied by women. In West Africa, the Caribbean and South Asia between 70 and 90 per cent of all the farm and fishing produce consumed is bought and sold by women.⁴² In Ghana, for instance, women do 88 per cent of the trading. The figure is 54 per cent in Thailand and 91 per cent in Haiti.⁴³ Untrained, unskilled, often illiterate, and almost invariably without any capital to set themselves up in a formal business enterprise, such women rely on these informal trading activities as their only chance of earning an independent income.

The only way people in the informal sector can compete with the new mass-produced goods and services is by seeking economies of scale themselves – going "formal" in other words – and trying to fight the new traders on their own terms. But this means getting loans and advice, learning to handle figures, investing in transport, making contacts, signing contracts, doing deals – all activities women are less well-equipped than men to do. And, inevitably, men are beginning to take over the only sector that – in some parts of the world – women can be said to control, unintentionally joining forces with the new industries in a pincer movement to drive women traders out of business.

Health

Primary health care

THE Decade for Women saw the launching of what the World Health Organization (WHO) calls "the most optimistic statement of purpose ever made by the world community".¹ In September 1978, 134 nations met at Alma Ata in the USSR and pledged their support for a world-wide effort to bring "health for all by the year 2000". Primary health care was to be the key to the success of this effort.

The principles were simple enough. If 80 per cent of all illness in the world is caused by the lack of clean drinking water and sanitation, then improving water and sanitation would have to become a priority. With malnutrition affecting one in four people and making them more vulnerable to disease, basic nutrition would also have to be part of the package. On the medical front, a simple vaccination could prevent some of the commonest infectious diseases. And, where drugs were not enough, an army of primary health care workers – trained in the principles of prevention as well as cure – could help motivate people to change their habits and make their communities safer places to live.²

Primary health care played a spotlight on the causes of disease and it picked out women – standing, centre-stage – bearing the brunt of responsibility for their families' health. Suddenly the eyes of health planners began to turn towards women: as cooks and feeders of children; as fetchers of water and firewood; as custodians of cleanliness and hygiene; as teachers of healthy habits.

"Women are the vast untapped resources for development", declared WHO in 1980. "The anchor of our strategies for health development should relate to all-round improvement in the status of women and children who form the majority of any population."³

Nutrition

The United Nations' Children's Fund (UNICEF) estimates that 200 million under-fives are malnourished and that 10 million of these are so severely thin that they risk death.⁴ Figures like these demonstrate the potential of helping women feed their children better.

Fifty countries have now begun nutrition programmes and 25 of these have developed them especially for women.⁵ In the Virgin Islands pregnant women and malnourished children are provided with margarine, wheat-flour and dried milk powder to supplement their diets.⁶ And the importance of extra food like this has been demonstrated in Guatemala where one project giving supplementary food to pregnant women reduced the incidence of low birth weight among babies by 75 per cent.⁷

Water and sanitation

The Decade for Women also saw the launch of another major worldwide initiative: the International Drinking Water Supply and Sanitation Decade which began in November 1980. WHO estimates that (excluding China) 25 per cent of people in cities and 71 per cent of those in the countryside of developing

countries are without safe water to drink and 47 per cent of town dwellers and 87 per cent of people in rural areas have no adequate sanitation.⁸

The consequences of being without these basic amenities are ill health for all and great hardship for women who often have to walk long distances to fetch water. A person needs around five litres of water a day for cooking and drinking, and a further 25 to 45 litres stay clean and healthy. But the most a woman can carry in comfort is 15 litres. Even if she lives near a standpipe, that means about 15 journeys a day with full bucket to keep a family of five in good health.⁹

But some women live so far from the nearest water source that they only have time to make one journey a day. In Burkina Faso, for example, some women leave at dusk to walk to the water hole, sleep there overnight and return at dawn to escape the harsh rays of the sun. Small wonder that an estimated eight million children die each year of diseases that might have been prevented by sufficient clean water from a nearby tap.¹⁰

Now some 26 countries are making a special effort to look into women's particular needs in their attempt to meet the targets of the Water Decade.¹¹

Maternal and child health

A major advance for women of the new emphasis on primary health care in many countries is the increased attention paid to providing better care for pregnant mothers and their babies. Maternal and child health or MCH, as this aspect of primary health care is called – involves prenatal check-ups, immunization, advice on child-care, breastfeeding and weaning food. Forty-two governments reported that they have expanded their MCH activities during the Decade with Senegal actually restructuring its entire Ministry of Health to incorporate this new commitment.¹²

Proponents of MCH in the US have estimated that \$2.7 million spent on prenatal services would save between ten and 12 million dollars currently spent keeping premature, low birth weight babies alive in intensive care units.¹³ And when prenatal consultations in Portugal rose eightfold – from 19,000 in 1971 to 150,000 in 1982 – maternal and infant mortality rates plummeted by 12.9 and 12 per 1,000 respectively.¹⁴

There has also been more attention paid to screening whole populations of women to pick up diseases in their early stages. Nine countries have introduced such screening procedures. The USSR, for example, has established a twice-yearly medical check-up for women at their workplace.¹⁵ And in China deaths from cervical cancer dropped from 111 to eight per 10,000 following the introduction of screening.¹⁶

Birth and death

All over the world women in labour are usually tended by women. Some rely on traditional methods, passed down through the generations from mother to daughter. Others reach into new midwives' kits given to them after a short training course. Others are the product of years of training in the long corridors and modern delivery rooms of a teaching hospital.

The majority of women deliver safely. But many die in childbirth: over half a million every year in Africa and Asia,¹⁷ three out of every thousand mothers in Ecuador and up to 20 out of every thousand in Honduras.¹⁸

Though thousands die, many millions survive and have to live on with the scars of a difficult pregnancy: displaced or weak wombs, cycles of debilitating infection, exhaustion, incontinence and bleeding.¹⁹ An estimated 25 million women a year are seriously ill after having their babies.²⁰

Much of the danger and suffering surrounding and following childbirth could be avoided if women were examined early in their pregnancies to check for abnormalities, if they were attended at the time of the birth by trained midwives or doctors, if there were emergency health care at hand should something go wrong, and if family planning facilities were available to all women who want them. But the World Health Organization estimates that 45 per cent of births are delivered by untrained traditional birth attendants,²¹ and that two-thirds of women in the developing world have no access to a trained health worker.²²

The dangers are made worse by the weak state many women's bodies are in by the time they feel the first pains of labour: thin from lack of food, exhausted from work and the demands of previous pregnancies. The result: two thirds of women in Asia, half of African women and a sixth of women in Latin America are anaemic.²³

These women are suffering from "nutritional anaemia": caused simply by lack of the right kind of food. In India though rich women eat around 2,500 calories a day and put on an average of 12.5 kilograms of weight during their pregnancies, poor women eat around 1,400 calories a day and gain only 1.5 kilograms during those crucial nine months.²⁴ One African study found rural women in their last three months of pregnancy actually lost weight – an average of 1.4 kilograms each.²⁵ Little wonder, then, that such women bear tiny, underweight babies. One sixth of all babies – 95 per cent of them in the developing world – weigh under 2,500 grams when they are born.²⁶

The illnesses of the general population affect women too. At least one person in three harbours some species of parasitic worm; one in 20 has bilharzia;²⁷ and malaria – once thought to be on the decline – has made a massive comeback to grip one person in six in its fevers.²⁸ Taken together infectious and parasitic diseases cause around 40 per cent of deaths in the developing world.²⁹

Sickness in any country is bad enough. But in the developing world – where many families' livelihood is precariously supported only by constant hard work – a sudden acute bout of illness or a strength-sapping chronic disease can be disastrous. People with anaemia in Indonesia, for example, have been found to be 20 per cent less productive than healthy adults³⁰ and bilharzia's annual impact on the income of its victims has been estimated to total around \$650 million.³¹

But not all sickness has a medical cause. Accidents at work kill 100,000 and maim millions annually;³² and at least 10,000 die and 500,000 are seriously poisoned every year by careless use of pesticides.³³ Some work hazards are likely to affect women more than men. Byssinosis, for instance, is an incurable lung disease caused by inhaling cotton fibres and thought to afflict one quarter of India's textile workers, who are predominantly women.³⁴ Pesticide poisonings may affect women more since their agricultural work tends

to bring them into closer contact with the crop. And in the electronics factories of South-east Asia 25 year-old workers are called "grannies" by their younger colleagues because they have to wear glasses after damaging their eyes peering through microscopes for hour after hour assembling tiny silicon circuits.³⁵

Vulnerability of women

There is now more information available on the health of women than ever before and some interesting findings are beginning to emerge. Take lung cancer. WHO estimates that smoking causes around one million deaths a year³⁶ and tobacco consumption increased at a rate of between four and 13 per cent in the industrialized world and 33 per cent in the developing world between 1970 and 1980.³⁷ Once a habit indulged in largely by men, the recent increase in women smoking is now threatening, says WHO, to "chip away at increased life expectancy for women".³⁸ And a growing body of research shows that babies in the womb can also be harmed by the cigarette smoke inhaled by their mothers.

Life expectancy varies considerably from country to country, but almost everywhere women live longer than men. In the industrialized world women live – on average – six years longer.³⁹ In developing countries the gap is narrower.

Some developing countries – like Sri Lanka, Malaysia and islands in the Indian Ocean – have made dramatic improvements in life expectancy in recent years. In other regions – particularly in some African countries – life expectancy is very low for both men and women, but women still average longer lifespans than men. But in parts of Asia – such as India, Pakistan, Bangladesh, Bhutan and Nepal – life expectancy in general is slightly higher than in the poorest African countries, but women's life expectancy is as low as, or even lower than, men's.⁴⁰

The reason may be as simple as discrimination against girls. A Bangladesh survey found more under-five year-old girls than boys were malnourished because they were allocated smaller portions of food, and that infant girls were 21 per cent more likely than boys to die in their first year of life.⁴¹ But Asia does not have a monopoly on discrimination. A survey in Botswana found girls more likely than boys to be malnourished⁴² and in Turkey it is reported that rural men are given the lion's share of whatever food is available.⁴³ Other research shows that, in some countries, when girls fall ill they are less likely to be taken to the health centre than boys.⁴⁴

Mental health

Statistics from all over the world indicate that women are twice as likely as men to suffer the kind of distress we know as mental illness.

In Bangladesh, for instance, women outnumber men among the mentally ill by two to one.⁴⁵ There are twice as many women as men diagnosed schizophrenic in Sweden.⁴⁶ In the UK 11 per cent of men and 17 per cent of women are hospitalized at some time in their lives for mental illness and twice as many women as men take tranquillizing drugs.⁴⁷

Whether these figures are a real reflection of human psychological suffering or a result of a greater tendency for psychiatrists and doctors – usually men – to diagnose a distressed woman as being mentally ill is unclear. But, whichever way these statistics are

interpreted, they reveal a particularly heavy burden of mental anguish carried by women.

Women as health workers

It is not only as recipients of health care that women have benefited in recent years. As providers, too, their traditional contribution is at last beginning to be recognized. In the majority of societies with no regular access to modern medical facilities, it is often women who tend to emerge as the village healer or midwife – the *dai* in India, the *hilot* in the Philippines. Sierra Leone's 13,600 traditional midwives, for example, deliver 70 per cent of births, and 80 per cent of births in Honduras are delivered by such women.⁴⁸

In the past these women have found themselves in opposition to, and excluded from, modern medical advances. With the advent of primary health care such women's skills began, at last, to be appreciated. Now, instead of being fought or ignored, they are being trained all over the world in the principles of primary health care. India had trained a quarter of a million *dais* by 1981. Nicaragua has been training them at a rate of 900 a year.⁴⁹ By 1978 Ethiopia had trained 45

per cent of traditional midwives; in Ghana and Lanka the totals were 25 and 95 per cent respectively by 1976.⁵⁰

Costing less than two per cent of the money it takes to train a doctor, the logic of training women as health workers is clear. The benefits are clear too. In India for instance, deaths from neonatal tetanus were reduced from 90 to 10 per 100,000 in the three years following the launch of the *dai* training programme there.⁵¹

Resistance from doctors

But here women's involvement stops. In the high ranks of the health services – among the doctors, a health ministry officials, the hospital administrator where the high pay and the power reside, women are grossly underrepresented. Yet this is where the political decisions get taken, where the money is distributed from. And that money tends to stay just where it is. Three quarters of the world's health problems could be solved by primary health care. But three quarters developing countries' health budgets are spent on doctors and hospitals.⁵²

Education

The enrolment boom

TODAY there are more children at school than ever before as an education avalanche gains momentum, sweeping away illiteracy and ignorance in villages and cities through the world. This year 82 per cent of boys and 71 per cent of girls of primary school age are in school,¹ the beneficiaries of a global enrolment effort that peaked in the 1960s and 1970s and reduced the proportion of people unable to read and write to just 29 per cent by 1980.²

Spending on education skyrocketed during this period, increasing sevenfold in the developing world – from eight to 55 billion dollars between 1965 and 1978 – and more than fourfold in the industrialized world – from 88 to 419 billion dollars over the same time.³

Though primary schooling has expanded the most in absolute terms, there have been equivalent relative increases in secondary school enrolment and in the percentage of young adults going on to colleges and universities. Approximately half of secondary school-age children in the world are in school this year and around one in six 18 to 23 year-olds are in further education.⁴

The education gap

The increases have been most dramatic among those who were the most disadvantaged – children in developing countries. In Africa, for example, where illiteracy rates are the highest in the world, 82 per cent of women and 58 per cent of men were illiterate in 1970. But in just ten years those totals had been reduced to 73 and 48 per cent respectively.⁵

Nevertheless, this still leaves many more women illiterates than men in most countries. And the literacy gap is paralleled by an education gap at every level of the system. In 1985 there are seven girls for every eight boys in primary education; around five girls for every six boys in secondary school; and about four women

for every five men at college or university.⁶

These are world totals, however. In the industrialized world, where school is compulsory in most countries, enrolment rates are very high – around 100 per cent in primary school and 88 per cent in secondary school⁷ – and there are almost equal numbers of boys and girls in school. It is in the developing countries that some very large differences emerge. In Nepal at Pakistan, for instance, there are more than twice as many boys as girls in school.⁸

Closing the gap

The good news of the Decade is that the education gap is closing at last. Though boys still outnumber girls at school, girls are edging forward slightly faster in the race towards literacy. In some countries improvement has been quite dramatic. In Zaire, for example, the gap between the number of boys and girls in primary school has diminished from 25 per cent just eight per cent over the last decade.⁹

And, as these children work their way up the education ladder, so the gap at secondary school level is beginning to close too. In the developing countries girls were only 37 per cent of the secondary school population in 1975. By 1985 their share of secondary places had jumped to 41 per cent.¹⁰

Favouring sons

The gap remains, however, in all countries with compulsory education. Parents continue to favour their sons because they see education as an investment. And it is an investment of time as well as money for many parents. Many countries, in the developing world especially, charge school fees, insist that pupils wear a uniform, and ask parents to bear the cost of the children's books and paper. Add the cost of transport to and from school every day, and school can seem like an expensive luxury to a poor family.

Their choice of whether to send a child to school is influenced by two major concerns: the amount of work that child could be doing now to help support the family while she or he is still of school age; and the chance of the education investment paying off in the future – in the shape of a good, well-paid job that will help the family when the child leaves school. Girls are both more of a help to their mothers and less likely to get a paid job. This means they are more likely to be kept out of school.

Children at work

In much of the industrialized world child labour is outlawed and children cannot be expected to contribute to family income. But in many developing countries the work even quite a young child can do is often a major reason for having that child in the first place.

In Rwanda, for instance, where enrolment in secondary school is generally very low, and where boys outnumber girls at that level by around three to two in 1975, one study found that mothers with daughters are relieved of approximately 40 per cent of their domestic work, leaving them free to spend more time in the fields. The daughters end up skipping their homework, attending school irregularly, or dropping out altogether after just a few grades.¹¹

Little girls have more responsibilities than their brothers largely because mothers are more overburdened than fathers and because, in most cultures, a daughter is expected to help her mother while a son is not.

Some girls miss out on schooling altogether. Many more are forced to skip their studying because their hours of pounding grain for supper or fetching firewood eat away at the time they would otherwise spend doing homework.

Jobs for girls

Parents may be willing to sacrifice their daughters' help in the present if they feel that the future benefits will make that sacrifice worthwhile. But, in many countries, two important factors tip the balance again in favour of sons.

Firstly, in some cultures a girl is only economically valuable to her family while she is unmarried. As soon as she marries, whatever she earns will be added to the total earnings of her husband's family. In some countries this economic loss to her own family is well acknowledged and a "bride-price" is paid by the husband's family by way of compensation.

But perhaps more important than this is the fact that – even in parts of Asia where female employment is rising faster than anywhere else in the world – a son is more likely to get a job than a daughter.

Sex or school

Economic reasons are not the only ones that prevent girls going to school or continuing their education for as long as boys. Moral reasons can be equally powerful.

In strictly Muslim countries, for example, where men and women tend to move in completely different worlds, where many families keep their wives and daughters secluded or covered in the *chador* whenever they venture out of the house, and where premarital sex is forbidden, many parents keep their daughters away

from co-educational schools as soon as puberty approaches, and attendance at secondary schools tends to be very low. In Morocco, for instance, there are nearly twice as many boys as girls in secondary school, while in the Yemen Arab Republic and Pakistan they outnumber girls by well over three to one.¹² In some countries the problem is being tackled by building more single-sex schools for girls.

Pregnancy – wanted or unwanted, legitimate or illegitimate – is another major reason why girls are less likely than boys to complete their education.

Lessons in inequality

Though girls tend, on average, to get fewer years of education than boys, the United Nations' Educational, Scientific and Cultural Organization (UNESCO) stresses that it is the quality rather than the quantity of girls' education that prevents them from advancing in the world of work, keeping them confined in badly-paid occupational ghettos.¹³

From their earliest years in school girls tend to be channelled towards subjects that are likely to be more use to them in the kitchen and the living room than in the outside world. They learn art, literature, domestic science, dressmaking, while the boys are studying mathematics, physics and chemistry.

Two-thirds of girls at Danish technical colleges in 1982, for example, were being trained in just three subjects: the clothing trade, textile design and the hotel industry.¹⁴ And, thousands of miles away in Ghana, the picture is exactly the same. Here, as in Denmark, girls take around 20 per cent of the technical college places. And here too the vast majority of girls are studying just three subjects: dressmaking, embroidery and catering.¹⁵

Not all countries have such a poor record for training girls, however. Venezuela, for example, doubled the percentage of vocational training places allocated to women in just five years: from 26 per cent in 1976 to 52 per cent in 1981.¹⁶ In Czechoslovakia, too, there has been an even greater increase in technical school places for women: from just 13 per cent in 1975 to 31 per cent in 1980.¹⁷

In other countries, however, narrow specialization in schools mean that some colleges become *de facto* sex segregated. In Dar es Salaam technical college in Tanzania, for example, there were only 20 women students enrolled in 1978 and the government has decided to relax its entrance requirements to encourage more women to go into further education.¹⁸

Schooling for failure

The fierceness of the competition most children face, both at school and beyond, is very discouraging. And in the developing world – where there are few secondary schools, even fewer universities, and an undersupply of jobs – the odds some children face are overwhelming. In Sri Lanka one firm offering seven posts to youngsters with at least six "O" level passes was deluged in a flood of 11,000 letters applying for the jobs.¹⁹

It is difficult for any child to stay motivated when their chances of success are so slim. But a girl's motivation is undermined much more thoroughly than a boy's. True, he has to cope with this shortage of opportunities for success. But she has the additional disadvantage of being born into a world that does not even expect her to succeed, a world that perhaps does

not really want her to succeed, a world that has been systematically schooling her for failure.

Studies in the industrialized world, for example, have demonstrated that teachers behave very differently towards boys and girls in the classroom. Girls are rewarded for being quiet, docile and neat in their work; boys are rewarded for getting the right answer.²⁰ The creative, intelligent, lively girl, who fidgets and laughs and is always putting her hand up for attention, is seen as "naughty". A boy acting in the same way is simply "bright".

Some research – also in the industrialized world – suggests that girls in single-sex schools do much better than those in mixed schools and that co-education – far from being the great leveller of the sexes – may, in fact, be counter-productive for girls.²¹ This is because, while co-education ensures an equal investment in girls' and boys' schooling and corrects previous imbalances in the quality of teachers in boys and girls schools, it tends to exaggerate gender stereotypes.

Furthermore, though large numbers of the world's teachers are women, they only outnumber men at primary level where 52 per cent of teachers are women.²² Among the more specialized, and numerically fewer, secondary school teachers men outnumber women by nearly two to one.²³

The media

The messages from teachers and school-books blend in smoothly with the messages from parents and the media until only one, clear, ringing imperative can be heard: the imperative of the domestic role for girls.

During the Decade many countries have begun research into the portrayal of women in the media. And, in almost every country, these studies have unveiled a media portrait of woman as housebound and decorative – a sort of sexy washing-machine.

Mexico, for instance, reported that women were portrayed as either the "soul of the home" or as "sex object". In Turkey she is "mother, wife, sex symbol". Ivory Coast women are renowned for their "charm, beauty, frivolity, fragility". And in the Netherlands she is "mother and housekeeper".²⁴

As with all other spheres of society, the media are overwhelmingly controlled by men. In Italy, for

instance, 53 out of 100 male journalists recruited in 1967 had become Chief Editors by 1982. But of the 100 women journalists recruited at the same time had risen any further than Editor.²⁵

The Decade has seen some progress, however. Thirty-eight out of 62 countries reporting to UN said that they could detect an increasing tendency to portray women in professional roles.²⁶

Education and change

There is powerful evidence that education is the most potent factors for changing women's lives but for this change to be a liberating force in women's lives the type of education they receive is crucial.

The World Fertility Survey reported that women's ability to read and write was more closely related to their income than their fertility, use of contraceptives and their children's health.²⁷ Women with more than seven years of education in countries as different as Kenya, Bangladesh, Portugal, and Mexico, found to be four times more likely to use contraceptives than those without schooling.²⁸ And as the contraceptive goes up so the fertility rate goes down.

Part of the decrease in fertility is due simply to the amount of time women spend in education. pregnancy means she must drop out of school. A young woman is more likely to postpone childbirth until after her examinations. And, when she does school and manages to get a job, once again she wants to make the most of this opportunity and delay her first baby for even longer.

More articulate and confident than her uneducated sisters, she has a better chance of winning an argument with her husband or in-laws about having children and will be less intimidated by the prospect of visiting the family planning clinic.

These findings should not be used as an excuse to substitute education for justice, however. Education just one factor helping a woman take more control of her life. And if it can act so dramatically on freedom of choice within her role as wife and mother then the potential of an unsterotyped education system to launch a woman truly into the world of must be great indeed.

Politics

Equality

THE scales of world equality are out of balance. The side marked "woman" is weighed down with responsibility, while the side marked "man" rides high with power. Advantage builds on advantage until today they are tilted so steeply that almost all of the world's wealth is on man's side, while most of the world's work is on woman's.

The United Nations Decade for Women is an effort to right the scales, a first step in redistributing the wealth and the work, the power, and the responsibility more fairly between man and woman.

In 1945 the United Nations' Charter affirmed its "faith in fundamental human rights in the dignity and worth of the human person, and in the equal rights of men and women". Two years later, a UN Commission

on the Status of Women was established. A quarter of a century later concern for the plight of the women and their continuing inequality led to the proclamation of 1975 as International Women's Year, marked by a World Conference in Mexico City attended by delegates from 133 countries.

The Conference adopted a plan of action: established two bodies, supported by voluntary contributions, to take a more direct role in improving the position of the world's women. One of these – the International Research and Training Institute for the Advancement of Women – concentrates on research and training for women. The other – the Voluntary Fund for the UN Decade for Women – finances innovative projects for poor women around the world.

That same year the UN General Assembly declared the ten years between 1976 and 1985 to be the UN

Decade for Women, its themes Equality, Development, Peace. And, five years later, in 1980, a second conference was held in Copenhagen to report on progress made so far during the Decade in improving the position of women in the major areas of health, employment and education. This time 1,326 delegates from 145 countries attended to hear the preliminary results of research conducted during the Decade and to draw up a Programme of Action for the second half of the Decade.¹

The Programme of Action from the Copenhagen Conference stated that "While women represent 50 per cent of the world population, they perform nearly two thirds of all working hours, receive only one tenth of the world income and own less than one per cent of world property."²

At the end of the Decade there are some signs that governments have begun to take seriously their debt to their nations' women. Ninety per cent of countries now have official government bodies dedicated to the advancement of women, and 50 per cent of these have been established since the beginning of the Decade.³

There is also evidence that the influence of these advocates for the advancement of women are having a significant effect. Sixty-six out of 92 countries have now incorporated specific programmes and provisions for women in their National Development Plans.⁴

The majority of countries have also instituted constitutional and legal equality between women and men, and 45 countries - 30 in the developing world - offer free legal advice to help women fight for those rights.⁵

One of the major achievements of the Decade has been the Convention on the Elimination of All Forms of Discrimination Against Women. To date, more than 65 countries have ratified or acceded to the Convention, thus becoming legally bound by its provisions to achieve equal rights for women, regardless of their marital status, in all fields - political, economic, social, cultural and civil. The Convention calls for national legislation to ban discrimination and recommends temporary special measures to speed equality between men and women as well as action to modify social and cultural patterns that perpetuate discrimination.

Inequalities remain, however, because the new laws are implemented so slowly, because they are often overridden by custom, and because old laws have yet to be repealed. There are, for example, 12 countries in which a woman must still seek her husband's approval if she wishes to take a job.⁶

It is a vicious circle. Change is unlikely to come quickly while men take the majority of the decisions. But women will not be free to participate in that decision-making until those changes have taken place.

There are some encouraging signs, however, that attitudes to women's involvement in politics are beginning to change. In Western Europe, for example, two thirds of people questioned by a series of EEC surveys said they believed it was time to break down the strict stereotypes of women's and men's social roles.⁷

These changes in grass-roots attitudes are only slowly being reflected in real political power. Women are between 20 and 30 per cent of elected members of parliament in Denmark, Sweden and Finland,⁸ but in the majority of European countries women take only between five and 11 per cent of the seats of government.⁹

The centrally planned economies generally have longer histories of constitutional equality for women,

and women are correspondingly better represented in the national legislature there, comprising 33 per cent of members in the USSR, 21 per cent in China, and 28 per cent in Czechoslovakia.¹⁰

But in the majority of developing countries, the United Nations has found "no consistent increase over the Decade" in women's participation in politics.¹¹ Costa Rica, Venezuela, Sri Lanka, India and Kenya, are typical, with women taking less than six per cent of places in government. One exception is Cuba in which the figure is 23 per cent.¹²

Development

Perhaps the most important factor impeding women's progress to power is their domestic role. If women have to do all the cooking and cleaning when they get home from work, they have much less time than men to take part in political activity. Taking an average of 12 countries in the industrialized world, women with jobs outside the home have just 24 hours free time - only two thirds of the leisure hours of a working man.¹³

Governments may have identified the obstacle, but many are reluctant to, as the 1985 Conference documents put it, "redress the prevailing disadvantaged situation and properly respond to women's natural function of childbearing" and bring about "the sharing of social, economic and political responsibilities, including family responsibilities". The reason the majority of governments give for this reluctance is economic recession.¹⁴

In the industrialized world recession is the main reason given for failing to provide the social services that would help relieve women of some of their burden of domestic work. In the developing world governments maintain that recession makes it necessary for them to concentrate first and foremost on general development policies and prevents them giving women's equality top priority.

But in the industrialized world it is women whose jobs tend to be more vulnerable when there is high unemployment. It is they who are expected to pick up the pieces when hospitals, nursery schools, daycare centres, old people's homes, are closed. And in the developing world it is women whose rights to land are eroded, whose work in the fields is ignored, whose income from trading is threatened.

Peace

Since 1945 there have been 105 wars causing around 16 million deaths - almost all in the developing world.¹⁵ And male soldiers were not the only victims. Nine million civilians were killed¹⁶ and a further 8.3 million people had become refugees from the war zones by 1983.¹⁷ Today the world has stockpiled an estimated 50,000 nuclear warheads that together pack a punch 5,000 times greater than all the firepower used in World War II and enough to destroy half a million Hiroshimas.¹⁸

Since World War I women have been among the most passionate of those working for peace. Nine months after the beginning of the World War I, over 1,000 women from twelve countries met together in The Hague, in the Netherlands, and founded the Women's International League for Peace and Freedom - the first international peace movement.

That was 70 years ago. Today many women are still working for peace. In June 1978 hundreds of women and men victims of Hiroshima and Nagasaki gathered with other women from all over the world in support of

the UN's first Special Session on Disarmament in New York. A peace march was organized by women of Europe in 1982 comprising women of Scandinavia and the Soviet Union, ending at Vienna in Austria, demonstrating against all arms build-up plans.

But the problems of attaining positions of authority within national and international negotiating bodies have caused many women to turn instead to non-governmental organizations, where they constitute 60 per cent of members and are especially active in

organizations campaigning for peace.¹⁹

1986 has been declared the International Year of Peace. And 1985 is International Youth Year, with three themes: Participation, Development and Peace. These international calls for peace will only be successful if the concept of peace includes not only the absence of war, violence and hostility at the national or international levels, but also social justice and equality in the distribution of resources, power and the benefit within a society.

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THE FORWARD-LOOKING STRATEGIES

INTRODUCTION

A. Historical background

Paragraph 1

The founding of the United Nations after the victory in the Second World War and the emergence of independent States following decolonization were some of the important events in the political, economic and social liberation of women. The International Women's Year, the World Conferences held at Mexico City in 1975 and Copenhagen in 1980, and the United Nations Decade for Women: Equality, Development and Peace contributed greatly to the process of eliminating obstacles to the improvement of the status of women at the national, regional and international levels. In the early 1970s, efforts to end discrimination against women and to ensure their equal participation in society provided the impetus for most initiatives taken at all of those levels. Those efforts were also inspired by the awareness that women's reproductive and productive roles were closely linked to the political, economic, social, cultural, legal, educational and religious conditions that constrained the advancement of women and that factors intensifying the economic exploitation, marginalization and oppression of women stemmed from chronic inequalities, injustices and exploitative conditions at the family, community, national, subregional, regional and international levels.

Paragraph 2

In 1972, the General Assembly, in its resolution 3010 (XXVII), proclaimed 1975 International Women's Year, to be devoted to intensified action to promote equality between men and women, to ensure the full integration of women in the total development effort and to increase women's contribution to the strengthening of world peace. The World Plan of Action for the Implementation of the Objectives of the International Women's Year, adopted by the World Conference of the International Women's Year at Mexico City in 1975, was endorsed by the General Assembly in its resolution 3520 (XXX). The General Assembly, in that resolution, proclaimed 1976-1985 the United Nations Decade for Women: Equality, Development and Peace. In its resolution 33/185, the General Assembly decided upon the sub-theme "Employment, Health and Education" for the World Conference of the United Nations Decade for Women: Equality, Development and Peace, to be held at Copenhagen to review and evaluate the progress made in the first half of the Decade.

Paragraph 3

In 1980, at the mid-point of the Decade, the Copenhagen World Conference adopted the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace, b/ which further elaborated on the existing obstacles and on the existing international consensus on measures to be taken for the advancement of women. The Programme of Action was endorsed by the General Assembly that year in its resolution 35/136.

Paragraph 4

Also in 1980, the General Assembly, in its resolution 35/56, adopted the International Development Strategy for the Third United Nations Development Decade and reaffirmed the recommendations of the Copenhagen World Conference (General Assembly resolution 35/56, annex, para. 51). In the Strategy, the importance of the participation of women in the development process, as both agents and

beneficiaries, was stressed. Also, the Strategy called for appropriate measures to be taken in order to bring about profound social and economic changes and to eliminate the structural imbalances that compounded and perpetuated women's disadvantages in society.

Paragraph 5

The strategies contained in the World Plan of Action and in the Programme of Action were important contributions towards enlarging the perspective for the future of women. In most areas, however, further action is required. In this connection the General Assembly confirmed the goals and objectives of the Decade - equality, development and peace - stressed their validity for the future and indicated the need for concrete measures to overcome the obstacles to their achievement during the period 1986-2000.

Paragraph 6

The Forward-looking Strategies for the Advancement of Women during the Period from 1986 to the Year 2000 set forth in the present document present concrete measures to overcome the obstacles to the Decade's goals and objectives for the advancement of women. Building on principles of equality also espoused in the Charter of the United Nations, the Universal Declaration of Human Rights, g/ the International Covenant on Civil and Political Rights, d/ the International Covenant on Economic, Social and Cultural Rights, g/ the Convention on the Elimination of All Forms of Discrimination against Women, f/ and the Declaration on the Participation of Women in Promoting International Peace and Co-operation, g/ the Forward-looking Strategies reaffirm the international concern regarding the status of women and provide a framework for renewed commitment by the international community to the advancement of women and the elimination of gender-based discrimination. The efforts for the integration of women in the development process should be strengthened and should take into account the objectives of a new international economic order and the International Development Strategy for the Third United Nations Development Decade.

Paragraph 7

The Nairobi World Conference is taking place at a critical moment for the developing countries. Ten years ago, when the Decade was launched, there was hope that accelerated economic growth, sustained by growing international trade, financial flows and technological developments, would allow the increased participation of women in the economic and social development of those countries. These hopes have been belied owing to the persistence and, in some cases, the aggravation of an economic crisis in the developing countries, which has been an important obstacle that endangers not only the pursuance of new programmes in support of women but also the maintenance of those that were already under way.

Paragraph 8

The critical international economic situation since the end of the 1970s has particularly adversely affected developing countries and, most acutely, the women of those countries. The overall picture for the developing countries, particularly the least developed countries, the drought-stricken and famine-stricken areas of Africa, the debt-ridden countries and the low-income countries, has reached a critical point as a result of structural imbalances and the continuing critical international economic situation. The situation calls for an increased commitment to improving and promoting national policies and multilateral co-operation for

development in support of national programmes, bearing in mind that each country is responsible for its own development policy. The gap between the developed and developing countries, particularly the least developed among them, instead of narrowing, is widening further. In order to stem such negative trends and mitigate the current difficulties of the developing countries, which affect women the most, one of the primary tasks of the international community is to pursue with all vigour the efforts directed towards the establishment of a New International Economic Order founded on equity, sovereign equality, interdependence and common interest.

B. Substantive background of the Forward-looking Strategies

Paragraph 9

The three objectives of the Decade - equality, development and peace - are broad, interrelated and mutually reinforcing, so that the achievement of one contributes to the achievement of another.

Paragraph 10

The Copenhagen World Conference interpreted equality as meaning not only legal equality, the elimination of *de jure* discrimination, but also equality of rights, responsibilities and opportunities for the participation of women in development, both as beneficiaries and as active agents.

Paragraph 11

Equality is both a goal and a means whereby individuals are accorded equal treatment under the law and equal opportunities to enjoy their rights and to develop their potential talents and skills so that they can participate in national political, economic, social and cultural development and can benefit from its results. For women in particular, equality means the realization of rights that have been denied as a result of cultural, institutional, behavioural and attitudinal discrimination. Equality is important for development and peace because national and global inequities perpetuate themselves and increase tensions of all types.

Paragraph 12

The role of women in development is directly related to the goal of comprehensive social and economic development and is fundamental to the development of all societies. Development means total development, including development in the political, economic, social, cultural and other dimensions of human life, as well as the development of the economic and other material resources and the physical, moral, intellectual and cultural growth of human beings. It should be conducive to providing women, particularly those who are poor or destitute, with the necessary means for increasingly claiming, achieving, enjoying and utilizing equality of opportunity. More directly, the increasingly successful participation of each woman in societal activities as a legally independent agent will contribute to further recognition in practice of her right to equality. Development also requires a moral dimension to ensure that it is just and responsive to the needs and rights of the individual and that science and technology are applied within a social and economic framework that ensures environmental safety for all life forms on our planet.

Paragraph 13

The full and effective promotion of women's rights can best occur in conditions of international peace and security where relations among States are based on the respect for the legitimate rights of all nations, great and small, and peoples to self-determination, independence, sovereignty, territorial integrity and the right to live in peace within their national borders.

Peace depends on the prevention of the use or threat of the use of force, aggression, military occupation, interference in the internal affairs of others, the elimination of domination, discrimination, oppression and exploitation, as well as of gross and mass violation of human rights and fundamental freedoms.

Peace includes not only the absence of war, violence and hostilities at the national and international levels but also the enjoyment of economic and social justice, equality and the entire range of human rights and fundamental freedoms within society. It depends upon respect for the Charter of the United Nations and the Universal Declaration of Human Rights, as well as international covenants and the other relevant international instruments on human rights, upon mutual co-operation and understanding among all States irrespective of their social, political and economic systems and upon the effective implementation by States of the fundamental human rights standards to which their citizens are entitled.

It also embraces the whole range of actions reflected in concerns for security and implicit assumptions of trust between nations, social groups and individuals. It represents goodwill toward others and promotes respect for life while protecting freedom, human rights and the dignity of peoples and of individuals. Peace cannot be realized under conditions of economic and sexual inequality, denial of basic human rights and fundamental freedoms, deliberate exploitation of large sectors of the population, unequal development of countries, and exploitative economic relations. Without peace and stability there can be no development. Peace and development are interrelated and mutually reinforcing.

In this respect special attention is drawn to the final document of the tenth special session of the General Assembly, the first special session devoted to disarmament encompassing all measures thought to be advisable in order to ensure that the goal of general and complete disarmament under effective international control is realized. This document describes a comprehensive programme of disarmament, including nuclear disarmament, which is important not only for peace but also for the promotion of the economic and social development of all, particularly in the developing countries, through the constructive use of the enormous amount of material and human resources otherwise expended on the arms race.

Peace is promoted by equality of the sexes, economic equality and the universal enjoyment of basic human rights and fundamental freedoms. Its enjoyment by all requires that women be enabled to exercise their right to participate on an equal footing with men in all spheres of the political, economic and social life of their respective countries, particularly in the decision-making process, while exercising their right to freedom of opinion, expression, information and association in the promotion of international peace and co-operation.

Paragraph 14

The effective participation of women in development and in the strengthening of peace, as well as the promotion of the equality of women and men, require

concerted multi-dimensional strategies and measures that should be people-oriented. Such strategies and measures will require continual upgrading and the productive utilization of human resources with a view to promoting equality and producing sustained, endogenous development of societies and groups of individuals.

Paragraph 15

The three goals of the Decade - equality, development and peace - are inextricably linked to the three sub-themes - employment, health and education. They constitute the concrete basis on which equality, development and peace rest. The enhancement of women's equal participation in development and peace requires the development of human resources, recognition by society of the need to improve women's status, and the participation of all in the restructuring of society. It involves, in particular, building a participatory human infrastructure to permit the mobilization of women at all levels, within different spheres and sectors. To achieve optimum development of human and material resources, women's strengths and capabilities, including their great contribution to the welfare of families and to the development of society, must be fully acknowledged and valued. The attainment of the goals and objectives of the Decade requires a sharing of this responsibility by men and women and by society as a whole and requires that women play a central role as intellectuals, policy-makers, decision-makers, planners, and contributors and beneficiaries of development.

Paragraph 16

The need for women's perspective on human development is critical since it is in the interest of human enrichment and progress to introduce and weave into the social fabric women's concept of equality, their choices between alternative development strategies and their approach to peace, in accordance with their aspirations, interests and talents. These things are not only desirable in themselves but are also essential for the attainment of the goals and objectives of the Decade.

Paragraph 17

The review and appraisal of progress achieved and obstacles encountered at the national level in the realization of the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace (see A/CONF.116/5 and Add.1-14) identifies various levels of experience. Despite the considerable progress achieved and the increasing participation of women in society, the Decade has only partially attained its goals and objectives. Although the earlier years of the Decade were characterized by relatively favourable economic conditions in both the developed and developing countries, deteriorating economic conditions have slowed efforts directed towards promoting the equal participation of women in society and have given rise to new problems. With regard to development, there are indications that in some cases, although the participation of women is increasing, their benefits are not increasing proportionately.

Paragraph 18

Many of the obstacles discussed in the Forward-looking Strategies were identified in the review and appraisal (see A/CONF.116/5 and Add.1-14). The overwhelming obstacles to the advancement of women are in practice caused by varying combinations of political and economic as well as social and cultural factors. Furthermore, the social and cultural obstacles are sometimes aggravated

by political and economic factors such as the critical international economic situation and the consequent adjustment programmes, which in general entail a high social cost. In this context, the economic constraints due in part to the prevailing macro-economic factors have contributed to the aggravation of economic conditions at the national level. Moreover, the devaluation of women's productive and reproductive roles, as a result of which the status of women continued to be regarded as secondary to that of men, and the low priority assigned to promoting the participation of women in development are historical factors that limit women's access to employment, health and education, as well as to other sectoral resources, and to the effective integration of women in the decision-making process. Regardless of gains, the structural constraints imposed by a socio-economic framework in which women are second-class persons still limit progress. Despite changes in some countries to promote equity in all spheres of life, the "double burden" for women of having the major responsibility for domestic tasks and of participating in the labour force remains. For example, several countries in both the developed and developing world identify as a major obstacle the lack of adequate supportive services for working women.

Paragraph 19

According to responses from the developing countries, particularly the least developed, to the United Nations questionnaire to Governments (see A/CONF.116/5 and Add.1-14), poverty is on the increase in some countries and constitutes another major obstacle to the advancement of women. The exigencies created by problems of mass poverty, compounded by scarce national resources, have compelled Governments to concentrate on alleviating the poverty of both women and men rather than on equality issues for women. At the same time, because women's secondary position increases their vulnerability to marginalization, those belonging to the lowest socio-economic strata are likely to be the poorest of the poor and should be given priority. Women are an essential productive force in all economies; therefore it is particularly important in times of economic recession that programmes and measures designed to raise the status of women should not be relaxed but rather intensified.

paragraph 20

To economic problems, with their attendant social and cultural implications, must be added the threat to international peace and security resulting from violations of the principles of the United Nations Charter. This situation, affecting *inter alia* the lives of women, constitutes a most serious obstacle to development and thus hinders the fulfilment of the Forward-looking Strategies.

paragraph 21

What is now needed is the political will to promote development in such a way that the strategy for the advancement of women seeks first and foremost to alter the current unequal conditions and structures that continue to define women as secondary persons and give women's issues a low priority. Development should now move to another plane in which women's pivotal role in society is recognized and given its true value. That will allow women to assume their legitimate and core positions in the strategies for effecting the changes necessary to promote and sustain development.

C. Current trends and perspectives to the year 2000

Paragraph 22

In the absence of major structural changes or technological breakthroughs, it can be predicted that up to the year 2000 recent trends will, for the most part, be extended and adjusted. The situation of women, as it evolves during the period 1986-2000, will also cause other changes, establishing a process of cause and effect of great complexity. Changes in women's material conditions, consciousness and aspirations, as well as societal attitudes towards women, are themselves social and cultural processes having major implications and a profound influence on institutions such as the family. Women's advancement has achieved a certain momentum that will be affected by the social and economic changes of the next 15 years, but it will also continue to exist as a force to be reckoned with. Internal processes will exercise a major influence in the economic sphere, but the state of the global economic system and of the political, social, cultural, demographic and communication processes directly affected by it will invariably have a more profound impact on the advancement of women.

Paragraph 23

At the beginning of the Decade there was an optimistic outlook for development, but during the early 1980s the world economy experienced a widespread recession due, *inter alia*, to sharp inflationary pressures that affected regions and some groups of countries, irrespective of their level of development or economic structure. During the same period, however, the countries with centrally planned economies as a group experienced stable economic growth. The developed market economy countries also experienced growth after the recession.

Despite the recovery in the developed market economy countries which is being felt in the world economy, the immediate outlook for recovery in developing countries, especially in the low-income and the least developed countries, remains bleak, particularly in view of their enormous public and private external debts and the cost of servicing that debt, which are an evident manifestation of this critical situation. This heavy burden has serious political, economic and social consequences for them. No lasting recovery can be achieved without rectifying the structural imbalances in the context of the critical international economic situation and without continued efforts towards the establishment of a new international economic order. The present situation clearly has serious repercussions for the status of women, particularly underprivileged women, and for human resource development.

Women, subject to compound discrimination on the basis of race, colour, ethnicity and national origin, in addition to sex, could be even more adversely affected by deteriorating economic conditions.

Paragraph 24

If current trends continue, the prospects for the developing world, particularly the low-income and least developed countries, will be sombre. The overall growth in the developing countries as currently projected will be lower in the period 1980-2000 than that experienced in the period 1960-1980. In order to redress this outlook and thereby promote the advancement of women, policies should be reoriented and reinforced to promote world trade, in particular so as to promote market access for the exports of developing countries. Similarly, policies should

be pursued in other areas which would also promote growth and development in developing countries, for example, in respect of further lowering interest rates and pursuit of non-inflationary growth policies.

Paragraph 25

It is feared that, if there is slow growth in the world economy, there will inevitably be negative implications for women since, as a result of diminished resources, action to combat women's low position, in particular, their high rates of illiteracy, low levels of education, discrimination in employment, their unrecognised contribution to the economy and their special health needs, may be postponed. A pattern of development promoting just and equitable growth on the basis of justice and equality in international economic relations could make possible the attainment of the goals and objectives of the International Development Strategy, which could make a significant improvement in the status of women while enhancing women's effective contribution to development and peace. Such a pattern of development has its own internal dynamics that would facilitate an equitable distribution of resources and is conducive to promoting sustained, endogenous development, which will reduce dependence.

Paragraph 26

It is very important that the efforts to promote the economic and social status of women should rely in particular on the development strategies that stem from the goals and objectives of the International Development Strategy and the principles of a new international economic order. These principles include, *inter alia*, self-reliance, collective self-reliance, the activation of indigenous human and material resources. The restructuring of the world economy, viewed on a long-term basis, is to the benefit of all people - women and men of all countries.

Paragraph 27

According to estimates and projections of the International Labour Office, women constitute 35 per cent of the world's labour force, and this figure is likely to increase steadily to the year 2000. Unless profound and extensive changes are made, the type of work available to the majority of women, as well as the rewards, will continue to be low. Women's employment is likely to be concentrated in areas requiring lower skills and lower wages and minimum job security. While women's total input of labour in the formal and informal sector will surpass that of men by the year 2000, they will receive an unequal share of the world's assets and income. According to recent estimates, it seems that women have sole responsibility for the economic support of a large number of the world's children, approximately one third and higher in some countries, and the numbers seem to be rising. Forward-looking strategies must be progressive, equitable and designed to support effectively women's roles and responsibilities as they evolve up to the year 2000. It will continue to be necessary to take specific measures to prevent discrimination and exploitation of their economic contribution at national and international levels.

Paragraph 28

During the period from 1986 to the year 2000, changes in the natural environment will be critical for women. One area of change is that of the role of women as intermediaries between the natural environment and society with respect to agro-ecosystems, as well as the provision of safe water and fuel supplies and the

closely associated question of sanitation. The problem will continue to be greatest where water resources are limited - in arid and semi-arid areas - and in areas experiencing increasing demographic pressure. In a general manner, an improvement in the situation of women could bring about a reduction in mortality and morbidity as well as better regulation of fertility and hence of population growth, which would be beneficial for the environment and, ultimately, for women, children and men.

Paragraph 29

The issues of fertility rates and population growth should be treated in a context that permits women to exercise effectively their rights in matters pertaining to population concerns, including the basic right to control their own fertility which forms an important basis for the enjoyment of other rights, as stated in the report of the International Population Conference held at Mexico City in 1984. h/

Paragraph 30

It is expected that the ever-expanding communications network will be better attuned than before to the concerns of women and that planners in this field will provide increasing information on the objectives of the Decade - equality, development and peace - on the Forward-looking Strategies, and on the issues included in the sub-theme - employment, health and education. All channels, including computers, formal and non-formal education and the media, as well as traditional mechanisms of communication involving the cultural media of ritual, drama, dialogue, oral literature and music, should be used.

Paragraph 31

Political and governmental factors that are likely to affect prospects for the achievement of progress by women during the period 1986-2000 will depend in large measure upon the existence or absence of peace. If widespread international tensions continue, with threats not only of nuclear catastrophe but also of localized conventional warfare, then the attention of policy-makers will be diverted from tasks directly and indirectly relevant to the advancement of women and men, and vast resources will be further applied to military and related activities. This should be avoided and these resources should be directed to the improvement of humanity.

Paragraph 32

To promote their interests effectively, women must be able to enjoy their right to take part in national and international decision-making processes, including the right to dissent publicly and peacefully from their Government's policies, and to mobilize to increase their participation in the promotion of peace within and between nations.

Paragraph 33

There is no doubt that, unless major measures are taken, numerous obstacles will continue to exist which retard the participation of women in political life, in the formulation of policies that affect them and in the formulation of national women's policies. Success will depend in large measure upon whether or not women can unite to help each other to change their poor material circumstances and

secondary status and to obtain the time, energy and experience required to participate in political life. At the same time, improvements in health and educational status, legal and constitutional provisions and networking will increase the effectiveness of the political action taken by women so that they can obtain a much greater share in political decision-making than before.

Paragraph 34

In some countries and in some areas, women have made significant advances, but overall progress has been modest during the Decade, as is evident from the review and appraisal. During this period, women's consciousness and expectations have been raised, and it is important that this momentum should not be lost, regardless of the poor performance of the world economy. The changes occurring in the family, in women's roles and in relationships between women and men may present new challenges requiring new perspectives, strategies and measures. At the same time, it will be necessary to build alliances and solidarity groups across sexual lines in an attempt to overcome structural obstacles to the advancement of women.

Paragraph 35

The World Plan of Action for the Implementation of the objectives of the International Women's Year, g/ the Declaration of Mexico on the Equality of Women and their contribution to Development and Peace, 1975*, i/ regional plans of action, the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace, b/ and the sub-theme - employment, health and education - the Declaration on the Participation of Women in Promoting International Peace and Co-operation g/ and the Convention on the Elimination of All Forms of Discrimination against Women f/ remain valid and therefore constitute the basis for the strategies and concrete measures to be pursued up to the year 2000. The continuing relevance of the goals of the United Nations Decade for Women: Equality, Development and Peace - and of its sub-themes - health, education and employment - should be stressed, as should the implementation of the relevant recommendations of the 1975 Plan of Action and the 1980 Programme of Action, so as to ensure the complete integration of women in the development process and the effective realization of the objectives of the Decade. The challenge now is for the international community to ensure that the achievements of the Decade become strong building blocks for development and to promote equality and peace, especially for the sake of future generations of women. The obstacles of the next 15 years must be met through concerted global, regional and national efforts. By the year 2000 illiteracy should have been eliminated, life expectancy for all women increased to at least 65 years of good quality life and opportunities for self-supporting employment made available. Above all, laws guaranteeing equality for women in all spheres of life must by then be fully and comprehensively implemented to ensure a truly equitable socio-economic framework within which real development can take place. Forward-looking Strategies for the advancement of

* Reservations to this paragraph were formulated by Australia, Belgium, Canada, Denmark, Finland, Federal Republic of Germany, Iceland, Ireland, Israel, Italy, Luxembourg, Netherlands, New Zealand, Norway, Sweden, Switzerland, United States of America. The United States reserved its position on the reference in this paragraph to the Declaration of Mexico on the Equality of Women and their contribution to Development and Peace, 1975.

women at the regional level should be based on a clear assessment of demographic trends and development forecasts that provide a realistic context for their implementation.

Paragraph 36

The Forward-looking Strategies and multidimensional measures must be pursued within the framework of a just international society in which equitable economic relations will allow the closing of the gap that separates the industrialized countries from the developing countries. In this regard, all countries are called upon to show their commitment as was decided in General Assembly resolution 34/138 and, therefore, to continue informal consultations on the launching of global negotiations, as decided by the General Assembly in decision 39/454.

D. Basic approach to the formulation of the Forward-looking Strategies

Paragraph 37

It is necessary to reiterate the unity, inseparability and interdependence of the objectives of the Decade - equality, development and peace - as regards the advancement of women and their full integration in economic, political, social and cultural development, for which purpose the objectives should remain in effect in the operational strategies for the advancement of women to the year 2000.

Paragraph 38

The Forward-looking Strategies are intended to provide a practical and effective guide for global action on a long-term basis and within the context of the broader goals and objectives of a new international economic order. Measures are designed for immediate action, with monitoring and evaluation occurring every five years, depending on the decision of the General Assembly. Since countries are at various stages of development, they should have the option to set their own priorities based on their own development policies and resource capabilities. What may be possible for immediate action in one country may require more long-range planning in another, and even more so in respect of countries which are still under colonialism, domination and foreign occupation. The exact methods and procedures of implementing measures will depend upon the nature of the political process and the administrative capabilities of each country.

Paragraph 39

Some measures are intended to affect women and others directly and are designed to make the societal context less obstructive and more supportive of their progress. These measures would include the elimination of sex-based stereotyping, which is at the root of continuing discrimination. Measures to improve the situation of women are bound to have a ripple effect in society, since the advancement of women is without doubt a pre-condition for the establishment of a humane and progressive society.

Paragraph 40

The feasibility of policies, programmes and projects concerning women will be affected not only by their numbers and socio-economic heterogeneity but also by the different life-styles of women and by the constant changes in their life cycle.

Paragraph 41

The Forward-looking Strategies not only suggest measures for overcoming obstacles that are fundamental and operational, but also identify those that are emerging. Thus, the strategies and measures presented are intended to serve as guidelines for a process of continuous adaptation to diverse and changing national situations at speeds and modes determined by overall national priorities, within which the integration of women in development should rank high. The Forward-looking Strategies, acknowledging existing and potential obstacles, include separate basic strategies for the achievement of equality, development and peace. In line with the recommendations of the Commission on the Status of Women, acting as the Preparatory Body for the Conference at its second session, particular attention is given to "especially vulnerable and underprivileged groups of women, such as rural and urban poor women; women in areas affected by armed conflicts, foreign intervention and international threats to peace; elderly women; young women; abused women; destitute women; women victims of trafficking and women in involuntary prostitution; women deprived of their traditional means of livelihood; women who are sole supporters of families; physically and mentally disabled women; women in detention; refugee and displaced women; migrant women; minority women; and indigenous women". 1/

Paragraph 42

Although addressed primarily to Governments, international and regional organizations, and non-governmental organizations, an appeal is made to all women and men in a spirit of solidarity. In particular, it is addressed to those women and men who now enjoy certain improvements in their material circumstances and who have achieved positions where they may influence policy-making, development priorities and public opinion to change the current inferior and exploited condition of the majority of women in order to serve the goals of equality for all women, their full participation in development, and the achievement and strengthening of peace.

I. EQUALITY

A. Obstacles

Paragraph 43

One of the objectives of the Decade entails the full observance of the equal rights of women and the elimination of de jure and de facto discrimination. This is a critical first step towards human resource development. In developing countries inequality is, to a great extent, the result of underdevelopment and its various manifestations, which in turn are aggravated by the unjust distribution of the benefits of the international economy. The United Nations system, particularly the Commission on the Status of Women, has worked for four decades to establish international standards and to identify and propose measures to prevent discrimination on the basis of sex. Although much progress has been made in legislation, measures are necessary for effective implementation and enforcement. Legislative enactment is only one element in the struggle for equality, but an essential one as it provides the legitimate basis for action and acts as a catalyst for societal change.

Paragraph 44*

The inequality of women in most countries stems to a very large extent from mass poverty and the general backwardness of the majority of the world's population caused by underdevelopment, which is a product of imperialism, colonialism, neo-colonialism, apartheid, racism, racial discrimination and of unjust international economic relations. The unfavourable status of women is aggravated in many countries, developed and underdeveloped, by de facto discrimination on the grounds of sex.

Paragraph 45

One of the fundamental obstacles to women's equality is that de facto discrimination and inequality in the status of women and men derive from larger social, economic, political and cultural factors that have been justified on the basis of physiological differences. Although there is no physiological basis for regarding the household and family as essentially the domain of women, for the devaluation of domestic work and for regarding the capacities of women as inferior to those of men, the belief that such a basis exists perpetuates inequality and inhibits the structural and attitudinal changes necessary to eliminate such inequality.

Paragraph 46

Women, by virtue of their gender, experience discrimination in terms of denial of equal access to the power structure that controls society and determines development issues and peace initiatives. Additional differences, such as race, colour and ethnicity, may have even more serious implications in some countries, since such factors can be used as justification for compound discrimination.

Paragraph 47

Fundamental resistance creates obstacles, which have wide-ranging implications for the objectives of the Decade. Discrimination promotes an uneconomic use of women's talents and wastes the valuable human resources necessary for development and for the strengthening of peace. Ultimately, society is the loser if the talents of women are under-utilized as a result of discrimination.

Paragraph 48

The sharp contrasts between legislative changes and effective implementation of these changes are a major obstacle to the full participation of women in society. De facto and indirect discrimination, particularly by reference to marital or family status, often persists despite legislative action. The law as a recourse does not automatically benefit all women equally, owing to the socio-economic inequalities determining women's knowledge of and access to the law, as well as their ability to exercise their full legal rights without fear of reclamation or intimidation. The lack or inadequacy of the dissemination of information on women's rights and the available recourse to justice has hampered, in many instances, the achievement of expected results.

* The United States reserved its position on this paragraph because it does not agree that the obstacles listed should be considered the main reasons for the inequality of women in most countries.

Paragraph 49

Some legislative changes are made without a thorough understanding of the relationship between existing legal systems. In practice, however, certain aspects of the law - for instance, customary provisions - may be in operation in societies with multiple and conflicting legal systems. Emerging and potential obstacles resulting from possible contradictions should be anticipated so that preventive measures can be taken. When passing new legislation, whatever its subject-matter, all possible care should be taken to ensure that it implies no direct or indirect discrimination so that women's right to equality is fully respected in law.

Paragraph 50

In some countries, discriminatory legislative provisions in the social, economic and political spheres still exist, including civil, penal and commercial codes and certain administrative rules and regulations. Civil codes in some instances have not yet been adequately studied to determine action for repealing those laws that still discriminate against women and for determining, on the basis of equality, the legal capacity and status of women, married women in particular, in terms of nationality, inheritance, ownership and control of property, freedom of movement and the custody and nationality of children. Above all, there is still a deeply rooted resistance on the part of conservative elements in society to the change in attitude necessary for a total ban on discriminatory practices against women at the family, local, national and international levels.

B. Basic strategiesParagraph 51

The political commitment to establish, modify, expand or enforce a comprehensive legal base for the equality of women and men and on the basis of human dignity must be strengthened. Legislative changes are most effective when made within a supportive framework promoting simultaneous changes in the economic, social, political and cultural spheres, which can help bring about a social transformation. For true equality to become a reality for women, the sharing of power on equal terms with men must be a major strategy.

Paragraph 52

Governments should take the relevant steps to ensure that both men and women enjoy equal rights, opportunities and responsibilities so as to guarantee the development of their individual aptitudes and capacities and enable women to participate as beneficiaries and active agents in development.

Paragraph 53

Changes in social and economic structures should be promoted which would make possible the full equality of women and their free access to all types of development as active agents and beneficiaries, without discrimination of any kind, and to all types of education, training and employment. Special attention should be paid to implementing this right to the maximum extent possible for young women.

Paragraph 54

In order to promote equality of women and men, Governments should ensure, for both women and men, equality before the law, the provision of facilities for equality of educational opportunities and training, health services, equality in conditions and opportunities of employment, including remuneration, and adequate social security. Governments should recognize and undertake measures to implement the right of men and women to employment on equal conditions, regardless of marital status, and their equal access to the whole range of economic activities.

Paragraph 55

Effective institutions and procedures must be established or strengthened to monitor the situation of women comprehensively and identify the causes, both traditional and new, of discrimination and to help formulate new policies and effectively carry out strategies and measures to end discrimination. These arrangements and procedures must be integrated within a coherent policy for development but cannot wait indefinitely for such a policy to be formulated and implemented.

Paragraph 56

The obstacles to the equality of women created by stereotypes, perceptions of and attitudes towards women should be totally removed. Elimination of these obstacles will require, in addition to legislation, education of the population at large through formal and informal channels, including the media, non-governmental organizations, political party platforms and executive action.

Paragraph 57

Appropriate governmental machinery for monitoring and improving the status of women should be established where it is lacking. To be effective, this machinery should be established at a high level of government and should be ensured adequate resources, commitment and authority to advise on the impact on women of all government policies. Such machinery can play a vital role in enhancing the status of women, *inter alia*, through the dissemination of information to women on their rights and entitlements, through collaborative action with various ministries and other government agencies and with non-governmental organizations and indigenous women's societies and groups.

Paragraph 58

Timely and reliable statistics on the situation of women have an important role to play in the elimination of stereotypes and the movement towards full equality. Governments should help collect statistics and make periodic assessment in identifying stereotypes and inequalities, in providing concrete evidence concerning many of the harmful consequences of unequal laws and practices and in measuring progress in the elimination of inequities.

Paragraph 59

The sharing of domestic responsibilities by all members of the family and equal recognition of women's informal and invisible economic contributions in the mainstream of society should be developed as complementary strategies for the elimination of women's secondary status, which has fostered discrimination.

C. Measures for the implementation of the basic strategies at the national level

Constitutional and legal

Paragraph 60

Governments that have not yet done so are urged to sign the Convention on the Elimination of All Forms of Discrimination against Women and to take all the necessary steps to ensure its ratification, or their accession to it. They should consider the possibility of establishing appropriate bodies charged with reviewing the national legislation concerned and with drawing up recommendations thereon to ensure that the provisions of the Convention and of the other international instruments to which they are parties that are relevant to the role, status and material circumstances of women are complied with.

Paragraph 61

Governments that have not yet done so should establish appropriate institutional procedures whereby the application of a revised set of laws and administrative measures may be effectively enforced from the village level up and may be adequately monitored so that individual women may, without obstruction or cost to themselves, seek to have discriminatory treatment redressed. Legislation that concerns women as a group should also be effectively enforced and monitored so that areas of systemic or de facto discrimination against women can be redressed. To this end, positive action policy should be developed.

Paragraph 62

Agrarian reform measures have not always ensured women's rights even in countries where women predominate in the agricultural labour force. Such reforms should guarantee women's constitutional and legal rights in terms of access to land and other means of production and should ensure that women will control the products of their labour and their income, as well as benefits from agricultural inputs, research, training, credits and other infrastructural facilities.

Paragraph 63

National research institutions, both governmental and private, are urged to undertake investigations of the problems associated with the relationship between the law and the role, status and material circumstances of women. These should be integrated into the curricula of relevant educational institutions in an attempt to promote general knowledge and awareness of the law.

Paragraph 64

In the past decade there have been significant advances in the development of statistical concepts and methods for measuring inequality between women and men. The capabilities of national institutions concerned with statistics and women's issues should be improved to implement these concepts and methods in the regular statistical programmes of countries and to make effective use of these statistics in the policy-planning process. Training for producers and users of statistics on women should play a key role in this process.

Paragraph 65

In-depth research should be undertaken to determine instances when customary law may be discriminatory or protective of women's rights and the extent to which the interfaces between customary and statutory law may retard progress in the implementation of new legislative measures. Particular attention should be paid to double standards in every aspect of life, with a view to abolishing them.

Paragraph 66

Law-reform committees with equal representation of women and men from Governments and from non-governmental organizations should be set up to review all laws, not only as a monitoring device but also with a view to determining research-related activities, amendments and new legislative measures.

Paragraph 67

Employment legislation should ensure equity and provide benefits for women not only in the conventional and formal labour force but also in the informal sector, particularly with regard to migrant and service workers, by providing minimum wage standards, insurance benefits, safe working conditions and the right to organise. Opportunities for similar guarantees and benefits should also be extended to women making vital economic contributions in activities involving food production and processing, fisheries and food distribution through trade. These benefits should also pertain to women working in family enterprises and, if possible, to other self-employed women in an effort to give due recognition to the vital contribution of all these informal and invisible economic activities to the development of human resources.

Paragraph 68

Civil codes, particularly those pertaining to family law, should be revised to eliminate discriminatory practices where these exist and wherever women are considered minors. The legal capacity of married women should be reviewed in order to grant them equal rights and duties.

Paragraph 69*

Such social and economic development should be encouraged as would secure the participation of women as equal partners with men in all fields of work, equal access to all positions of employment, equal pay for work of equal value and equal opportunities for education and vocational training, and co-ordinate the legislation on the protection of women at work with the need for women to work and be highly productive producers and managers of all political, economic and social affairs and develop branches of the social services to make domestic duties easier for women and men.

* The United States reserved its position on paragraphs 69, 72 and 137 specifically because it does not agree with the concept of "equal pay for work of equal value" and maintains the principle of "equal pay for equal work".

Paragraph 70

Measures for the implementation of legislation relating to working conditions for women must be taken.

Paragraph 71

Legislative and/or other measures should be adopted and implemented to secure for men and women the same right to work and to unemployment benefits, as well as to prohibit, through, *inter alia*, the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the grounds of marital status. Legislative and other measures should be adopted and implemented to facilitate the return to the labour market of women who have left it for family reasons and to guarantee the right of women to return to work after maternity leave.

Paragraph 72

Governments should continue to take special action to institute programmes that would inform women workers of their rights under legislation and other remedial measures. The importance of freedom of association and the protection of the right to organize should be emphasized, this being particularly relevant to the position of women in employment. Special measures should be taken to ratify and implement in national legislation the relevant conventions and recommendations of the International Labour Organisation concerning the rights of women as regards access to equal employment opportunities, equal pay for work of equal value, equal working conditions, job security and maternity protection.

Paragraph 73

Marriage agreements should be based on mutual understanding, respect and freedom of choice. Careful attention should be paid to the equal participation and valuation of both partners so that the value of housework is considered equivalent to financial contributions.

Paragraph 74

The right of all women, in particular married women, to own, administer, sell or buy property independently should be guaranteed as an aspect of their equality and freedom under the law. The right to divorce should be granted equally to both partners under the same conditions, and custody of children decided in a non-discriminatory manner with full awareness of the importance of the input from both parents in the maintenance, rearing and socialization of children. Women should not forfeit their right to custody of their children or to any other benefits and freedoms simply because they have initiated a divorce. Without prejudice to the religious and cultural traditions of countries, and taking into account the *de facto* situations, legal or other appropriate provisions should be made to eliminate discrimination against single mothers and their children.

Paragraph 75

Appropriate action is necessary to ensure that the judiciary and all paralegal personnel are fully aware of the importance of the achievement by women of rights set out in internationally agreed instruments, constitutions and the law. Appropriate forms of in-service training and retraining should be designed and carried out for this purpose, with special attention given to the recruitment and training of women.

Paragraph 76

Special attention should be given in criminology training to the particular situation of women as victims of violent crimes, including crimes that violate women's bodies and result in serious physical and psychological damage. Legislation should be passed and laws enforced in every country to end the degradation of women through sex-related crimes. Guidance should be given to law enforcement and other authorities on the need to deal sensibly and sensitively with the victims of such crimes.

Equality in social participationParagraph 77

A comprehensive and sustained public campaign should be launched by all Governments, in close collaboration with non-governmental organizations, women's pressure groups, where they exist, and research institutions, as well as the media, educational institutions and traditional institutions of communication, to challenge and abolish all discriminatory perceptions, attitudes and practices by the year 2000. Target groups should include policy-makers and decision-makers, legal technical advisers, bureaucrats, labour and business leaders, business persons, professionals and the general public.

Paragraph 78

By the year 2000, all Governments should have adequate comprehensive and coherent national women's policies to abolish all obstacles to the full and equal participation of women in all spheres of society.

Paragraph 79

Governments should take all appropriate measures to ensure to women, on equal terms with men and without discrimination, the opportunity to represent their Government at all levels on delegations to subregional, regional and international meetings. More women should be appointed as diplomats and to decision-making posts within the United Nations system, including posts in fields relating to peace and development activities. Support services, such as educational facilities and day care, for families of diplomats and other civil servants stationed abroad, of United Nations officials, as well as employment of spouses at the duty station, wherever possible, should be strongly encouraged.

Paragraph 80

As future parents, young people and children should be educated and mobilized to act as stimulators for and monitors of changes in attitudes towards women at all levels of society, particularly with regard to the need for greater flexibility in the assignment of roles between women and men.

Paragraph 81

Research activities should be promoted to identify discriminatory practices in education and training and to ensure quality at those two levels. One priority area for research should be the impact of sexual discrimination on the development of human resources.

Paragraph 82

Governments and private institutions are urged to include in the curricula of all schools, colleges and universities courses and seminars on women's history and roles in society and to incorporate women's issues in the general curricula and to strengthen research institutions in the area of women's studies by promoting indigenous research activities and collaboration.

Paragraph 83

New teaching methods should be encouraged, especially audio-visual techniques, to demonstrate clearly the equality of the sexes. Programmes, curricula and standards of education and training should be the same for females and males. Textbooks and other teaching materials should be continuously evaluated, updated and, where necessary, redesigned, rewritten to ensure that they reflect positive, dynamic and participatory images of women and to present men actively involved in all aspects of family responsibilities.

Paragraph 84

Governments are urged to encourage the full participation of women in the whole range of occupations, especially in fields previously regarded as male preserves, in order to break down occupational barriers and taboos. Employment equity programmes should be developed to integrate women into all economic activities on an equal basis with men. Special measures designed to redress the imbalance imposed by centuries of discrimination against women should be promoted to accelerate *de facto* equality between men and women. Those measures should not be considered discriminatory or entail the maintenance of unequal or separate standards. They are to be discontinued when the objectives of equality of opportunity and treatment have been achieved. Governments should ensure that their public service is an exemplary equal opportunity employer.

Paragraph 85

High priority should be given to substantial and continuing improvement in the portrayal of women in the mass media. Every effort should be made to develop attitudes and to produce materials that portray positive aspects of women's roles and status in intellectual and other activities as well as egalitarian relations of sexes. Steps also should be taken to control pornography, other obscene portrayals of women and the portrayal of women as sex objects. In this regard all measures should be taken to ensure that women participate effectively in relevant councils and review bodies regarding mass media, including advertisement, and in the implementation of decisions of these bodies.

Equality in political participation and decision-makingParagraph 86

Governments and political parties should intensify efforts to stimulate and ensure equality of participation by women in all national and local legislative bodies and to achieve equity in the appointment, election and promotion of women to high posts in executive, legislative and judiciary branches in these bodies. At the local level, strategies to ensure equality of women in political participation should be pragmatic, should bear a close relationship to issues of concern to women in the locality and should take into account the suitability of the proposed measures to local needs and values.

Paragraph 87

Governments and other employers should devote special attention to the broader and more equitable access and inclusion of women in management in various forms of popular participation, which is a significant factor in the development and realization of all human rights.

Paragraph 88

Governments should effectively secure participation of women in the decision-making processes at a national, state and local level through legislative and administrative measures. It is desirable that governmental departments establish a special office in each of them, headed preferably by a woman, to monitor periodically and accelerate the process of equitable representation of women. Special activities should be undertaken to increase the recruitment, nomination and promotion of women, especially to decision-making and policy-making positions, by publicizing posts more widely, increasing upward mobility and so on, until equitable representation of women is achieved. Reports should be compiled periodically on the numbers of women in public service and on their levels of responsibility in their areas of work.

Paragraph 89

With respect to the increase in the number of couples in which both partners are employed in the public service, especially the foreign service, Governments are urged to consider their special needs, in particular the couple's desire to be assigned to the same duty station, with a view to reconciling family and professional duties.

Paragraph 90

Awareness of women's political rights should be promoted through many channels, including formal and informal education, political education, non-governmental organizations, trade unions, the media and business organizations. Women should be encouraged and motivated and should help each other to exercise their right to vote and to be elected and to participate in the political process at all levels on equal terms with men.

Paragraph 91

Political parties and other organizations such as trade unions should make a deliberate effort to increase and improve women's participation within their ranks. They should institute measures to activate women's constitutional and legal guarantees of the right to be elected and appointed by selecting candidates. Equal access to the political machinery of the organizations and to resources and tools for developing skills in the art and tactics of practical politics, as well as effective leadership capabilities, should be given to women. Women in leadership positions also have a special responsibility to assist in this field.

Paragraph 92

Governments that have not already done so should establish institutional arrangements and procedures whereby individual women, as well as representatives of all types of women's interest groups, including those from the most vulnerable, least privileged and most oppressed groups, may participate actively in all aspects of the formulation, monitoring, review and appraisal of national and local policies, issues and activities.

11. DEVELOPMENT

A. ObstaclesParagraph 93

The United Nations Decade for Women has facilitated the identification and overcoming of obstacles encountered by Member States in integrating women into society effectively and in formulating and implementing solutions to current problems. The continuation of women's stereotyped reproductive and productive roles, justified primarily on physiological, social and cultural grounds, has subordinated them in the general as well as sectoral spheres of development, even where some progress has been achieved.

Paragraph 94*

There are coercive measures of an economic, political and other nature that are promoted and adopted by certain developed States and are directed towards exerting pressure on developing countries, with the aim of preventing them from exercising their sovereign rights and of obtaining from them advantages of all kinds, and furthermore affect possibilities for dialogue and negotiation. Such measures, which include trade restrictions, blockades, embargoes and other economic sanctions incompatible with the principles of the United Nations Charter and in violation of multilateral or bilateral commitments, have adverse effects on the economic, political and social development of developing countries and therefore directly affect the integration of women in development, since that is directly related to the objective of general social, economic and political development.

Paragraph 95**

One of the main obstacles to the effective integration of women in the process of development is the aggravation of the international situation, resulting in a continuing arms race, which now may spread also to outer space. As a result, immense material and human resources needed for development are wasted. Other major obstacles to the implementation of goals and objectives set by the United Nations in the field of the advancement of women include imperialism, colonialism, neo-colonialism, expansionism, apartheid and all other forms of racism and racial discrimination, exploitation, policies of force and all forms of manifestations of foreign occupation, domination and hegemony, and the growing gap between the levels of economic development of developed and developing countries.

Paragraph 96

The efforts of many countries to implement the objectives of the United Nations Decade for Women were undermined by a series of grave economic crises that

* The United States abstained in the vote on paragraph 94 because of unacceptable language relating to economic measures by developed countries against developing States.

** The United States reserved its position on paragraph 95 because it does not agree with the listing of those obstacles which are categorized as being major impediments to the advancement of women.

have had severe repercussions, especially for many developing countries because of their generally greater vulnerability to external economic factors as well as because the main burden of adjustment to the economic crises has been borne by the developing countries, pushing the majority of them towards economic collapse.

Paragraph 97

The worsening of the social situation in many parts of the world, and particularly in Africa, as a result of the disruptive consequences of the economic crisis had a great negative impact on the process of effective and equal integration of women in development. This adverse social situation reflects the lack of implementation of relevant United Nations conventions, declarations and resolutions in the social and economic fields, and of the objectives and overall development goals adopted and reaffirmed in the International Development Strategy for the Third United Nations Development Decade.

Paragraph 98*

The lack of political will of certain developed countries to eliminate obstacles to the practical realization of such fundamental documents adopted by the United Nations as the Declaration on Social Progress and Development (General Assembly resolution 2542 (XXIV)), the Charter of Economic Rights and Duties of States (General Assembly resolution 3281 (XXIX)), the Declaration and the Programme of Action on the Establishment of a New International Economic Order (General Assembly resolutions 3201 (S-VI) and 3202 (S-VI), respectively), the International Development Strategy for the Third United Nations Development Decade (General Assembly resolution 35/56, annex), aimed at the restructuring of international economic relations on a just and democratic basis, should be counted among the main reasons for the conservation of the unfavourable and unequal position of women from the point of view of development, especially in the developing countries.

Paragraph 99

The last years of the Decade have witnessed a deterioration of the general economic situation in the developing countries. The financial, economic and social crisis of the developing world has worsened the situation of large sectors of the population, especially women. In particular, the decline in economic activity is having a negative impact on an already unbalanced distribution of income, as well as on the high levels of unemployment, which affect women more than men.

Paragraph 100**

Protectionism against developing countries' exports in all its forms, the deterioration in the terms of trade, monetary instability, including high interest rates and the inadequate flow of official development assistance have aggravated the development problems of the developing countries, and consequently have complicated the difficulties hampering the integration of women in the development process.

* The United States requested a vote and voted against this paragraph.

** Regarding paragraph 100, the United States reserved its position because it does not accept the underlying philosophy of the paragraph as it concerns the economic situation in debtor and developing countries.

One of the principal obstacles now confronting the developing countries is their gigantic public and private external debt, which constitutes a palpable expression of the economic crisis and has serious political, economic and social consequences for these countries. The amount of the external debt obliges the developing countries to devote enormous sums of their already scarce export income to the servicing of the debt, which affects their peoples' lives and possibilities of development, with particular effects on women. In many developing countries there is a growing conviction that the conditions for the payment and servicing of the external debt cause those countries enormous difficulties and that the adjustment policies traditionally imposed are inadequate and lead to a disproportionate social cost.

The negative effects of the present international economic situation on the least developed countries have been particularly grave and have caused serious difficulties in the process of integrating women in development.

The growth prospects of the low-income countries have seriously deteriorated owing to the reduction in international economic co-operation, particularly the inadequate flow of official development assistance and the growing trade protectionism in the developed countries, which restricts the capacity of the low-income countries to attain the objectives of the United Nations Decade for Women.

This situation is even more grave in the developing countries that are afflicted by drought, famine and desertification.

Paragraph 101

Despite significant efforts in many countries to transfer tasks traditionally performed by women to men or to public services, traditional attitudes still continue to persist and in fact have contributed to the increased burden of work placed on women. The complexity and multidimensional aspects of changing sex roles and norms and the difficulty of determining the specific structural and organizational requirements of such a change have hindered the formulation of measures to alter sex roles and to develop appropriate perspectives on the image of women in society. Thus, despite gains made by a few women, for the majority subordination in the labour force and in society has continued, through the exploitative conditions under which women often work have become more visible.

Paragraph 102

The effective participation of women in development has also been impeded by the difficult international economic situation, the debt crisis, poverty, continued population growth, rising divorce rates, increasing migration, and the growing incidence of female-headed households. Yet, neither the actual expansion of employment for women nor the recognition that women constitute a significant proportion of producers has been accompanied by social adjustments to ease women's burden of child and household care. The economic recession led to a reduction in investments, particularly in those services that allow greater societal sharing of the social and economic costs of child care and housework.

Paragraph 103

Insufficient awareness and understanding of the complex and multifaceted relationships between development and the advancement of women have continued to make policy, programme and project formulation difficult. While during the earlier

part of the Decade the belief that economic growth would automatically benefit women was more widely shared, an evaluation of the experience of the Decade has shed considerable doubt on this over-simplified premise. Consequently, the need to understand better the relationship between development and the advancement of women and to gather, analyse and disseminate information for the more effective formulation of policies, programmes and projects has become greater.

Paragraph 104

Although throughout history and in many societies women have been sharing similar experiences, in the developing countries the problems of women, particularly those pertaining to their integration in the development process, are different from the problems women face in the industrialized countries and are often a matter of survival. Failure to recognize these differences leads, *inter alia*, to neglect the adverse effect of the insufficient progress made towards improvement in national policies or programmes and the present international economic situation as well as the interrelationships that exist between the goals and objectives of the International Development Strategy for the Third United Nations Development Decade and the objectives of equality, development and peace.

Paragraph 105

The lack of political will and commitment continued to retard action to promote effective participation by women in development. Exclusion of women from policy-making and decision-making made it difficult for women and women's organizations to include in their preferences and interests the largely male-dominated choices of progress and development. Furthermore, because the issue of women in development has often been perceived as a welfare problem, it has received low priority, viewed simply as a cost to society rather than as a contribution. Thus, the specific formulation of targets, programmes and projects concerning women and development has often received little attention, awaiting the attainment of development rather than being instrumental to it. This, in turn, caused a parallel weakness in the institutional, technical and material resources devoted to the promotion of activities for effective participation by women in development.

Paragraph 106

Appropriate national machinery for the effective integration of women in the development process has been either insufficient or lacking. Where the machinery exists, it often lacks the resources, focus, responsibility and authority to be effective.

B. Basic strategies

Paragraph 107

The commitment to remove obstacles to the effective participation of all women in development as intellectuals, policy-makers and decision-makers, planners, contributors and beneficiaries should be strengthened according to the specific problems of women in different regions and countries and the needs of different categories of women in them. That commitment should guide the formulation and implementation of policies, plans, programmes and projects, with the awareness that development prospects will be improved and society advanced through the full and effective participation of women.

Paragraph 108

Different socio-economic and cultural conditions are to be taken into account when identifying the foremost obstacles to the advancement of women. The current economic situation and the imbalances within the world monetary and financial system need adjustment programmes to overcome the difficulties. These programmes should not adversely affect the most vulnerable segments of society among whom women are disproportionately represented.

Paragraph 109

Development, being conceived as a comprehensive process, must be characterized by the search for economic and social objectives and goals that guarantee the effective participation of the entire population, especially women, in the process of development. It is also necessary to work in favour of the structural changes needed for the fulfilment of these aspirations. In line with these concerns, one should endeavour to speed up social and economic development in developing countries; accelerate the development of the scientific and technological capabilities of those countries; promote an equitable distribution of national income; and eradicate absolute poverty, experienced disproportionately by women and children, with the shortest possible delay by applying an overall strategy that, on the one hand, eliminates hunger and malnutrition and, on the other, works towards the construction of more just societies, in which women may reach their full development.

Paragraph 110

As the primary objective of development is to bring about sustained improvement in the well-being of the individual and of society and to bestow benefits on all, development should be seen not only as a desirable goal in itself but also as an important means of furthering equality of the sexes and the maintenance of peace.

Paragraph 111

Women should be an integral part of the process of defining the objectives and modes of development, as well as of developing strategies and measures for their implementation. The need for women to participate fully in political processes and to have an equal share of power in guiding development efforts and in benefiting from them should be recognized. Organizational and other means of enabling women to bring their interests and preferences into the evaluation and choice of alternative development objectives and strategies should be identified and supported. This would include special measures designed to enhance women's autonomy, bringing women into the mainstream of the development process on an equal basis with men, or other measures designed to integrate women fully in the total development effort.

Paragraph 112

The actual and potential impact on women of macro-economic processes operating at the international and national levels, as well as of financial and physical development policies, should be assessed and appropriate modifications made to ensure that women are not adversely affected. Initial emphasis should be placed on employment, health and education. Priority should be given to the development of human resources, bearing in mind the need to avoid further increases

in the work-load of women, particularly when alternative policies are formulated to deal with the economic and debt crisis.

Paragraph 113

With due recognition of the difficulties involved, Governments, international and regional organizations, and non-governmental organizations should intensify their efforts to enhance the self-reliance of women in a visible and sustained fashion. Because economic independence is a necessary pre-condition for self-reliance, such efforts should above all be focused on increasing women's access to gainful activities. Grass-roots participatory processes and planning approaches using local talent, expertise and resources are vital and should be supported and encouraged.

Paragraph 114

The incorporation of women's issues in all areas and sectors and at the local, national, regional and international levels should be institutionalized. To this end, appropriate machinery should be established or strengthened, and further legislative action taken. Sectoral policies and plans should be developed, and the effective participation of women in development should be integrated both in those plans and in the formulation and implementation of mainstream programmes and projects and should not be confined solely to statements of intent within plans or to small-scale, transitory projects relating to women.

Paragraph 115

The gender bias evident in most development programmes should be eliminated and the prejudices hindering the solution of women's problems removed. Particular attention should be given to the restructuring of employment, health and education systems and to ensuring equal access to land, capital and other productive resources. Emphasis should be placed on strategies to assist women in generating and keeping income, including measures designed to improve women's access to credit. Such strategies must focus on the removal of legal, customary and other barriers and on strengthening women's capacity to use existing credit systems.

Paragraph 116

Governments should seek means to increase substantially the number of women who are decision-makers, policy-makers, managers, professionals and technicians in both traditional and non-traditional areas and sectors. Women should be provided with equal opportunities for access to resources, especially education and training, in order to facilitate their equal representation at higher managerial and professional levels.

Paragraph 117

The role of women as a factor of development is in many ways linked to their involvement in various forms and levels of decision-making and management in economic and social structures, such as worker participation in management, industrial democracy, worker self-management, trade unions and co-operatives. The development of these forms of participation, which have an impact on the development and promotion of working and living conditions, and the inclusion of women in these forms of participation on an equal footing with men is of crucial importance.

Paragraph 118

The relationships between development and the advancement of women under specific socio-cultural conditions should be studied locally to permit the effective formulation of policies, programmes and projects designed for stable and equitable growth. The findings should be used to develop social awareness of the need for effective participation of women in development and to create realistic images of women in society.

Paragraph 119

It is vital that the link between the advancement of women and socio-economic and political development be emphasized for the effective mobilization of resources for women.

Paragraph 120

The remunerated and, in particular, the unremunerated contributions of women to all aspects and sectors of development should be recognized, and appropriate efforts should be made to measure and reflect these contributions in national accounts and economic statistics and in the gross national product. Concrete steps should be taken to quantify the unremunerated contribution of women to agriculture, food production, reproduction and household activities.

Paragraph 121

Concerted action should be directed towards the establishment of a system of sharing parental responsibilities by women and men in the family and by society. To this end, priority should be given to the provision of a social infrastructure that will enable society to share these responsibilities with families and, simultaneously, to bring about changes in social attitudes so that new or modified gender roles will be accepted, promoted and become exercisable. Household tasks and parental responsibilities, including decision-making regarding family size and child spacing, should be re-examined with a view to a better sharing of responsibilities between men and women and therefore, be conducive to the attainment of women's and men's self-reliance and to the development of future human resources.

Paragraph 122

Monitoring and evaluation efforts should be strengthened and directed specifically towards women's issues and should be based on a thorough review and extensive development of improved statistics and indicators on the situation of women as compared with men, over time and in all fields.

Paragraph 123

Appropriate national machinery should be established and should be utilized to integrate women effectively in the development process. To be effective, this machinery should be provided with adequate resources, commitment and authority to encourage and enhance development efforts.

Paragraph 124

Regional and international co-operation, within the framework of technical co-operation among developing countries, should be strengthened and extended to promote the effective participation of women in development.

C. Measures for the implementation of the basic strategies at the national level

OverallParagraph 125

Appropriate machinery with sufficient resources and authority should be established at the highest level of government as a focal point to ensure that the full range of development policies and programmes in all sectors recognizes women's contribution to development and incorporates strategies to include women and to ensure that they receive an equitable share of the benefits of development.

Paragraph 126

To achieve the goal of development, which is inseparably linked to the goals of equality and peace, Governments should institutionalize women's issues by establishing or strengthening appropriate machinery in all areas and sectors of development. In addition, they should direct specific attention to effecting a positive change in the attitudes of male decision-makers. Governments should ensure the establishment and implementation of legislation and administrative policies and mobilize communications and information systems to create social awareness of the legal rights of women to participate in all aspects of development at all levels and at all stages - that is, planning, implementation and evaluation. Governments should stimulate the formation and growth of women's organizations and women's groups and give financial and organizational support to their activities when appropriate.

Paragraph 127

National resources should be directed so as to promote the participation of women at all levels and in all areas and sectors. Governments should establish national and sectoral plans and specific targets for women in development; equip the machinery in charge of women's issues with political, financial and technical resources; strengthen intersectoral co-ordination in promoting women's participation; and establish institutional mechanisms to address the needs of especially vulnerable groups of women.

Paragraph 128

Governments should recognize the importance of and the need for the full utilization of women's potential for self-reliance and for the attainment of national development goals and should enact legislation to ensure this. Programmes should be formulated and implemented to provide women's organizations, co-operatives, trade unions and professional associations with access to credit and other financial assistance and to training and extension services. Consultative mechanisms through which the views of women may be incorporated in governmental activities should be set up, and supportive ties with women's grass-roots

organizations, such as self-help community development and mutual aid societies and non-governmental organizations committed to the cause of women should be created and maintained to facilitate the integration of women in mainstream development.

Paragraph 129

There should be close co-ordination between Governments, agencies and other bodies at the national and local level. The effectiveness of national machinery, including the relationship between Governments and non-governmental organizations, should be evaluated and strengthened with a view to improving co-operation. Positive experiences and good models should be widely publicized.

Paragraph 130

Governments should compile gender-specific statistics and information and should develop or reorganize an information system to take decisions and action on the advancement of women. They should also support local research activities and local experts to help identify mechanisms for the advancement of women, focusing on the self-reliant, self-sustaining and self-generating social, economic and political development of women.

Paragraph 131

Governmental mechanisms should be established for monitoring and evaluating the effectiveness of institutional and administrative arrangements and of delivery systems, plans, programmes and projects to promote an equitable participation of women in development.

Areas for specific action

Employment

Paragraph 132

Special measures aimed at the advancement of women in all types of employment should be consistent with the economic and social policies promoting full productive and freely chosen employment.

Paragraph 133

Policies should provide the means to mobilize public awareness, political support, and institutional and financial resources to enable women to obtain jobs involving more skills and responsibility, including those at the managerial level, in all sectors of the economy. These measures should include the promotion of women's occupational mobility, especially in the middle and lower levels of the work-force, where the majority of women work.

Paragraph 134

Governments that have not yet done so should ratify and implement the Convention on the Elimination of All Forms of Discrimination against Women and other international instruments relating to the improvement of the condition of women workers.

Paragraph 135

Measures based on legislation and trade union action should be taken to ensure equity in all jobs and avoid exploitative trends in part-time work, as well as the tendency towards the feminization of part-time, temporary and seasonal work.

Paragraph 136

Flexible working hours for all are strongly recommended as a measure for encouraging the sharing of parental and domestic responsibilities by women and men, provided that such measures are not used against the interests of employees. Re-entry programmes, complete with training and stipends, should be provided for women who have been out of the labour force for some time. Tax structures should be revised so that the tax liability on the combined earnings of married couples does not constitute a disincentive to women's employment.

Paragraph 137

Eliminating all forms of employment discrimination, *inter alia* through legislative measures, especially wage differentials between women and men carrying out work of equal value, is strongly recommended to all parties concerned. Additional programmes should help to overcome still existing disparities in wages between women and men. Differences in the legal conditions of work of women and men should also be eliminated, where there are disadvantages to women, and privileges should be accorded to male and female parents. Occupational desegregation of women and men should be promoted.

Paragraph 138

The public and private sectors should make concerted efforts to diversify and create new employment opportunities for women in the traditional, non-traditional and high productivity areas and sectors in both rural and urban areas through the design and implementation of incentive schemes for both employers and women employees and through widespread dissemination of information. Gender stereotyping in all areas should be avoided and the occupational prospects of women should be enhanced.

Paragraph 139

The working conditions of women should be improved in all formal and informal areas by the public and private sectors. Occupational health and safety and job security should be enhanced and protective measures against work-related health hazards effectively implemented for women and men. Appropriate measures should be taken to prevent sexual harassment on the job or sexual exploitation in specific jobs, such as domestic service. Appropriate measures for redress should be provided by Governments and legislative measures guaranteeing these rights should be enforced. In addition, Governments and the private sector should put in place mechanisms to identify and correct harmful working conditions.

Paragraph 140

National planning should give urgent consideration to the development and strengthening of social security and health schemes and maternity protection schemes in keeping with the principles laid down in the ILO maternity protection convention and maternity protection recommendation and other relevant ILO

conventions and recommendations as a prerequisite to the hastening of women's effective participation in production, and all business and trade unions should seek to promote the rights and compensations of working women and to ensure that appropriate infrastructures are provided. Parental leave following the birth of a child should be available to both women and men and preferably shared between them. Provision should be made for accessible child-care facilities for working parents.

Paragraph 141

Governments and non-governmental organizations should recognize the contribution of older women and the importance of their input in those areas that directly affect their well-being. Urgent attention should be paid to the education and training of young women in all fields. Special retraining programmes including technical training should also be developed for young women in both urban and rural sectors, who lack qualifications and are ill-equipped to enter productive employment. Steps should be taken to eliminate exploitative treatment of young women at work, in line with ILO Convention No. 111 concerning discrimination in respect of employment and occupation, 1958 and ILO Convention No. 122 concerning employment policy, 1964.

Paragraph 142

National planning, programmes and projects should launch a twofold attack on poverty and unemployment. To enable women to gain access to equal economic opportunities, Governments should seek to involve and integrate women in all phases of the planning, delivery and evaluation of multisectoral programmes that eliminate discrimination against women, provide required supportive services and emphasize income generation. An increased number of women should be hired in national planning mechanisms. Particular attention should be devoted to the informal sector since it will be the major employment outlet of a considerable number of underprivileged urban and rural women. The co-operative movement could play an indispensable role in this area.

Paragraph 143

Recognition and application should be given to the fact that women and men have equal rights to work and, on the same footing, to acquire a personal income on equal terms and conditions, regardless of the economic situation. They should be given opportunities in accordance with the protective legislation of each country and especially in the labour market, in the context of measures to stimulate economic development and to promote employment growth.

Paragraph 144

In view of the persistence of high unemployment levels in many countries, Governments should endeavour to strengthen the efforts to cope with this issue and provide more job opportunities for women. Given that in many cases women account for a disproportionate share of total unemployment, that their unemployment rates are higher than those of men and that, owing to lower qualifications, geographical mobility and other barriers, women's prospects for alternative jobs are mostly limited, more attention should be given to unemployment as it affects women. Measures should be taken to alleviate the consequences of unemployment for women in declining sectors and occupations. In particular, training measures must be instituted to facilitate the transition.

Paragraph 145

Although general policies designed to reduce unemployment or to create jobs may benefit both men and women, by their nature they are often of greater assistance to men than to women. For this reason, specific measures should be taken to permit women to benefit equally with men from national policies to create jobs.

Paragraph 146

As high unemployment among youth, wherever it exists, is a matter of serious concern, policies designed to deal with this problem should take into account that unemployment rates for young women are often much higher than those for young men. Moreover, measures aimed at mitigating unemployment among youth should not negatively affect the employment of women in other age groups - for example, by lowering minimum wages. Women should not face any impediment to employment opportunities and benefits in cases where their husbands are employed.

Paragraph 147

Governments should also give special attention to women in the peripheral or marginal labour market, such as those in unstable temporary work or unregulated part-time work, as well as to the increasing number of women working in the informal economy.

Health

Paragraph 148

The vital role of women as providers of health care both inside and outside the home should be recognized, taking into account the following: the creation and strengthening of basic services for the delivery of health care, with due regard to levels of fertility and infant and maternal mortality and the needs of the most vulnerable groups and the need to control locally prevalent endemic and epidemic diseases. Governments that have not already done so should undertake, in co-operation with the World Health Organization, the United Nations Children's Fund and the United Nations Fund for Population Activities, plans of action relating to women in health and development in order to identify and reduce risks to women's health and to promote the positive health of women at all stages of life, bearing in mind the productive role of women in society and their responsibilities for bearing and rearing children. Women's participation in the achievement of Health for All by the Year 2000 should be recognized, since their health knowledge is crucial in their multiple roles as health providers and health-brokers for the family and community, and as informed consumers of adequate and appropriate health care.

Paragraph 149

The participation of women in higher professional and managerial positions in health institutions should be increased through appropriate legislation; training and supportive action should be taken to increase women's enrolment at higher levels of medical training and training in health-related fields. For effective community involvement to ensure the attainment of the World Health Organization's goal of Health for All by the Year 2000 and responsiveness to women's health needs,

women should be represented in national and local health councils and committees. The employment and working conditions of women health personnel and health workers should be expanded and improved at all levels. Female traditional healers and birth attendants should be more fully and constructively integrated in national health planning.

Paragraph 150

Health education should be geared towards changing those attitudes and values and actions that are discriminatory and detrimental to women's and girls' health. Steps should be taken to change the attitudes and health knowledge and composition of health personnel so that there can be an appropriate understanding of women's health needs. A greater sharing by men and women of family and health-care responsibilities should be encouraged. Women must be involved in the formulation and planning of their health education needs. Health education should be available to the entire family not only through the health care system, but also through all appropriate channels and in particular the educational system. To this end, Governments should ensure that information meant to be received by women is relevant to women's health priorities and is suitably presented.

Paragraph 151

Promotive, preventive and curative health measures should be strengthened through combined measures and a supportive health infrastructure which, in accordance with the International Code of Marketing of Breast Milk Substitutes, should be free of commercial pressure. To provide immediate access to water and sanitary facilities for women, Governments should ensure that women are consulted and involved in the planning and implementation of water and sanitation projects, trained in the maintenance of water-supply systems, and consulted with regard to technologies used in water and sanitation projects. In this regard, recommendations arising from the activities generated by the International Drinking Water Supply and Sanitation Decade and other public health programmes should be taken into account.

Paragraph 152

Governments should take measures to vaccinate children and pregnant women against certain endemic local diseases as well as other diseases as recommended by the vaccination schedule of the World Health Organization and to eliminate any differences in coverage between boys and girls (cf. WHO report EB 75/22). In regions where rubella is prevalent, vaccinations should preferably be given to girls before puberty. Governments should ensure that adequate arrangements are made to preserve the quality of vaccines. Governments should ensure the quality of vaccines. Governments should also ensure the full and informed participation of women in programmes to control chronic and communicable diseases.

Paragraph 153

The international community should intensify efforts to eradicate the trafficking, marketing and distribution of unsafe and ineffective drugs and to disseminate information on their ill effects. Those efforts should include educational programmes to promote the proper prescription and informed use of drugs. Efforts should also be strengthened to eliminate all practices detrimental to the health of women and children. Efforts should be made to ensure that all women have access to essential drugs appropriate to their specific needs and as

recommended in the WHO List of Essential Drugs as applied in 1978. It is imperative that information on the appropriate use of such drugs is made widely available to all women. When drugs are imported or exported Governments should use the WHO Certification Scheme on the Quality of Pharmaceutical Products Moving in International Commerce.

Paragraph 154

Women should have access to and control over income to provide adequate nutrition for themselves and their children. Also, Governments should foster activities that will increase awareness of the special nutritional needs of women; provide support to ensure sufficient rest in the last trimester of pregnancy and while breast-feeding; and promote interventions to reduce the prevalence of nutritional diseases such as anaemia in women of all ages, particularly young women, and promote the development and use of locally produced weaning food.

Paragraph 155

Appropriate health facilities should be planned, designed, constructed and equipped to be readily accessible and acceptable. Services should be in harmony with the timing and patterns of women's work, as well as with women's needs and perspectives. Maternal and child-care facilities, including family planning services, should be within easy reach of all women. Governments should also ensure that women have the same access as men to affordable curative, preventive and rehabilitative treatment. Wherever possible, measures should be taken to conduct general screening and treatment of women's common diseases and cancer. In view of the unacceptably high levels of maternal mortality in many developing countries, the reduction of maternal mortality from now to the year 2000 to a minimum level should be a key target for Governments and non-governmental organizations, including professional organizations.

Paragraph 156

The ability of women to control their own fertility forms an important basis for the enjoyment of other rights. As recognized in the World Population Plan of Action *h*/ and reaffirmed at the International Conference on Population, 1984, all couples and individuals have the basic human right to decide freely and informedly the number and spacing of their children; maternal and child health and family-planning components of primary health care should be strengthened; and family-planning information should be produced and services created. Access to such services should be encouraged by Governments irrespective of their population policies and should be carried out with the participation of women's organizations to ensure their success.

Paragraph 157

Governments should make available, as a matter of urgency, information, education and the means to assist women and men to take decisions about their desired number of children. To ensure a voluntary and free choice, family-planning information, education and means should include all medically approved and appropriate methods of family planning. Education for responsible parenthood and family-life education should be widely available and should be directed towards both men and women. Non-governmental organizations, particularly women's organizations, should be involved in such programmes because they can be the most effective media for motivating people at that level.

Paragraph 158

Recognizing that pregnancy occurring in adolescent girls, whether married or unmarried, has adverse effects on the morbidity and mortality of both mother and child, Governments are urged to develop policies to encourage delay in the commencement of childbearing. Governments should make efforts to raise the age of entry into marriage in countries in which this age is still quite low. Attention should also be given to ensuring that adolescents, both girls and boys, receive adequate information and education.

Paragraph 159

All Governments should ensure that fertility-control methods and drugs conform to adequate standards of quality, efficiency and safety. This should also apply to organizations responsible for distributing and administering these methods. Information on contraceptives should be made available to women. Programmes of incentives and disincentives should be neither coercive nor discriminatory and should be consistent with internationally recognized human rights, as well as with changing individual and cultural values.

Paragraph 160

Governments should encourage local women's organizations to participate in primary health-care activities including traditional medicine, and should devise ways to support women, especially underprivileged women, in taking responsibility for self-care and in promoting community care, particularly in rural areas. More emphasis should be placed on preventive rather than curative measures.

Paragraph 161

The appropriate gender-specific indicators for monitoring women's health that have been or are being developed by the World Health Organization should be widely applied and utilized by Governments and other interested organizations in order to develop and sustain measures for treating low-grade ill health and for reducing high morbidity rates among women, particularly when illnesses are psychosomatic or social and cultural in nature. Governments that have not yet done so should establish focal points to carry out such monitoring.

Paragraph 162

Occupational health and safety should be enhanced by the public and private sectors. Concern with the occupational health risks should cover female as well as male workers and focus among other things on risks endangering their reproductive capabilities and unborn children. Efforts should equally be directed at the health of pregnant and lactating women, the health impact of new technologies and the harmonization of work and family responsibilities.

EducationParagraph 163

Education is the basis for the full promotion and improvement of the status of women. It is the basic tool that should be given to women in order to fulfil their role as full members of society. Governments should strengthen the participation of women at all levels of national educational policy and in formulating and

implementing plans, programmes and projects. Special measures should be adopted to revise and adapt women's education to the realities of the developing world. Existing and new services should be directed to women as intellectuals, policy-makers, decision-makers, planners, contributors and beneficiaries, with particular attention to the UNESCO Convention against Discrimination in Education (1960). Special measures should also be adopted to increase equal access to scientific, technical and vocational education, particularly for young women, and evaluate progress made by the poorest women in urban and rural areas.

Paragraph 164

Special measures should be taken by Governments and the international organizations, especially UNESCO, to eliminate the high rate of illiteracy by the year 2000, with the support of the international community. Governments should establish targets and adopt appropriate measures for this purpose. While the elimination of illiteracy is important to all, priority programmes are still required to overcome the special obstacles that have generally led to higher illiteracy rates among women than among men. Efforts should be made to promote functional literacy, with special emphasis on health, nutrition and viable economic skills and opportunities, in order to eradicate illiteracy among women and to produce additional material for the eradication of illiteracy. Programmes for legal literacy in low-income urban and rural areas should be initiated and intensified. Raising the level of education among women is important for the general welfare of society and because of its close link to child survival and child spacing.

Paragraph 165

The causes of high absenteeism and drop-out rates of girls in the educational system must be addressed. Measures must be developed, strengthened and implemented that will, *inter alia*, create the appropriate incentives to ensure that women have an equal opportunity to acquire education at all levels, as well as to apply their education in a work or career context. Such measures should include the strengthening of communication and information systems, the implementation of appropriate legislation and the reorientation of educational personnel. Moreover, Governments should encourage and finance adult education programmes for those women who have never completed their studies or were forced to interrupt their studies, owing to family responsibilities, lack of financial resources or early pregnancies.

Paragraph 166

Efforts should be made to ensure that available scholarships and other forms of support from governmental, non-governmental and private sources are expanded and equitably distributed to girls and boys and that boarding and lodging facilities are equally accessible to them.

Paragraph 167

The curricula of public and private schools should be examined, textbooks and other educational materials reviewed and educational personnel retrained in order to eliminate all discriminatory gender stereotyping in education. Educational institutions should be encouraged to expand their curricula to include studies on women's contribution to all aspects of development.

Paragraph 168

The Decade has witnessed the rise of centres and programmes of women's studies in response to social forces and to the need for developing a new scholarship and a body of knowledge on women's studies from the perspective of women. Women's studies should be developed to reformulate the current models influencing the constitution of knowledge and sustaining a value system that reinforces inequality. The promotion and application of women's studies inside and outside and conventional institutions of learning will help to create a just and equitable society in which men and women enjoy equal partnership.

Paragraph 169

Encouragement and incentives, as well as counselling services, should be provided for girls to study scientific, technical and managerial subjects at all levels, in order to develop and enhance the aptitudes of women for decision-making, management and leadership in these fields.

Paragraph 170

All educational and occupational training should be flexible and accessible to both women and men. It should aim to improve employment possibilities and promotion prospects for women including those areas where technologies are improving rapidly, and vocational training programmes, as well as workers' educational schemes dealing with co-operatives, trade unions and work associations, should stress the importance of equal opportunity for women at all levels of work and work-related activities.

Paragraph 171

Extensive measures should be taken to diversify women's vocational education and training in order to extend their opportunities for employment in occupations that are non-traditional or are new to women and that are important to development. The present educational system, which in many countries is sharply divided by sex, with girls receiving instruction in home economics and boys in technical subjects, should be altered. Existing vocational training centres should be opened to girls and women instead of continuing a segregated training system.

Paragraph 172

A fully integrated system of training, having direct linkages with employment needs, pertinent to future employment and development trends should be created and implemented in order to avoid wastage of human resources.

Paragraph 173

Educational programmes to enable men to assume as much responsibility as women in the upbringing of children and the maintenance of the household should be introduced at all levels of the educational system.

Food, water and agricultureParagraph 174

Women, as key food producers in many regions of the world, play a central role in the development and production of food and agriculture, participating actively

in all phases of the production cycle, including the conservation, storage, processing and marketing of food and agricultural products. Women therefore make a vital contribution to economic development, particularly in agriculturally based economies, which must be better recognised and rewarded. Development strategies and programmes, as well as incentive programmes and projects in the field of food and agriculture, need to be designed in a manner that fully integrates women at all levels of planning, implementation, monitoring evaluation in all stages of the development process of a project cycle, so as to facilitate and enhance this key role of women and to ensure that women receive proper benefits and remuneration commensurate with their important contribution in this field. Moreover, women should be fully integrated and involved in the technological research and energy aspects of food and agricultural development.

Paragraph 175

During the Decade, the significant contribution of women to agricultural development has been more widely recognized, particularly their contribution in working hours to agricultural, fishery and forestry production and conservation, and to various parts of the food system. There are indications, however, that poverty and landlessness among rural women will increase significantly by the year 2000. In order to stem this trend, Governments should implement, as a matter of priority, equitable and stable investment and growth policies for rural development to ensure that there is a reallocation of the country's resources which, in many cases, are largely derived from the rural areas but allocated to urban development.

Paragraph 176

Governments should establish multisectoral programmes to promote the productive capacity of rural poor women in food and animal production, create off-farm employment opportunities, reduce their work-load, *inter alia*, by supporting the establishment of adequate child-care facilities and that of their children, reverse their pauperization, improve their access to all sources of energy, and provide them with adequate water, health, education, effective extension services and transportation within their region. In this connection it should be noted that the World Conference on Agrarian Reform and Rural Development, held at Rome in 1979, ^{1/} recognized women's vital role in the socio-economic life in both agricultural and non-agricultural activities as a prerequisite for successful rural development policies, planning and programmes, and proposed specific measures for improving their condition, which are still valid. The Programme of Action for the Second Half of the United Nations Decade for Women also included specific measures to improve the situation of women in food and agriculture, which remain a valid guide for action.

Paragraph 177

The General Assembly, in resolution 39/165 on the critical situation of food production and agriculture in Africa, confirmed the growing concern of the international community at the dramatic deterioration in African food and agricultural production and the resulting alarming increase in the number of people, especially women and children, exposed to hunger, malnutrition and even starvation. Concrete measures and adequate resources for the benefit of African women should be a priority. The international community, particularly donor countries, should be urged to assist African women by continuing and, where possible, by increasing financial assistance to enhance the role of women as food

producers, with an emphasis on providing training in food technologies, thereby alleviating the problems of the continent resulting from extended drought and a severe shortage of food. Donor countries should also contribute to the special funds that have been launched by various organisations - for example, the United Nations Development Fund for Women. Emergency assistance should be increased and accelerated to alleviate the suffering of starving and dying women and children under famine conditions in Africa. Furthermore, given the critical food situation in Africa, aggravated *inter alia* by demographic pressures, the International community is urged to give priority to and provide support for the efforts of the African countries to overcome this serious situation. These efforts include the Lagos Plan of Action and the Nairobi Programme of Action, as well as the consultation by African Governments on the role of women in food production and food security.

Paragraph 178

Governments should give priority to supporting effective participation by women in food production and in food security programmes and should develop specific plans of action for this purpose. This would ensure that resources are directed towards women's programmes, that women are integrated in all mainstream rural development projects and that projects are located within technical ministries as well as ministries of social affairs. Governments should promote integrated solutions, such as national food policies, which are diversified according to specific natural regions for the improvement of self-reliance in food production, instead of resorting to palliatives or fragmented remedies.

Paragraph 179

Mechanisms should also include monitoring and evaluation and, where necessary, should modify the allocation of resources between women and men in mixed projects; should restructure rural development schemes to respond to women's needs; should assess women's projects in terms of technical and economic viability, as well as on social grounds; and should develop gender-specific statistics and information that reflect accurately women's contribution to food staples. Women's participation in programmes and projects to promote food security should be enhanced by providing them with opportunities to hold official positions, to receive training in leadership, administration and financial management and to organise on a co-operative basis. Research and experimentation should be conducted on food production and storage techniques to improve traditional knowledge and introduce modern technology.

Paragraph 180

Animal husbandry, fishery and forestry programmes should give greater attention to the effective participation of women as contributors and beneficiaries. Similarly, all other off-farm rural production programmes, as well as rural settlement, health, educational and social service programmes, should secure the participation of women as planners, contributors and beneficiaries.

Paragraph 181

Also important are the dissemination of information to rural women through national information campaigns, using all available media and established women's groups; the exposure of local populations to innovation and creativity through open-air films, talks, visits to areas where needs are similar, and demonstrations

of scientific and technological innovations; the participation of women farmers in research and information campaigns; and the involvement of women in technical co-operation among developing countries and the exchange of information.

Paragraph 182

Rural women's access to land, capital, technology, know-how and other productive resources should be secured. Women should be given full and effective rights to land ownership, registration of land titles and allocation of tenancies on irrigation or settlement schemes and should also benefit from land reform. Women's customary land and inheritance rights under conditions of land shortage, land improvement or shifts into cash-cropping should be protected. Implementation of inheritance laws should be modified so that women can inherit a fair share of livestock, agricultural machinery and other property. Women's access to investment finance to increase their productivity and income should be supported by removing legal and institutional restrictions and by promoting women's savings groups and co-operatives and intermediary institutions, as well as training in and assistance with financial management, savings and investments and reallocation of land resources, with priority placed on production, especially of staple foods.

Paragraph 183

Women should be integrated into modern technology programmes that introduce new crops and improved varieties, rotation of crops, mixed farming, mixed and intercropping systems, low-cost soil fertility techniques, soil and water conservation methods and other modern improvements. In this connection, women's involvement in the construction, management and maintenance of irrigation schemes should be promoted.

Paragraph 184

Appropriate food-processing technologies can free women from time- and energy-consuming tasks and thus effect improvements in their health. Appropriate technologies can also increase the productivity and income of women, either directly or by freeing them to engage in other activities. Such technologies should be designed and introduced, however, in a manner that ensures women's access to the new technology and to its benefits and does not displace women from means of livelihood when alternative opportunities are not available. Appropriate labour-saving technologies should utilise local human and material resources and inexpensive sources of energy. The design, testing and dissemination of the technology should be appropriate also to the women who will be the users. Non-governmental organisations can play a valuable role in this process. Appropriate and affordable food-processing technologies should be made widely available to rural women, along with appropriate and affordable storage, marketing and transportation facilities to reduce post-harvest and income losses. Information on improved methods which have been ecologically confirmed of reducing post-harvest food loss and of preserving and conserving food products should be widely disseminated.

Paragraph 185

Financial, technical, advisory and institutional support should be provided to women's organisations and groups to enhance the self-reliance of rural women. Women's co-operatives should be promoted to operate on a large scale by improving farm input provisions, primary processing and the wholesale marketing of women's

production. Comprehensive support should be given to women's organizations to facilitate the acquisition of farm inputs and information and to facilitate the marketing of produce.

Paragraph 186

Governments should set targets for increased extension contracts with rural women, reorient the training of male extension workers and train adequate numbers of female extension workers. Women should be given access to training programmes at different levels that develop various types of skills to widen the range of methods and technologies used for agricultural production.

Paragraph 187

Governments should involve women in the mobilisation and distribution of food aid in countries affected by the drought, as well as in the fight against desertification, through large-scale afforestation campaigns (planting of woodlots, collective farms and seedlings).

Paragraph 188

Governments should pay greater attention to the preservation and the maintenance free from pollution of any kind of sources of water supply for irrigation and domestic consumption, applying special remedial measures to relieve the burden placed on women by the task of fetching water. To this end, they should construct wells, bore-holes, dams and locally made water-catchment devices sufficient for all irrigation and domestic needs, including those of livestock. Women should be included by Governments and agencies in all policy planning, implementation and administration of water supply projects and trained to take responsibility for the management of hydraulic infrastructures and equipment and for its maintenance.

Industry

Paragraph 189

The problems related to the industrial development of the developing countries reflect the dependent nature of their economies and the need to promote transformation industries based on domestic agricultural production as a fundamental issue of development. Women are an important part of the agricultural work-force; therefore, there should be special interest in the promotion of the technical training of women in this particular field. In this respect, Governments should take into account the following recommendations:

- (a) There should be a link between agriculture and industry;
- (b) Steps should be taken to eliminate the particular obstacles to industrialization and to the participation of women in industry, such as energy, the limited markets of some developing countries, the rural exodus, poor infrastructure, a lack of technical know-how, the dependence of the industries of some countries and a lack of financial resources;
- (c) Steps should also be taken to promote women's equitable and increased participation in industry by enabling them to have equal access to and to

participate in adult education and in-service programmes that teach not only literacy but also saleable income-generating skills, and by encouraging women to participate in collective organizations, including trade unions;

(d) Industrial co-operation among developing countries should be promoted by creating subregional industries;

(e) International organizations and developed countries should assist developing countries in their industrialization effort and the integration of women in that process.

Paragraph 190

Governments should ensure that, at all levels of the planning process, women participate both directly in decision-making and indirectly through effective consultation with the potential beneficiaries of programmes and projects. To this end, resources should be allocated to prepare women, through training, vocational guidance and career counselling and through increased incentives and other support measures, for increased participation in policy-making and decision-making roles and to integrate them by means of special measures at all levels.

Paragraph 191

Women should be viewed as users and agents of change in science and technology, and their technological and managerial skills should be enhanced in order to increase national self-reliance in industrial production and to promote innovations in productive design, product adaptation and production techniques. At the same time, industrial technologies should be applied appropriately to the needs and situations of women so as to free them from time- and energy-consuming tasks.

Paragraph 192

The introduction of advanced technologies in industry in particular, must allow women to enter into sectors from which they have been so far excluded.

Paragraph 193

Governments should direct their efforts to expanding women's employment opportunities in the modern, traditional and self-employed sectors of both the rural and urban economy and to avoiding the exploitation of female labour. Efforts to improve the absolute and relative levels of women's earnings and working conditions should be directed simultaneously to all three sectors.

Paragraph 194

In accordance with accepted international labour standards, particularly, though not exclusively, in the field of female employment, appropriate legislation should be adopted and fully implemented at the national level. Specific consideration should be given to the removal of discriminatory practices concerning employment conditions, health and safety, and to guaranteeing provisions for pregnant women and maternity benefits and child care. Social security benefits, including unemployment benefits, should be guaranteed to women on an equal footing with men. Recruitment of female workers in existing or new capital-intensive, high-productivity sectors should be encouraged.

Paragraph 195

Governments should recognize the importance of improving the conditions and structure of the informal sector for national industrial development and the role of women within it. Traditional craft and cottage industries, as well as the small industrial efforts of women, should be supported with credits, training facilities, marketing opportunities and technological guidance. To this end, producers' co-operatives should be supported and women should be encouraged to establish, manage and own small enterprises.

Paragraph 196

Governments should design and promote as well as encourage the design and promotion of programmes and should allocate resources to prepare women to take up traditional and non-traditional industrial activities in organized and small enterprises, as well as in the informal sector, through innovative approaches to training, and should prepare and disseminate training materials and provide training to the trainers. They should support self-employment initiatives and offer guidance and career counselling.

Trade and commercial servicesParagraph 197

Governments should recognize the potential impact of short-term economic adjustment policies on women in the areas of trade and commerce. Government policies should promote the full participation and integration of women in these areas. Alternative sources of finance and new markets should be sought to maintain and increase women's participation in these activities. Not only should appropriate measures be taken to ensure that legal and administrative impediments that prevent women from enjoying effective and equal access to finance and credit are removed but in addition positive measures such as loan guarantees, technical advice and marketing development services should be introduced.

Paragraph 198

Governments should also recognize the positive contribution of women traders to local and national economies and should adopt policies to assist and organize these women. The infrastructure and management of markets, transportation and social services should be improved to increase the efficiency, security and income of women traders and to reduce their work-load and the hazards to their health, as well as to avoid wastage of marketable produce. Training opportunities in bookkeeping, finance, packaging, standardization and processing technology should be provided to women traders. Such training should also aim at opening up employment opportunities to these women in other marketing and credit institutions. Governments should design innovative mechanisms to provide women traders with access to credit and to encourage the establishment and reinforcement of women's trade associations.

Paragraph 199

Efforts should be made to encourage enterprises to train women in economic sectors that traditionally have been closed to them, to promote diversification of women's employment and to eliminate gender bias from labour markets.

Science and technologyParagraph 200

The full and effective participation of women in the decision-making and implementation process related to science and technology, including planning and setting priorities for research and development, and the choice, acquisition, adaptation, innovation and application of science and technology for development should be enhanced. Governments should reassess their technological capabilities and monitor current processes of change so as to anticipate and ameliorate any adverse impact on women, particularly adverse effects upon the quality of job.

Paragraph 201

The involvement of women in all of the peaceful uses of outer space should be enhanced, and effective measures should be undertaken to integrate women into all levels of decision-making and the implementation of such activities. In all countries special efforts should be made by Governments and non-governmental organizations to provide women and women's organizations with information on the peaceful uses of outer space. Special incentives should be provided to enable women to obtain advanced education and training in areas related to outer space in order to expand their participation in the application of outer space technology for peaceful uses, especially in the high-priority development areas of water, health, energy, food production and nutrition. To achieve these goals, increased opportunities and encouragement should be given to women to study science, mathematics and engineering at the university level and to girls to study mathematics and science at the pre-university level.

Paragraph 202

Women with appropriate skills should be employed at managerial and professional levels and not restricted to service-level jobs. Special measures should be taken to improve working conditions for women in the science and technology fields, to eliminate discriminatory classification of jobs and to protect the right of women to promotion. Efforts should be made to ensure that women obtain their fair share of jobs at all levels in new technology industries.

Paragraph 203

Major efforts should be undertaken and effective incentives created to increase the access of women to both scientific and technological education and training. To achieve these goals, efforts should be made by Governments and women themselves to enhance, where necessary, the change of attitudes towards women's performance in scientific fields.

Paragraph 204

The potential and actual impact of science and technology on the developments that affect women's integration into the various sectors of the economy, as well as on their health, income and status, should be assessed. Relevant findings should be integrated in policy formulation to ensure that women benefit fully from available technologies and that any adverse effects are minimized.

Paragraph 205

Efforts in the design and delivery of appropriate technology to women should be intensified, and attention should be given to the achievement of the best possible standard in such technologies. In particular, the implications of advances in medical technology for women should be carefully examined.

CommunicationsParagraph 206

In view of the critical role of this sector in eliminating stereotyped images of women and providing women with easier access to information, the participation of women at all levels of communications policy and decision-making and in programme design, implementation and monitoring should be given high priority. The media's portrayal of stereotyped images of women and also that of the advertising industry can have a profoundly adverse effect on attitudes towards and among women. Women should be made an integral part of the decision-making concerning the choice and development of alternative forms of communication and should have an equal say in the determination of the content of all public information efforts. The cultural media, involving ritual, drama, dialogue, oral literature and music, should be integrated in all development efforts to enhance communication. Women's own cultural projects aimed at changing the traditional images of women and men should be promoted and women should have equal access to financial support. In the field of communication, there is ample scope for international co-operation regarding information related to the sharing of experience by women and to projecting activities concerning the role of women in development and peace in order to enhance the awareness of both accomplishments and the tasks that remain to be fulfilled.

Paragraph 207

The enrolment of women in publicly operated mass communication networks and in education and training should be increased. The employment of women within the sector should be promoted and directed towards professional, advisory and decision-making positions.

Paragraph 208

Organizations aimed at promoting the role of women in development as contributors and beneficiaries should be assisted in their efforts to establish effective communications and information networks.

Housing, settlement, community development and transportParagraph 209

Governments should integrate women in the formulation of policies, programmes and projects for the provision of basic shelter and infrastructure. To this end, enrolment of women in architectural, engineering and related fields should be encouraged, and qualified women graduates in these fields should be assigned to professional and policy-making and decision-making positions. The shelter and infrastructural needs of women should be assessed and specifically incorporated in housing, community development, and slum and squatter projects.

Paragraph 210

Women and women's groups should be participants in and equal beneficiaries of housing and infrastructure construction projects. They should be consulted in the choice of design and technology of construction and should be involved in the management and maintenance of the facilities. To this end, women should be provided with construction, maintenance and management skills and should be participants in related training and educational programmes. Special attention must be given to the provision of adequate water to all communities, in consultation with women.

Paragraph 211

Housing credit schemes should be reviewed and women's direct access to housing construction and improvement credits secured. In this connection, programmes aimed at increasing the possibilities of sources of income for women should be promoted and existing legislation or administrative practices endangering women's ownership and tenancy rights should be revoked.

Paragraph 212

Government efforts for the International Year of Shelter for the Homeless ^{a/} should incorporate assessments of the shelter needs of women and encourage the design and implementation of innovative projects that will increase women's access to services and finance. In these efforts special attention should be paid to women who are the sole supporters of their families. Low-cost housing and facilities should be designed for such women.

Paragraph 213

All measures to increase the efficiency of land, water and air transportation should be formulated with due regard to women as producers and consumers. All national and local decisions concerning transportation policies, including subsidies, pricing, choice of technology for construction and maintenance, and means of transport, should consider women's needs and should be based on consideration of the possible impact on the employment, income and health of women.

Paragraph 214

Women's roles as operators and owners of means of transport should be promoted through greater access to credit for women and other appropriate means and equal consideration with regard to the allocation of contracts. This is particularly important for women's groups and collectives, especially in rural areas, that are usually well organized but are cut off from serviceable means of transport and communication.

Paragraph 215

Rural transportation planning in developing countries should aim at reducing the heavy burden on women who carry agricultural produce, water and fuelwood as head-loads. In exploring modes of transportation, efforts should be made to avoid loss of income and employment for women by introducing costs that may be too high for them.

Paragraph 216

In the choice of modes of transportation and the design of transport routes, the increasing ratio of women whose income is essential for family survival should be taken into account.

Paragraph 217

In the design and choice of both commercial and appropriate vehicular technology, the needs of women, especially those with young children, should be taken into consideration. Institutional support to give women access to appropriate vehicles should be provided.

EnergyParagraph 218

Measures developed to rationalise energy consumption and to improve energy systems, especially of hydrocarbons, and to increase technical training should be formulated with a view to women as producers, users and managers of energy sources.

Paragraph 219

In conventional and non-conventional national energy programmes, women should be integrated as contributors and beneficiaries with a view to their needs, as determined by specific socio-cultural factors at local and national levels and in both rural and urban contexts. Assessment of new energy sources, energy technologies and energy-delivery systems should specifically consider the reduction of the drudgery that constitutes a large part of the work of poor urban and rural women.

Paragraph 220

The grass-roots participation of women in energy-needs assessment, technology and energy conservation, management and maintenance efforts should be supported.

Paragraph 221

Priority should be given to substituting energy for muscle in the performance of the industrial and domestic work of women without loss of their jobs and tasks to men. In view of the high percentage of domestic use in total energy consumption in low-income countries, the implications of increasing energy costs, and the current threats posed by inflation, immediate attention should be directed towards action concerning adapted technologies, fuel conservation and improved or new sources of energy, such as biomass, solar and wind energy, geothermal and nuclear energy, as well as mini-hydroelectric power plants. Improved stoves should be designed and disseminated to reduce the drudgery involved in the collection of fuel by women.

Paragraph 222

In order to prevent depletion of the forest areas on which most rural women rely for much of their energy needs and income, innovative programmes, such as farm woodlot development, should be initiated with the involvement of both women and men. In the commercialization of fuelwood energy, measures should be taken to

avoid the loss of women's income to middlemen and urban industries. Development of fuelwood plantations, diffusion of fast-growing varieties of trees and technologies for more efficient production of charcoal should be accelerated with a view to poor rural and urban women being the major beneficiaries. The use of solar energy and biogas should be promoted with due regard to affordability, as well as to use and management by women who are the principal consumers.

Paragraph 223

The involvement of women at all levels of decision-making and implementation of energy-related decisions including peaceful use of nuclear energy should be enhanced. Special efforts should be made by Governments and non-governmental organizations to provide women and women's organizations with information on all sources and uses of energy, including nuclear energy. Special incentives should be provided to enable women to obtain advanced levels of education and training in all energy-related areas in order to expand their participation in decision-making relating to the application of nuclear technology for peaceful uses especially in high priority development areas of water, health, energy, food production and nutrition. To achieve these goals, increased opportunities and encouragement should be given to women to study science, mathematics and engineering at the university level and for girls to study mathematics and science at the pre-university level.

EnvironmentParagraph 224

Deprivation of traditional means of livelihood is most often a result of environmental degradation resulting from such natural and man-made disasters as droughts, floods, hurricanes, erosion, desertification, deforestation and inappropriate land use. Such conditions have already pushed great numbers of poor women into marginal environments where critically low levels of water supplies, shortages of fuel, over-utilization of grazing and arable lands and population density have deprived them of their livelihood. Most seriously affected are women in drought-afflicted arid and semi-arid areas and in urban slums and squatter settlements. These women need options for alternative means of livelihood. Women must have the same opportunity as men to participate in the wage-earning labour force in such programmes as irrigation and tree planting and in other programmes needed to upgrade urban and rural environments. Urgent steps need to be taken to strengthen the machinery for international economic co-operation in the exploration of water resources and the control of desertification and other environmental disasters.

Paragraph 225

Efforts to improve sanitary conditions, including drinking water supplies, in all communities should be strengthened, especially in urban slums and squatter settlements and in rural areas, with due regard to relevant environmental factors. These efforts should be extended to include improvements of the home and the work environment and should be effected with the participation of women at all levels in the planning and implementation process.

Paragraph 226

Awareness by individual women and all types of women's organizations of environmental issues and the capacity of women and men to manage their environment and sustain productive resources should be enhanced. All sources of information dissemination should be mobilised to increase the self-help potential of women in conserving and improving their environment. National and international emphasis on ecosystem management and the control of environmental degradation should be strengthened and women should be recognized as active and equal participants in this process.

Paragraph 227

The environmental impact of policies, programmes and projects on women's health and activities, including their sources of employment and income, should be assessed and the negative effects eliminated.

Social servicesParagraph 228

Governments are urged to give priority to the development of social infrastructure, such as adequate care and education for the children of working parents, whether such work is carried out at home, in the fields or in factories, to reduce the "double burden" of working women in both urban and rural areas. Likewise they are urged to offer incentives to employers to provide adequate child-care services which meet the requirements of parents regarding opening hours. Employers should allow either parent to work flexible hours in order to share the responsibilities of child care. Simultaneously, Governments and non-governmental organizations should mobilize the mass media and other means of communication to ensure public consensus on the need for men and society as a whole to share with women the responsibilities of producing and rearing children, who represent the human resource capabilities of the future.

Paragraph 229

Governments should further establish ways and means of assisting women consumers through the provision of information and the creation of legislation that will increase consumer consciousness and protect consumers from unsafe goods, dangerous drugs, unhealthy foods and unethical and exploitative marketing practices. Non-governmental organizations should work towards establishing strong and active organizations for consumer protection.

Paragraph 230

Public expenditure directed towards health, education and training and towards providing health-care and child-care services for women should be increased.

Paragraph 231

Governments should undertake effective measures, including mobilizing community resources, to identify, prevent and eliminate all violence, including family violence, against women and children and to provide shelter, support and reorientation services for abused women and children. These measures should notably be aimed at making women conscious that maltreatment is not an incurable

phenomenon, but a blow to their physical and moral integrity, against which they have the right (and the duty) to fight, whether they are themselves the victims or the witnesses. Beyond these urgent protective measures for maltreated women and children, as well as repressive measures for the authors of this maltreatment, it would be proper to set in motion long-term supportive machineries of aid and guidance for maltreated women and children, as well as the people, often men, who maltreat them.

III. PEACEA. ObstaclesParagraph 232

The threat to peace resulting from continuing international tension and violations of the United Nations Charter, resulting in the unabated arms race, in particular in the nuclear field, as well as wars, armed conflicts, external domination, foreign occupation, acquisition of land by force, aggression, imperialism, colonialism, neo-colonialism, racism, apartheid, gross violation of human rights, terrorism, repression, the disappearance of persons and discrimination on the basis of sex are major obstacles to human progress, specifically to the advancement of women.

Paragraph 233

Such obstacles, some of which occur with increasing frequency, continually reinforce and are reinforced by historically established hostile attitudes, ignorance and bigotry between countries, ethnic groups, races, sexes, socio-economic groups and by lack of tolerance and respect for different cultures and traditions. Their negative effects are increased by poverty, tensions in international economic and political relations which are often aggravated, as well as by the arms race, both nuclear and conventional. The arms race in particular diverts resources which could be used for developmental and humanitarian purposes, hinders national and international development efforts and further handicaps the well-being of the poorest nations and the most disadvantaged segments of the population.

Paragraph 234

Despite the achievements of the Decade, women's involvement in governmental and non-governmental activities, decision-making processes related to peace, mobilization efforts for peace, education for peace and peace research remains limited. Their participation in the struggle to eradicate colonialism, neo-colonialism, imperialism, totalitarianism including fascism and similar ideologies, alien occupation, foreign domination, aggression, racism, racial discrimination, apartheid and other violations of human rights has often gone unnoticed.

Paragraph 235

Universal and durable peace cannot be attained without the full and equal participation of women in international relations, particularly in decision-making concerning peace, including the processes envisaged for the peaceful settlement of disputes under the United Nations Charter nor without overcoming the obstacles mentioned in paragraph 232.

Paragraph 236

Full equality between women and men is severely hampered by the threats to international peace and security, lack of satisfying progress in the field of disarmament, including the spread of the arms race to outer space, violation of the principle of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence and respect for the national sovereignty and territorial integrity of States as well as justice, equality and mutual benefit in international relations.

Paragraph 237

It is evident that women all over the world have manifested their love for peace and their wish to play a greater role in international co-operation, amity and peace among different nations. All obstacles at national and international levels in the way of women's participation in promoting international peace and co-operation should be removed as soon as possible.

Paragraph 238

It is equally important to increase women's understanding and awareness of constructive negotiations aimed at reaching positive results for international peace and security. Governments should take measures to encourage the full and effective participation of women in negotiations on international peace and security. The rejection of the use of force or of the threat of the use of force and foreign interference and intervention should become widespread.

B. Basic strategiesParagraph 239

The main principles and directions for women's activities aimed at strengthening peace and formulated in the Declaration in the Participation of Women in Promoting International Peace and Co-operation g/ should be put into practice. The Declaration calls for Governments, the United Nations system, non-governmental organizations, relevant institutions and individuals to strengthen women's participation in this sphere and it provides the overall framework for such activities.

Paragraph 240

Women and men have an equal right and the same vital interest in contributing to international peace and co-operation. Women should participate fully in all efforts to strengthen and maintain international peace and security and to promote international co-operation, diplomacy, the process of détente, disarmament in the nuclear field in particular, and respect for the principle of the Charter of the United Nations, including respect for the sovereign rights of States, the guarantees of fundamental freedoms and human rights, such as recognition of the dignity of the individual and self-determination, and freedom of thought, conscience, expression, association, assembly, communication and movement without distinction as to race, sex, political and religious beliefs, language or ethnic origin. The commitment to remove the obstacles to women's participation in the promotion of peace should be strengthened.

Paragraph 241

In view of the fact that women are still very inadequately represented in national and international political processes dealing with peace and conflict settlement, it is essential that women support and encourage each other in their initiatives and action relating either to universal issues, such as disarmament and the development of confidence-building measures between nations and people, or to specific conflict situations between or within States.

Paragraph 242

There exist situations in several regions of the world where the violation of principles of non-use of force, non-intervention, non-interference, non-aggression and the right to self-determination endangers international peace and security and creates massive humanitarian problems which constitute an impediment to the advancement of women and hence to the full implementation of the Forward-looking Strategies. In regard to these situations strict adherence to and respect for the cardinal principles enshrined in the Charter of the United Nations and implementation of relevant resolutions consistent with the principles of the Charter are an imperative requirement with a view to seeking solutions to such problems, thereby ensuring a secure and better future for the people affected, most of whom are invariably women and children.

Paragraph 243

Since women are one of the most vulnerable groups in the regions affected by armed conflicts, special attention has to be drawn to the need to eliminate obstacles to the fulfilment of the objectives of equality, development and peace and the principles of the Charter of the United Nations.

Paragraph 244

One of the important obstacles to achieving international peace is the persistent violation of the principles and objectives of the Charter of the United Nations and the lack of political will of Governments of some countries to promote constructive negotiations aimed at decreasing international tension on the issues that seriously threaten the maintenance of international peace and security. For this reason, the strategies in this field should include the mobilization of women in favour of all acts and actions that tend to promote peace, in particular, the elimination of wars and danger of nuclear war.

Paragraph 245

Immediate and special priority should be given to the promotion and the effective enjoyment of human rights and fundamental freedoms for all without distinction as to sex, the full application of the rights of peoples to self-determination and the elimination of colonialism, neo-colonialism, apartheid, of all forms of racism and racial discrimination, oppression and aggression, foreign occupation, as well as domestic violence and violence against women.

Paragraph 246

In South-West Asia women and children have endured serious suffering due to the violation of the United Nations Charter leading, among other things, to the vast problem of refugees in neighbouring countries.

Paragraph 247

The situation of violence and destabilization that exists in Central America constitutes the most serious obstacle to the achievement of peace in the region and thus hinders the fulfilment of the Forward-looking Strategies vital to the advancement of women. In this regard and to promote conditions favourable to the objectives of the Strategies, it is important to reiterate the principles of non-intervention and self-determination, as well as the non-use of force or rejection of the threat of use of force in the solution of conflicts in the region. Therefore, the validity of the United Nations resolutions that establish the right of all sovereign States in the area to live in peace, free from all interference in their internal affairs, should be reaffirmed. It is necessary to support the negotiated political solutions and the peace proposals that the Central American States adopt under the auspices of the Contadora Group, as the most viable alternative for the solution of the crisis in Central America for the benefit of their people. In this sense it is important that the five Central American Governments speed up their consultations with the Contadora Group with the aim of bringing to a conclusion the negotiation process with the early signing of the Contadora Act on Peace and Co-operation in Central America (see A/39/562-S/16775, annex).

Paragraph 248

Women have played and continue to play an important role in the self-determination of peoples, including through national liberation, in accordance with the United Nations Charter. Their efforts should be recognized and commended and used as one basis for their full participation in the construction of their countries, and in the creation of humane and just social and political systems. Women's contribution in this area should be ensured by their equal access to political power and their full participation in the decision-making process.

Paragraph 249

Strategies at the national, regional and the global levels should be based on a clear recognition that peace and security, self-determination and national independence are fundamental for the attainment of the three objectives of the Decade: equality, development and peace.

Paragraph 250

Safeguarding world peace and averting a nuclear catastrophe is one of the most important tasks today in which women have an essential role to play, especially by supporting actively the halting of the arms race followed by arms reduction and the attainment of a general and complete disarmament under effective international control, and thus contributing to the improvement of their economic position. Irrespective of their socio-economic system, the States should strive to avoid confrontation and to build friendly relations instead, which should be also supported by women.

Paragraph 251

Peace requires the participation of all members of society, women and men alike, in rejecting any type of intervention in the domestic affairs of States, whether it is openly or covertly carried out by other States or by transnational corporations. Peace also requires that women and men alike should promote respect

for the sovereign right of a State to establish its own economic, social and political system without undergoing political and economic pressures or coercion of any type.

Paragraph 252

There exists a relationship between the world economic situation, development and the strengthening of international peace and security, disarmament and the relaxation of international tension. All efforts should be made to reduce global expenditures on armaments and to reach an agreement on the internationally agreed disarmament goals in order to prevent the waste of immense material and human resources, some part of which might otherwise be used for development, especially of the developing countries, as well as for the improvement of standards of living and well-being of people in each country. In this context, particular attention should be given to the advancement of women, including to the participation of women in the promotion of international peace and co-operation and the protection of mothers and children who represent a disproportionate share of the most vulnerable group, the poorest of the poor.

Paragraph 253

Women's equal role in decision-making with respect to peace and related issues should be seen as one of their basic human rights and as such should be enhanced and encouraged at the national, regional and international levels. In accordance with the Convention on the Elimination of All Forms of Discrimination against Women, all existing impediments to the achievement by women of equality with men should be removed. To this end, efforts should be intensified at all levels to overcome prejudices, stereotyped thinking, denial to women of career prospects and appropriate educational possibilities, and resistance by decision-makers to the changes that are necessary to enable equal participation of women with men in the international and diplomatic service.

Paragraph 254

Mankind is confronted with a choice: to halt the arms race and proceed to disarmament or face annihilation. The growing opposition of women to the danger of war, especially a nuclear war, which will lead to a nuclear holocaust, and their support for disarmament must be respected. States should be encouraged to ensure unhindered flow and access to information, including to women, with regard to various aspects of disarmament to avoid dissemination of false and tendentious information concerning armaments and to concentrate on the danger of the escalation of the arms race and on the need for general and complete disarmament under effective international control. The resources released as a result of disarmament measures should be used to help promote the well-being of all peoples and improve the economic and social conditions of the developing countries. Under such conditions, States should pay increased attention to the urgent need to improve the situation of women.

Paragraph 255

Peace education should be established for all members of society, particularly children and young people. Values, such as tolerance, racial and sexual equality, respect for and understanding of others, and good-neighbourliness should be developed, promoted and strengthened.

Paragraph 256

Women of the world, together with men, should, as informal educators and socialization agents, play a special role in the process of bringing up younger generations in an atmosphere of compassion, tolerance, mutual concern and trust, with an awareness that all people belong to the same world community. Such education should be part of all formal and informal educational processes as well as of communications, information and mass-media systems.

Paragraph 257

Further action should be taken at family and neighbourhood levels, as well as at national and international levels, to achieve a peaceful social environment compatible with human dignity. The questions of women and peace and the meaning of peace for women cannot be separated from the broader question of relationships between women and men in all spheres of life and in the family. Discriminatory practices and negative attitudes towards women should be eliminated and traditional gender norms changed to enhance women's participation in peace.

Paragraph 258

Violence against women exists in various forms in everyday life in all societies. Women are beaten, mutilated, burned, sexually abused and raped. Such violence is a major obstacle to the achievement of peace and the other objectives of the Decade and should be given special attention. Women victims of violence should be given particular attention and comprehensive assistance. To this end, legal measures should be formulated to prevent violence and to assist women victims. National machinery should be established in order to deal with the question of violence against women within the family and society. Preventive policies should be elaborated, and institutionalized forms of assistance to women victims provided.

C. Women and children under apartheid

Paragraph 259*

Women and children under apartheid and other racist minority régimes suffer from direct inhumane practices such as massacres and detention, mass population removal, separation from families and immobilization in reservations. They are subjected to the detrimental implications of the labour migrant system pass laws and of relegation to the homelands where they suffer disproportionately from poverty, poor health and illiteracy. The Programme of Action of the World Conference to Combat Racism and Racial Discrimination (1978) para provides an overall framework for action. Its objective is to eradicate apartheid and to enable black African people in South Africa to enjoy their full sovereign rights in their country. Governments that have not already done so are urged to sign and ratify the International Convention on the Suppression and Punishment of the Crime of Apartheid of 30 November 1973. 2/

* The United States voted against this paragraph because of its opposition to the references in the eighth and ninth subparagraphs to the imposition of sanctions and aid to liberation movements.

Full international assistance should be given to the most oppressed group under apartheid - women and children. The United Nations system, Governments and non-governmental organizations should identify the basic needs of women and children under apartheid and other racist minority régimes, including women in refugee camps in southern Africa, and provide them with adequate legal, humanitarian, medical and material assistance as well as education, training and employment.

Assistance should be given to women's sections in national liberation movements in order to strengthen their work for women's equal opportunities, education and training so as to prepare them to play an important political role in the present struggle and in nation-building after liberation.

The Forward-looking Strategies should take into account the destabilizing effects of apartheid on the economic infrastructure of neighbouring independent African States, which impede the development of the subregion.

Institutionalized apartheid in South Africa and Namibia as realized in the day-to-day political, legal, social and cultural life remains an enormous obstacle and hindrance to advancement, equality and peace in the African region.

The Forward-looking Strategies should aim at the speedy and effective implementation of Security Council resolution 435 (1978) concerning the independence of Namibia. The total and unconditional liberation of Namibia should be a major objective of the Forward-looking Strategies, which should also aim at the improvement of the condition of women and children.

The United Nations and the international community must strengthen their resolve to see the abhorrent apartheid system eradicated and Namibia freed from the forces of occupation. Owing to South Africa's position in the international political and economic structure, the international community has the greatest responsibility to ensure that peace and human dignity are restored to southern Africa.

In addition to measures already taken, further effective measures, including sanctions, should be taken to terminate all collaboration with the racist régime of South Africa in the political, military, diplomatic and economic fields with a view to eliminating untold misery and loss of life of the oppressed people, the majority of whom are black women and children.

The international community must insist upon the effective implementation of Security Council resolution 435 (1978) concerning the independence of Namibia and all the United Nations resolutions calling for sanctions against South Africa, its isolation and abandonment of its racist policies. All efforts should be made for the immediate and unconditional withdrawal of South African forces from Angola.

The international community must condemn the direct aggression committed by the armed forces of the racist régime of South Africa against the front-line countries as well as the recruitment, training and financing of mercenaries and of armed bandits who massacre women and children and who are used to overthrow the legitimate Governments of these countries by reason of their support for the people of South Africa and Namibia.

The international community should provide greater moral and material assistance to all the bodies struggling to remove apartheid, especially the

national liberation movements - the African National Congress of South Africa, the Pan Africanist Congress of Azania and the South West Africa People's Organization - the African front-line States, the Organization of African Unity, the Movement of Non-Aligned Countries and non-governmental organizations.

Women, together with their Governments, should strengthen their commitment to the eradication of apartheid and support to their struggling sisters in all possible ways. To this end, women and women's organizations should keep themselves constantly informed about the situation of women and children under apartheid, disseminate information widely and build up awareness in their countries about the situation by organizing national solidarity and support committees where these do not yet exist as a means to educate the public about the evils of apartheid and its brutal oppression of women and children in South Africa and Namibia.

D. Palestinian women and children

Paragraph 260*

For more than three decades, Palestinian women have faced difficult living conditions in camps and outside, struggling for the survival of their families and the survival of the Palestinian people who were deprived of their ancestral lands and denied the inalienable rights to return to their homes and their property, their right to self-determination, national independence and sovereignty (see A/CONF.116/6). Palestinian women are vulnerable to imprisonment, torture, reprisals and other oppressive practices by Israel in the occupied Arab territories. The confiscation of land and the creation of further settlements has affected the lives of Palestinian women and children. Such Israeli measures and practices are a violation of the Geneva Convention. p/ The Palestinian women as part of her nation suffers from discrimination in employment, health care and education.

The situation of violence and destabilization which exists in southern Lebanon and the Golan Heights put Arab women and children who are living under Israeli occupation in severe situations. Lebanese women are also suffering from discrimination and detention. Therefore, all relevant United Nations resolutions, in particular Security Council resolutions 497 (1981), 508 (1982) and 509 (1982), should be implemented.

The implementation of the Programme of Action for the Achievement of Palestinian Rights q/ should be kept under review and co-ordinated between the United Nations units and agencies concerned, with emphasis on the role of Palestinian women in preserving their national identity, traditions and heritage and in the struggle for sovereignty. Palestinian people must recover their rights to self-determination and the right to establish an independent State in accordance with all relevant United Nations resolutions. The special and immediate needs of Palestinian women and children should be identified and appropriate provision made. United Nations projects should be initiated to help Palestinian women in the

* The United States voted against this paragraph because of its strong objection to the introduction of tendentious and unnecessary elements into the Forward-looking Strategies document which have only a nominal connection with the unique concerns of women.

fields of health, education, and vocational training. Their living conditions inside and outside the occupied territories should be studied by the appropriate United Nations units and agencies assisted, as appropriate, by specialized research institutes from various regions. The results of these studies should be given broad publicity to promote actions at all levels. The international community should exert all efforts to stop the establishment of new Israeli settlements in the West Bank and the Gaza Strip. Palestinian women should be allowed to enjoy security in a liberated homeland also in accordance with United Nations resolutions.

E. Women in areas affected by armed conflicts, foreign intervention and threats to peace

Paragraph 261

Armed conflicts and emergency situations impose a serious threat to the lives of women and children, causing constant fear, danger of displacement, destruction, devastation, physical abuse, social and family disruption, and abandonment. Sometimes these result in complete denial of access to adequate health and educational services, loss of job opportunities and overall worsening of material conditions.

Paragraph 262

International instruments, ongoing negotiations and international discussions aimed at the limitation of armed conflicts, such as the Fourth Geneva Convention of 1949 and the First Additional Protocol to the Geneva Conventions of 1949, adopted in 1977, provide a general framework for the protection of civilians in times of hostilities and the basis of provisions of humanitarian assistance and protection to women and children. Measures proposed in the 1974 Declaration on the Protection of Women and Children in Emergency and Armed Conflict (General Assembly resolution 3318 (XXIX)) should be taken into account by Governments.

F. Measures for the implementation of the basic strategies at the national level

Women's participation in efforts for peace

Paragraph 263

Governments should follow the overall framework of action for disarmament as provided by the Final Document of the tenth special session of the General Assembly, which was devoted to disarmament (resolution E-10/2). Women's participation in the World Disarmament Campaign and their contribution to education for disarmament should be supported.

Paragraph 264

Publicity should be given by Governments and non-governmental organizations to the main treaties concluded in the field of arms control and disarmament, and to other relevant documents. More should be done to mobilize women to overcome social apathy and helplessness in relation to disarmament and to generate wide support for the implementation of these agreements. Publicity should also be given to the declaration by the General Assembly of 1986 as the International Year of Peace, I/ and the participation of women in the programme for the Year should be encouraged.

Paragraph 265

Non-governmental organizations should be encouraged to play an active role in promoting the restoration of peace in areas of conflict, in accordance with United Nations resolutions.

Paragraph 266

Women should be able to participate actively in the decision-making process related to the promotion of international peace and co-operation. Governments should take the necessary measures to facilitate this participation by institutional, educational and organizational means. Emphasis should be given to the grass-roots participation and co-operation of women's organizations with other non-governmental organizations in this process.

Paragraph 267

Governments which have not done so should undertake all appropriate measures to eliminate existing discriminatory practices towards women and to provide them with equal opportunities to join, at all levels, the civil service, to enter the diplomatic service and to represent their countries as members of delegations to national, regional and international meetings, including conferences on peace, conflict resolution, disarmament, and meetings of the Security Council and other United Nations bodies.

Paragraph 268

Women should be encouraged and given financial support to take university courses in government, international relations and diplomacy in order to obtain the necessary professional qualifications for careers in fields relating to peace and international security.

Paragraph 269

Governments should encourage women's participation in the promotion of peace at decision-making levels by providing information on opportunities for such participation in public service and by promoting equitable representation of women in governmental and non-governmental bodies and activities.

Paragraph 270

Non-governmental organizations should provide opportunities for women to learn how to develop self-reliance and leadership capabilities in order to promote peace, disarmament, human rights and international co-operation more effectively. They should emphasize the participation of women from trade unions and organizations in rural areas that have not as yet received sufficient attention and should make periodic assessments of strategies for women's participation in the promotion of peace at all levels, including the highest decision-making levels.

Paragraph 271

National machinery should be established to deal with the question of domestic violence. Preventive policies should be elaborated and institutionalized economic and other forms of assistance and protection for women and child victims should be provided. Legislative measures should be strengthened and legal aid provided.

Education for peaceParagraph 272

Governments, non-governmental organizations, women's groups and the mass media should encourage women to engage in efforts to promote education for peace in the family, neighbourhood and community. Special attention should be given to the contribution of women's grass-roots organizations. The multiple skills and talents of women artists, journalists, writers, educators and civic leaders can contribute to promoting ideas of peace if encouraged, facilitated and supported.

Paragraph 273

Special attention should be given to the education of children for life in peace within an atmosphere of understanding, dialogue and respect for others. In this respect, suitable concrete action should be taken to discourage the provision of children and young persons with games and publications and other media promoting the notion of favouring war, aggression, cruelty, excessive desire for power and other forms of violence, within the broad processes of the reparation of society for life in peace.

Paragraph 274

Governments, educational institutions, professional associations and non-governmental organizations should co-operate to develop a high-quality content for and to achieve widespread dissemination of books and programmes on education for peace. Women should take an active part in the preparation of those materials, which should include case studies of peaceful settlements of disputes, non-violent movements and passive resistance and the recognition of peace-seeking individuals.

Paragraph 275

Governments should create the conditions that would enable women to increase their knowledge of the main problems in contemporary international relations. Information should be widely and freely disseminated among women, thereby contributing to their full understanding of those problems. All existing obstacles and discriminatory practices regarding women's civil and political education should be removed. Opportunities should be provided for women to organize and choose studies, training programmes and seminars related to peace, disarmament, education for peace and the peaceful settlement of disputes.

Paragraph 276

The participation of women in peace research, including research on women and peace, should be encouraged. Existing barriers to women researchers should be removed and appropriate resources provided for peace researchers. Co-operation amongst peace researchers, government officials, non-governmental organizations and activists should be encouraged and fostered.

IV. AREAS OF SPECIAL CONCERN

Paragraph 277

There is an increasing number of categories of women who, because of their special characteristics, are experiencing not only the common problems indicated under the separate themes but also specific difficulties due to their socio-economic and health condition, age, minority status or a combination of these factors. Moreover, in many countries increasing demographic pressure, deteriorating rural conditions, curtailment of subsistence agriculture and difficult political conditions have been exacerbated by the current economic recession, leading to the dislocation of large sections of populations. In this process women experience particular difficulties and are often the more vulnerable because of their traditional lack of access to development opportunities.

Paragraph 278

The special groups of women identified below are extremely diverse, and their problems vary tremendously from one country to another. No single strategy or set of measures can apply adequately to all cases, and the present document is therefore limited to highlighting their special circumstances and the need for each country, as well as the international community, to give these issues the necessary attention. The basic strategy must remain one of fundamentally changing the economic conditions that produce such deprivation and of upgrading women's low status in society, which accounts for their extreme vulnerability to such conditions, especially to poverty. This is aggravated by the increase in drug-dependence, which adversely affects all sectors of society, including women. Building an organizational base for such change is a crucial strategy that can provide a rallying point for solidarity among women. Measures needed to provide immediate emergency assistance should be supplemented by longer-term efforts to enable women to break out of these situations. In many cases, permanent solutions to these issues can only be found through the broader efforts directed towards the reallocation of resources and decision-making power and towards the elimination of inequality and injustice.

Paragraph 279

There is a need to recognize the survival mechanisms already developed by these women as basic strategies in their own right and to build on them. A first priority would be to strengthen their organization capabilities by providing physical, financial and human resources, as well as education and training. Also of extreme importance is the need to revitalize these women's aspirations in order to eliminate the chronic despair that characterizes their daily lives.

Paragraph 280

The economic, social, cultural and political conditions of those groups of women should be improved basically by the implementation of the measures proposed for the attainment of equality, development and peace for women in general. Additional efforts should be directed towards ensuring the gainful and productive inclusion of these women in mainstream development and in political activities. Priority emphasis should be placed upon income-generating opportunities and for the independent and sustained improvement of their condition and by the full integration and active participation of women as agents and beneficiaries of development.

Paragraph 281

Policies, programmes and projects aimed at or incorporating especially vulnerable and underprivileged groups of women should recognize the particular difficulties of removing the multiple obstacles facing such groups and should place equal emphasis on addressing the social, economic and human dimensions of their vulnerability and their underprivileged positions. Measures needed to provide them with immediate assistance should be supplemented by comprehensive long-term plans to achieve lasting solutions to their problems. These will usually necessitate global efforts in resolving the special problems of vulnerable groups, of which women are a significant part.

Paragraph 282

Basic to all efforts to improve the condition of these women should be the identification of their needs and hence the gathering of gender-specific data and economic indicators sensitive to conditions of extreme poverty and oppression. Such data should contain spatial, socio-economic and longitudinal characteristics and should be designed specifically for use in policy, programme and project formulation and implementation. Monitoring efforts at national, subregional, regional and international levels should be intensified.

A. Women in areas affected by droughtParagraph 283

During the Decade, the phenomenon of drought and desertification grew and developed incessantly, no longer affecting merely some localities in a single country but several entire countries. The scale and persistence of drought constitutes a grave threat, particularly for the countries of the Sahel, in which famine and a far-reaching deterioration of the environment set in as a result of the desertification process. Hence, despite the considerable efforts of the international community, the living conditions of the peoples, particularly those of women and children, which were already precarious, have become particularly miserable.

In view of that situation steps should be taken to promote concerted programmes between the countries concerned for combating drought and desertification. Efforts should be intensified for the formulation and implementation of programmes aimed at food security and self-sufficiency, in particular by the optimum control and exploitation of hydro-geological resources.

A distinction should be made between emergency aid and productive activities. Emergency aid should be intensified when necessary and as far as ever possible directed towards development aid.

Measures should be adopted to take into account women's contribution to production, involve them more closely in the design, implementation and evaluation of the programmes envisaged and ensure ample access for them to the means of production and processing and preservation techniques.

B. Urban poor womenParagraph 284

Urbanization has been one of the major socio-economic trends over the past few decades and is expected to continue at an accelerating rate. Although the situation varies considerably from one region to another, it can generally be expected that by the year 2000 close to half the number of women in the world will be living in urban areas. In developing countries, the number of urban women could nearly double by the year 2000, and it is envisaged that there could be a considerable increase in the number of poor women among them.

Paragraph 285

To deal effectively with the issue, Governments should organize multi-sectoral programmes with emphasis on economic activities, elimination of discrimination and the provision of supportive services and, inter alia, adequate child-care facilities and, where necessary, workplace canteens to enable women to gain access to economic, social and educational opportunities on an equal basis with men. Particular attention should be devoted to the informal sector, which constitutes a major outlet for employment of a considerable number of urban poor women.

C. Elderly womenParagraph 286

The International Plan of Action on Aging adopted by the World Assembly on Aging in 1982 ^{a/} emphasized both the humanitarian and developmental aspects of aging. The recommendations of the Plan of Action are applicable to women and men with a view to providing them with protection and care, and ensuring their involvement and participation in social life and development. However, the Plan of Action recognizes a number of specific areas of concern for elderly women since their longer life expectancy frequently means an old age aggravated by economic need and isolation for both unmarried women and widows, possibly with little or no prospect of paid employment. This applies particularly to those women whose lifetimes were spent in unpaid and unrecognized work in the home with little or no access to a pension. If women have an income, it is generally lower than men's, partly because their former employment status has in the majority of cases been broken by maternity and family responsibilities. For this reason, the Plan of Action also noted the need for long-term policies directed towards providing social insurance for women in their own right. Governments and non-governmental organisations should, in addition to the measures recommended, explore the possibilities of employing elderly women in productive and creative ways and encouraging their participation in social and recreational activities.

It is also recommended that the care of elderly persons, including women, should go beyond disease orientation and should include their total well-being. Further efforts, in particular primary health care, health services and suitable accommodation and housing as strategies should be directed at enabling elderly women to lead a meaningful life as long as possible, in their own home and family and in the community.

Women should be prepared early in life, both psychologically and socially, to face the consequences of longer life expectancy. Although, while getting older, professional and family roles of women are undergoing fundamental changes, aging,

as a stage of development, is a challenge for women. In this period of life, women should be enabled to cope in a creative way with new opportunities. The social consequences arising from the stereotyping of elderly women should be recognized and eliminated. The media should assist by presenting positive images of women, particularly emphasizing the need for respect because of their past and continuing contributions to society.

Attention should be given to studying and treating the health problems of aging, particularly in women. Research should also be directed towards the investigation and slowing down of the process of premature aging due to a lifetime of stress, excessive work-load, malnutrition and repeated pregnancy.

D. Young womenParagraph 287

Initiatives begun for the 1985 International Youth Year should be extended and expanded so that young women are protected from abuse and exploitation and assisted to develop their full potential. Girls and boys must be provided with equal access to health, education and employment to equip them for adult life. Both girls and boys should be educated to accept equal responsibilities for parenthood.

Urgent attention should be paid to the educational and vocational training of young women in all fields of occupation, giving particular emphasis to those who are socially and economically disadvantaged. Self-employed young women and girls should be assisted to organize co-operatives and ongoing training programmes to improve their skills in production, marketing and management techniques. Special retraining programmes should also be developed for teenage mothers and girls who have dropped out of school and are ill equipped to enter productive employment.

Steps should be taken to eliminate exploitative treatment of young women at work in line with ILO Convention No. 111 concerning discrimination in respect of employment and occupation, 1958 and ILO Convention No. 122 concerning employment policy, 1964. Legislative measures guaranteeing young women their rights should be enforced.

Governments should recognize and enforce the rights of young women to be free from sexual violence, sexual harassment and sexual exploitation. In particular, Governments should recognize that many young women are victims of incest and sexual abuse in the family, and should take steps to assist the victims and to prevent such abuse by education, by improving the status of women and by appropriate action against offenders. Young women should be educated to assert their rights. Particular attention should also be given to sexual harassment and exploitation in employment, especially those areas of employment such as domestic service, where sexual harassment and exploitation are most prevalent.

Governments must also recognize their obligation to provide housing for young women who because of unemployment and low incomes suffer special problems in obtaining housing. Homeless young women are particularly vulnerable to sexual exploitation.

In the year 2000 women aged 15-24 will constitute over 8 per cent of both rural and urban populations in developing countries. The great majority of these women will be out of school and in search of jobs. For those employed, frequent exploitation, long working hours and stress have serious implications for their

health. Low nutritional levels and unplanned and repeated pregnancies are also aggravating factors.

E. Abused women

Paragraph 288

Gender-specific violence is increasing and Governments must affirm the dignity of women, as a priority action.

Governments should therefore intensify efforts to establish or strengthen forms of assistance to victims of such violence through the provision of shelter, support, legal and other services.

In addition to immediate assistance to victims of violence against women in the family and in society, Governments should undertake to increase public awareness of violence against women as a societal problem, establish policies and legislative measures to ascertain its causes and prevent and eliminate such violence, in particular by suppressing degrading images and representations of women in society, and finally encourage the development of educational and re-educational measures for offenders.

F. Destitute women

Paragraph 289

Destitution is an extreme form of poverty. It is estimated that its effects on large segments of the population in developing and developed countries are on the increase. Forward-looking Strategies to promote the objectives of the United Nations Decade for Women: Equality, Development and Peace at the national and international levels are the basis for dealing with this problem. In addition strategies already specified for the implementation of the International Development Strategy for the Third United Nations Development Decade and the new international economic order are suggested in these recommendations. Governments should therefore ensure that the special needs and concerns of destitute women are given priority in the above-mentioned strategies. Moreover, efforts being undertaken for the International Year of Shelter for the Homeless (1987) should focus attention on the particular situation of women commensurate with their relative needs.

G. Women victims of trafficking and involuntary prostitution

Paragraph 290

Forced prostitution is a form of slavery imposed on women by procurers. It is, *inter alia*, a result of economic degradation that alienates women's labour through processes of rapid urbanization and migration resulting in underemployment and unemployment. It also stems from women's dependence on men. Social and political pressures produce refugees and missing persons. Often these include vulnerable groups of women who are victimized by procurers. Sex tourism, forced prostitution and pornography reduce women to mere sex objects and marketable commodities.

Paragraph 291

States Parties to the United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others should implement the provisions dealing with the exploitation of women as prostitutes. Urgent consideration should also be given to the improvement of international measures to combat trafficking in women for the purposes of prostitution. Resources for the prevention of prostitution and assistance in the professional, personal and social reintegration of prostitutes should be directed towards providing economic opportunities, including training, employment, self-employment and health facilities for women and children. Governments should also endeavour to co-operate with non-governmental organizations to create wider employment possibilities for women. Strict enforcement provisions must also be taken at all levels to stem the rising tide of violence, drug abuse and crime related to prostitution. The complex and serious problems of the exploitation of and violence against women associated with prostitution call for increased and co-ordinated efforts by police agencies internationally.

H. Women deprived of their traditional means of livelihood

Paragraph 292

The excessive and inappropriate exploitation of land by any party for any purpose, *inter alia*, by transnational corporations, as well as natural and man-made disasters are among the predominant causes of deprivation of traditional means of livelihood. Droughts, floods, hurricanes and other forms of environmental hazards, such as erosion, desertification and deforestation, have already pushed poor women into marginal environments. At present the pressures are greatest in drought-afflicted arid and semi-arid areas. Urban slums and squatter settlements are also seriously affected. Critically low levels of water supplies, shortage of fuel, over-utilization of grazing and arable lands, and population density are all factors that deprive women of their livelihood.

Paragraph 293

National and international emphasis on ecosystem management should be strengthened, environmental degradation should be controlled and options provided for alternative means of livelihood. Measures should be established to draw up national conservation strategies aimed at incorporating women's development programmes, among which are irrigation and tree-planting and also orientation in the area of agriculture, with women constituting a substantial part of the wage-earning labour force for those programmes.

I. Women who are the sole supporters of families

Paragraph 294

Recent studies have shown that the number of families in which women are the sole supporters is on the increase. Owing to the particular difficulties (social, economic and legal) which they face, many such women are among the poorest people concentrated in urban informal labour markets and they constitute large numbers of the rural unemployed and marginally employed. Those with very little economic, social and moral support face serious difficulties in supporting themselves as well

as in bringing up their children alone. This has serious repercussions for society in terms of the quality, character, productivity and human resource capabilities of its present and future citizenry.

Paragraph 295

The assumptions that underlie a large part of the relevant legislation, regulations and household surveys that confine the role of supporter and head of household to men hinder women's access to credit, loans and material and non-material resources. Changes are needed in these areas to secure for women equal access to resources. There is a need to eliminate terms such as "head of household" and introduce others that are comprehensive enough to reflect women's role appropriately in legal documents and household surveys to guarantee the rights of these women. In the provision of social services, special attention has to be given to the needs of these women. Governments are urged to ensure that women with sole responsibility for their families receive a level of income and social support sufficient to enable them to attain or maintain economic independence and to participate effectively in society. To this end, the assumptions that underlie policies, including research used in policy development, and legislation that confines the role of supporter or head of household to men should be identified and eliminated. Special attention, such as accessible, quality child care, should be given to assisting those women in discharging their domestic responsibilities and to enabling them to participate in and benefit from education, training programmes and employment. The putative father should be made to assist in the maintenance and education of those children born out of wedlock.

J. Women with physical and mental disabilities

Paragraph 296

It is generally accepted that women constitute a significant number of the estimated 500 million people who are disabled as a consequence of mental, physical or sensory impairment. Many factors contribute to the rising numbers of disabled persons, including war and other forms of violence, poverty, hunger, nutritional deficiencies, epidemics and work-related accidents. The recognition of their human dignity and human rights and the full participation by disabled persons in society is still limited, and this presents additional problems for women who may have domestic and other responsibilities. It is recommended that Governments should adopt the Declaration on the Rights of Disabled Persons (1975) and the World Programme of Action concerning Disabled Persons (1982) which provide an overall framework for action and also refer to problems specific to women that have not been fully appreciated by society because they are still not well known or understood. Community-based occupational and social rehabilitation measures, support services to help them with their domestic responsibilities, as well as opportunities for the participation of such women in all aspects of life should be provided. The rights of intellectually disabled women to obtain health information and advice and to consent to or refuse medical treatment should be respected; similarly, the rights of intellectually disabled minors should be respected.

K. Women in detention and subject to penal law

Paragraph 297

One of the major areas of current concern in the field of crime prevention and criminal justice is the need for equal treatment of women by the criminal justice system. In the context of changing socio-economic and cultural conditions some improvements have taken place but more need to be made. The number of women in detention has increased over the Decade and this trend is expected to continue. Women deprived of freedom are exposed to various forms of physical violence, sexual and moral harassment. The conditions of their detention are often below acceptable hygienic standards and their children are deprived of maternal care. The recommendations of the Sixth United Nations Congress on the Prevention of Crime and the Treatment of Offenders, held at Caracas, in 1980, ¹/ and the principles of the Caracas Declaration with special reference to the "fair and equal treatment of women", should be taken into account in designing and implementing concrete measures at the national and international levels. The proportions of indigenous women imprisoned in some countries is a matter of concern.

L. Refugee and displaced women and children

Paragraph 298

The international community recognizes a humanitarian responsibility to protect and assist refugees and displaced persons. In many cases refugee and displaced women are exposed to a variety of difficult situations affecting their physical and legal protection as well as their psychological and material well-being. Problems of physical debility, physical safety, emotional stress and socio-psychological effects of separation or death in the family, as well as changes in women's roles, together with limitations often found in the new environment including lack of adequate food, shelter, health care and social services call for specialized and enlarged assistance. Special attention has to be offered to women with special needs. Furthermore, the potential and capacities of refugee and displaced women should be recognized and enhanced.

Paragraph 299

It is recognized that a lasting solution to the problems of refugees and displaced women and children should be sought in the elimination of the root causes of the flow of refugees and durable solutions should be found leading to their voluntary return to their homes in conditions of safety and honour and their full integration in the economic, social and cultural life of their country of origin in the immediate future. Until such solutions are achieved, the international community, in an expression of international solidarity and burden-sharing, should continue providing relief assistance and also launching special relief programmes taking into account the specific needs of refugee women and children in countries of first asylum. Similarly, relief assistance and special relief programmes should also continue to be provided to returnees and displaced women and children. Legal, educational, social, humanitarian and moral assistance should be offered as well as opportunities for their voluntary repatriation, return or resettlement. Steps should also be taken to promote accession by Governments to the 1951 Convention relating to the Status of Refugees and to implement, on a basis of equity for all refugees, provisions contained in this Convention and its 1967 Protocol.

M. Migrant womenParagraph 300

The Decade has witnessed the increasing involvement of women in all forms of migration, including rural-rural, rural-urban and international movements of a temporary, seasonal or permanent nature. In addition to their lack of adequate education, skills and resources, migrant women may also face severe adjustment problems due to differences in religion, language, nationality, and socialization as well as separation from their original families. Such problems are often accentuated for international migrants as a result of the openly-expressed prejudices and hostilities, including violation of human rights in host countries. Thus recommendations of the World Population Plan of Action and the Programme of Action for the Second Half of the United Nations Decade for Women pertaining to migrant women should be implemented and expanded in view of the anticipated increase in the scope of the problem. It is also urgent to conclude the elaboration of the draft International Convention on the Protection of the Rights of All Migrant Workers and Their Families, as agreed by the General Assembly in the relevant resolutions.

Paragraph 301

The situation of migrant women, who are subject to double discrimination as women and as migrants, should be given special attention by the Governments of host countries, particularly with respect to protection and maintenance of family unity, employment opportunities and equal pay, equal conditions of work, health care, benefits to be provided in accordance with the existing social security rights in the host country, and racial and other forms of discrimination. Particular attention should also be given to the second generation of migrant women, especially with regard to education and professional training, to allow them to integrate themselves in their countries of adoption and to work according to their education and skills. In this process, loss of cultural values of their countries of origin should be avoided.

N. Minority and "indigenous" womenParagraph 302

Some women are oppressed as a result of belonging to minority groups or populations which have historically been subjected to domination and suffered dispossession and dispersal. These women suffer the full burden of discrimination based on race, colour, descent, ethnic and national origin and the majority experienced serious economic deprivation. As women, they are therefore doubly disadvantaged. Measures should be taken by Governments in countries in which there are minority and indigenous populations to respect, preserve and promote all of their human rights, their dignity, ethnic, religious, cultural and linguistic identity and their full participation in societal change.

Paragraph 303

Governments should ensure that the fundamental human rights and freedoms as enshrined in relevant international instruments are fully guaranteed also to women belonging to minority groups and indigenous populations. Governments in countries in which there are indigenous and minority populations should ensure respect for

the economic, social and cultural rights of these women and assist them in the fulfilment of their family and parental responsibilities. Specific measures should address dietary deficiencies, high levels of infant and maternal mortality and other health problems, lack of education, housing and child care. Vocational, technical, professional and other training should be provided to enable these women to secure employment or to participate in income-generating activities and projects, and to secure adequate wages, occupational health and safety and their other rights as workers. As far as possible, Governments should ensure that these women have access to all services in their own languages.

Paragraph 304

Women belonging to minority groups or indigenous populations should be fully consulted and should participate in the development and implementation of programmes affecting them. The Governments of countries where minorities and indigenous populations exist should take proper account of the work of bodies such as the Committee on the Elimination of Racial Discrimination and the Sub-Commission on Prevention of Discrimination and Protection of Minorities, in particular its Working Group which is developing a set of international standards to protect the rights of indigenous populations. The General Assembly should consider the advisability of designating an international year of indigenous and traditional cultures in order to promote international understanding and to emphasize the distinctive role of women in sustaining the identity of their people.

V. INTERNATIONAL AND REGIONAL CO-OPERATIONA. ObstaclesParagraph 305

Insufficient attention has been devoted during the Decade at the international level and in some regions to the need to advance the status of women in relation to the goals and objectives of the Decade - equality, development and peace. International tensions, arms race, threat of nuclear war, failure to respect human rights and fundamental freedoms and failure to observe the principles of the United Nations Charter as well as global economic recession and other critical situations combined with dissatisfaction due to inadequate progress in multilateral and international co-operation since the Copenhagen World Conference has substantially affected the scope and ability for international and regional co-operation including the role of the United Nations. The progress in the developing world has slackened or in some cases turned negative under conditions of serious indebtedness, economic and monetary instability, resource constraints and unemployment. This has also affected prospects for economic and technical co-operation among developing countries, particularly with regard to women. Nevertheless some progress has been made in terms of achieving equality between women and men, and a greater appreciation of the role of women in development and peace which should also contribute toward effective international co-operation.

Paragraph 306

International and regional organizations have been called upon during the Decade to advance the position of their women staff and to extend hiring practices to include qualified women. The results have been highly uneven and in some cases the situation has actually worsened during the Decade in the face of resource

constraints and other limiting criteria, such as geographical distribution and attitudinal barriers. In particular, women are absent from the senior management levels, which seriously limits their influence on decision-making.

Paragraph 307

In order to institutionalize interorganizational exchanges of information and co-operation in relation to women's advancement, several United Nations agencies, non-governmental organizations and regional bodies have designated, in response to pressures applied during the Decade, focal points for women's activities. However, in many cases, insufficient tenure and resources accompanied those actions, thus limiting their long-term effectiveness. Moreover, activities that promote the integration of women in development have often been confined to these focal points and have not been integrated into all organizational planning and programme activities. Progress has also been limited in this area by the inadequate training of many of the staff members of international agencies and organizations with respect to the centrality of women's role in development.

Paragraph 308

International and regional co-operation strategies must be formulated on the premise that effective development requires the full integration of women in the development process as both agents and beneficiaries. Development agencies should take full cognizance of women as a development resource. This requires that all international and regional development institutions adopt explicit policies in this regard and put in place the management systems necessary to ensure the effective implementation and evaluation of these policies in the full range of their programmes and activities. Such policies should incorporate the principles endorsed in the Forward-looking Strategies of implementation for the advancement of women. Strong and visible commitment to and interest in integrating women in the development process should be demonstrated by the senior-level management of development agencies.

B. Basic strategies

Paragraph 309

Effective consultative and reporting arrangements are required to collect information on action taken to implement the Forward-looking Strategies and on successful ways and means used to overcome obstacles. Monitoring and evaluation should, therefore, be carried out at international, regional and subregional levels based on national-level monitoring, including input from non-governmental organizations.

Paragraph 310

Technical co-operation, training and advisory services should promote endogenous development and self-reliance with greater emphasis on economic and technical co-operation among developing countries. The special needs of women should be periodically assessed and methods developed to integrate women's concerns into the planning and evaluation of development activities. The participation of women in the formulation of technical co-operation policies and programmes should be ensured.

Paragraph 311

International, regional and subregional institutional co-ordination should be strengthened, particularly in relation to the exchange of information on the advancement of women and the establishment of collaborative arrangements to undertake activities with interrelated components.

Paragraph 312

Research and policy analysis should focus greater attention on the economic role of women in society, including access to economic resources such as land and capital. Research and policy analysis related to women should be action-oriented without losing sight of key analytical considerations. Further investment in evolving adequate gender-specific data is also required.

Paragraph 313

Steps should be taken to increase the participation of women in international, regional and subregional level activities and decision-making, including those directly or indirectly concerned with the maintenance of peace and security, the role of women in development and the achievement of equality between women and men.

Paragraph 314

Information on progress in achieving the goals of the Decade and on implementing the Forward-looking Strategies should be widely disseminated in the period from 1985 to the year 2000 at international, regional, subregional and national levels, based on experience gained during the Decade. Greater reliance is needed on audio-visual communications and expansion of networks for disseminating information on programmes and activities for women. Discriminatory, stereotyped and degrading images of women must be eliminated in the media.

Paragraph 315

On the basis of the results of the review and appraisal in the United Nations system that indicated the need for continued efforts to ensure the recruitment, promotion and retention of women, all United Nations bodies, the regional commissions and the specialized agencies should take all measures necessary to achieve an equitable balance between women and men staff members at managerial and professional levels in all substantive areas, as well as in field posts, with particular attention to promoting equitable regional representation of women. Women should be appointed to decision-making and management posts within the United Nations system in order to increase their participation in activities at the international and regional levels, including such areas as equality, development and peace.

Paragraph 316

In view of the difficulties of spouses of United Nations officials in securing employment at the various duty stations, the United Nations is urged to make every possible effort to provide the establishment of educational facilities and day care centres for families of officials in order to facilitate the employment of spouses at these duty stations.

C. Measures for the implementation of the basic strategies

Monitoring

Paragraph 317

The implementation of the goals and objectives of the Decade - equality, development and peace - and of the Forward-looking Strategies should be monitored during the period 1986 to the year 2000. Monitoring at the international level should be based on reviews, at the regional, subregional and national levels, of action taken, resources allocated and progress achieved. The national reviews should take the form of a response to a regular statistical reporting request from the United Nations Secretariat, which should include indicators of the situation of women. The statistical reporting basis should be developed by the Statistical Commission, in consultation with the Commission on the Status of Women. The United Nations Secretariat should compile the results of such monitoring in consultation with the appropriate bodies of Governments, including national machinery established to monitor and improve the status of women. The action taken and progress achieved at the national level should reflect consultation with non-governmental organizations and integration of their concerns at all levels of government planning, implementation and evaluation, as appropriate.

Paragraph 318

The specialized agencies and other United Nations organizations, including the regional commissions, should establish monitoring capabilities and procedures to analyse the situation of women in their sectoral or geographical areas, and submit their reports regularly to their respective governing bodies and to the Commission on the Status of Women, which is the main intergovernmental body within the United Nations system concerned with women.

Paragraph 319

The Commission on the Status of Women should consider on a regular basis reports on the progress made and concrete measures implemented at national, regional and international levels to advance the status of women in relation to the goals of the Decade - equality, development and peace - and the sub-theme - employment, health and education - and the strategies and measures to the year 2000. The United Nations system should continue to carry out a comprehensive and critical review of progress achieved in implementing the provisions of the World Plan of Action and of the Programme for the Second Half of the Decade. The central role in carrying out this review and appraisal should be played by the Commission on the Status of Women. The Commission should also monitor progress in the implementation of international standards, codes of conduct, strategies, conventions and covenants as they pertain to women. In view of this important function, high-level expertise and representation on the Commission should be given priority, including officials with substantive policy responsibilities for the advancement of women.

Paragraph 320

The preparation of new instruments and strategies such as the overall strategies for international development, should pay specific, appropriate attention to the advancement of women. Intergovernmental bodies of the United Nations system, particularly those concerned with the monitoring, review and

appraisal of the existing instruments, strategies, plans and programmes that may be of direct or indirect relevance to women, are urged as a matter of priority to develop explicit policies and reviewable plans of action for the integration of women in their regular work programmes.

Paragraph 321

The methods and procedures employed for collecting information from Governments, regional commissions, non-governmental organizations and other international organizations and bodies should be streamlined and based on guidelines to be discussed by the Commission on the Status of Women.

Technical co-operation, training and advisory services

Paragraph 322

Measures of technical co-operation, training and advisory services directed towards improving women's status at the international, interregional and regional levels, including co-operation among developing countries, need more impetus. This would require the re-ordering of principles for the allocation of resources as well as targeted financial, material and human resource assistance. Notwithstanding resource constraints, the United Nations should continue the important role of reinforcing these increased benefits for women.

Paragraph 323

Technical co-operation should be approached with a new concept that will break the cycle of dependency, emphasize local needs, and use local materials and resources as well as local creativity and expertise and be based on the full integration of women as agents and beneficiaries in all technical co-operation activities. Local associations and mechanisms should be oriented to play a more active role in planning and policy-making. Emphasis should be given to broader access by women to capital for self-help projects, income-generating activities, enterprise development and projects designed to reduce the drudgery in work performed by women. Innovative demonstration projects, particularly with respect to the integration of women in non-traditional sector activities, should be an essential element in technical co-operation activities.

Paragraph 324

Agencies which do not have specific guidelines or project procedures relating to women in development interlinked with the other aims of the period up to the year 2000 should ensure that they are developed. Such guidelines and procedures should apply to all aspects of the project cycle. Existing guidelines and procedures have to be applied more vigorously and consistently; in particular, each project document should contain a strategy to ensure that the project has a positive impact on the situation of women.

Paragraph 325

Substantive staff training is needed to enhance the ability of staff to recognize and deal with the centrality of women's role in development, and adequate resources must be made available for this purpose. Implementation of policies concerning women is the responsibility of the particular organization as a whole. Responsibility is not merely a matter of personal persuasion. Systems should be developed which allocate responsibility and accountability.

Paragraph 326

Governments should strengthen and improve their institutional arrangements for technical co-operation so that policy is effectively linked to local-level implementing mechanisms, and should promote sustained, endogenous development. In these efforts Governments may wish to make use of the accumulated experience, activities and resources of the whole United Nations system.

Paragraph 327

While technical co-operation should be focused equally on women and men, the incorporation of women's needs and aspirations in the formulation and review of technical co-operation policies and programmes should be ensured and the potential negative effects on women of technical assistance should be minimized. Technical co-operation and women must be linked to overall national development objectives and priorities, and technical assistance plans and programmes should be managed so as to ensure the full integration of activities specific to women. As a standard component of technical co-operation policies, women should be full and equal participants in technical co-operation projects and activities. The needs of especially vulnerable and underprivileged groups of women should be addressed in the technical co-operation programmes.

Paragraph 328

Participation of non-governmental organizations as a means to enhance the relevance and impact of technical co-operation activities of benefit to women should be encouraged.

Paragraph 329

In allocating multilateral and bilateral assistance, agencies, in consultation with recipient Governments, should establish measurable and reviewable plans of action, with goals and time frames. They should also give adequate impetus to sustained and real increases in the flow of resources for technical co-operation activities of benefit to women, including greater mobilization of resources from non-governmental sources and the private sector. Bilateral and multilateral aid agencies should give special consideration to assisting the least developed countries in their efforts to integrate women in development. In this regard, particular attention should be given to projects in the fields of health, education and training, and the creation of employment opportunities for women, especially in rural areas.

Paragraph 330

Bilateral and multilateral aid agencies should take a corporate-wide response to the integration of women in development. Bilateral aid agencies' policies for women in development should involve all parts of donors' organizations and programmes, including participation of multilateral and bilateral programmes, training, technical assistance and financial aid. Policies for women in development should be incorporated into all applicable aid and agency procedures relating to sectoral and project levels.

Paragraph 331

In order to enable women to define and defend their own interests and needs, the United Nations system and aid agencies should provide assistance for programmes and projects which strengthen women's autonomy, in particular in the integration process.

Paragraph 332

International non-governmental organizations, including such organizations as trade unions, should be encouraged to involve women in their day-to-day work and to increase their attention to women's issues. The capacity of non-governmental organizations at all levels to reach women and women's groups should receive greater recognition and support. The potential role of those non-governmental organizations could be fully utilized by international and governmental agencies involved in development co-operation.

Paragraph 333

Technical and advisory assistance should be provided by the United Nations system at the national level to improve systematically statistical and other forms of gender-specific indicators and information that can help redirect policy and programmes for the more effective integration of women in development as contributors and beneficiaries.

Paragraph 334

Technical co-operation among developing countries should be strengthened in the service of women at all levels and in all sectors of activity, focusing particularly on promoting the exchange of experience, expertise, technology and know-how, as well as on diffusing innovative organizational models suitable for strengthening the self-reliance of women. The urgent need for information flows to facilitate the process of integrating women in development, and the need for relevant, transferable and appropriate information should be a priority of regional co-operation within the framework of technical co-operation among developing countries. Regional co-operation to assist disadvantaged groups of women should also be promoted in this context.

Paragraph 335

Technical assistance should be given by the United Nations system and other international and non-governmental organizations to women involved in the promotion of international peace and co-operation.

Paragraph 336

The United Nations system should continue to strengthen training programmes for women, in particular in the least developed countries, through fellowships and other means of assistance, particularly in the fields of economic planning, public affairs and public administration, business management and accounting, and farming and labour relations, and in scientific, engineering and technical fields. It is necessary to support and expand technical and economic activities for women by means of collaboration with international development assistance agencies. In this respect, the United Nations Development Fund for Women is particularly recognized for its innovative contribution in the area of development and technical assistance

for disadvantaged women, and its continuation and expansion beyond the Decade is considered of vital importance to the development needs of women.

Paragraph 337

The participation of women in technical assistance monitoring, planning, programming, evaluation and follow-up missions should be promoted, and guidelines should be developed and applied to assess the relevance and impact of development assistance projects on women. The United Nations funding agencies, such as the United Nations Development Programme, the United Nations Fund for Population Activities, the United Nations Children's Fund and the World Food Programme, as well as the World Bank, should ensure that women benefit from and participate in all projects and programmes funded by them.

Institutional co-ordination

Paragraph 338

System-wide co-ordination of work on issues relating to women needs to be strengthened. The Economic and Social Council should be encouraged to play a more forceful and dynamic role in reviewing and co-ordinating all relevant United Nations activities in the field of women's issues. Regular consultations between United Nations agencies and organisations should be institutionalized in conjunction with meetings of the Commission on the Status of Women in order to exchange information on programme activities and co-ordinate future planning and programming with a view to ensuring adequate resource-allocation that would facilitate action and limit the unnecessary duplication of activities.

Paragraph 339

Future medium-term plans of the United Nations and the specialized agencies should contain intersectoral presentations of the various programmes dealing with issues of concern to women. In order to achieve greater coherence and efficiency of the policies and programmes of the United Nations system related to women and development, the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination and in conformity with Economic and Social Council resolution 1985/46 of 31 May 1985, should take the initiative in formulating a system-wide medium-term plan for women and development.

Paragraph 340

The Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, in particular the Branch for the Advancement of Women, should continue to serve as the focal point for co-ordination of, consultation on, promotion of and advice on matters relevant to women in the United Nations system and to co-ordinate information on system-wide activities related to the future implementation of the goals and objectives of the Decade and the Forward-looking Strategies. In this context, the United Nations system should explore ways and means of developing further collaboration between its organizations, including the regional commissions, the International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women, in particular in connection with the holding of United Nations world conferences on women on a regular basis, if necessary, for example every five years. It is recommended that at least one world conference be held during

the period between 1985 and the year 2000, taking into account that the General Assembly will take the decision on the holding of the conference in each case within existing financial resources.

Paragraph 341

Existing sectoral inter-agency task forces in the United Nations system should always include issues related to the advancement of women in their agenda.

Paragraph 342

Inter-agency co-ordination should be complemented where possible by networking, particularly in the fields of information, research, training and programme development, in order to facilitate the availability of data and information in these fields and the exchange of experience with national machinery.

Paragraph 343

Resolutions of the United Nations General Assembly, of governing bodies of the specialized agencies and of other organizations which promote the improvement of the status of women should be implemented. All institutions within the United Nations system that have not yet established special internal arrangements and procedures with respect to women's policies are urged to take the necessary measures to do so.

Paragraph 344

International machineries that promote and support education for peace should co-ordinate their efforts and include the role of women in promoting peace in their curricula. Particular attention should be paid to the Declaration on the Participation of Women in Promoting International Peace and Co-operation adopted by the General Assembly in 1982. The University for Peace should play a leading role in this regard.

Research and policy analysis

Paragraph 345

Institutes of women's affairs at the regional level should be strengthened or, where they do not exist, their establishment should be considered for the promotion of regional collaboration in undertaking research and analyses on emerging women's issues in order to facilitate and promote regional and international co-operation and understanding in this field.

Paragraph 346

Measures should be taken by the United Nations system to strengthen the capabilities of the United Nations Secretariat to provide assistance to Governments and other international organizations and bodies concerned with integrating women in policy formulation and in assessing the impact of development policies on women. The Branch for the Advancement of Women should act as the focal point for co-ordinating the exchange of information, providing advice on matters related to the advancement of women and monitoring and evaluating the progress of other bodies in that connection. The United Nations should develop guidelines for this purpose based on comparative analyses of experience world wide.

Paragraph 347

Guidelines should also be developed by the United Nations for action to remove gender-specific discriminatory perceptions, attitudes and behaviour based on models of successful initiatives.

Paragraph 348

The United Nations system should undertake research and prepare guidelines, case studies and practical approaches on integrating women on an equal basis with men into political life. Training programmes for and consultations between women already engaged in political life should be organized.

Paragraph 349

Research should be carried out and a report prepared by the United Nations, in consultation with other organizations and specialized agencies and in co-operation with Governments, on establishing effective institutional arrangements at the national level for the formulation of policies on women, including guidelines and summaries of national case studies.

Paragraph 350

United Nations agencies and, in particular, the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat, as part of its regular programme of work, should undertake in-depth research on the positive and negative effects of legislative change, the persistence of *de facto* discrimination and conflicts between customary and statutory laws. In carrying out this research, full use should be made of the work of the Committee on the Elimination of All Forms of Discrimination against Women.

Paragraph 351

In the context of the Third United Nations Development Decade and any subsequent decade, the implications for women of international decisions especially pertaining to international trade and finance, agriculture and technology transfer should be assessed by the United Nations system in consultation with the appropriate international organizations, bodies and research institutes, including the United Nations Research Institute for Social Development, the International Research and Training Institute for the Advancement of Women and any others established by the United Nations University. The lack of reliable data prevents the assessment of relative improvements in women's status in the various sectors. It is therefore essential that the Statistical Commission, the Commission on the Status of Women and the International Research and Training Institute for the Advancement of Women should co-operate at the institutional level in the collection, analysis, utilization and dissemination of statistical data on the question of women. The data base on women's role in national, regional and international economic activities should be further developed by the United Nations in co-operation with Governments, specialized agencies and the regional commissions of the United Nations system.

Paragraph 352

The United Nations regional commissions, with a view to integrating women's concerns at all levels in each commission's overall programme of work, should:

undertake further research on the status of women in their regions to the year 2000 by developing the necessary data base and indicators and by drawing upon inputs from the national and local levels, including perspectives on and by women at the grass-roots level. To this end, the regional commissions should include in their annual reports an analysis of changes in the situation of women in their regions.

Paragraph 353

It is also necessary to strengthen the activities of the International Research and Training Institute for the Advancement of Women which performs an important role in the field of research, training, information and communication, and to request States and appropriate organizations, in particular, the organizations of the United Nations system, to continue to collaborate with the Institute in its work for the improvement of the status of women. The Institute should continue its work in appraising and evaluating what has been done by Governments and the United Nations system in promoting the status of women and it should be given increased voluntary financial support.

Paragraph 354

The United Nations should incorporate within its activities related to the World Disarmament Campaign the preparation of a study on the specific consequences of the arms race and modern warfare for women in general, especially aged or pregnant women and young children. Such a study should be given wide publicity in order to mobilize researchers, politicians and non-governmental organizations, as well as women themselves, for the promotion of disarmament.

Paragraph 355

The United Nations system and other intergovernmental, governmental and non-governmental organizations should encourage women, women's organizations and all the appropriate governmental bodies from different countries to discuss and study various aspects of promoting peace and other related issues in order to increase knowledge, facilitate understanding and develop friendly relations between countries and peoples. Exchange visits among women from different countries, and meetings and seminars in which women participate fully should be organized at regional and international levels.

Participation of women in activities at the international and regional levels, and in decision-making

Paragraph 356

The United Nations system should take all necessary measures to achieve an equitable balance between women and men staff members at managerial and professional levels in all substantive areas, as well as in field posts. Regular reporting to the General Assembly, the governing bodies of the specialized agencies, the regional commissions and the Commission on the Status of Women on the establishment and implementation of targets for the equal representation of women in professional posts should be continued.

Paragraph 357

Women and women's organisations from different countries should be encouraged to discuss and study various aspects of promoting peace and development issues in

order to increase knowledge, facilitate understanding and develop friendly relations between countries and peoples. Exchange visits of women from different countries and meetings with full participation by women should be encouraged.

Paragraph 358

In order to ensure that programmes and activities of concern to women are given the necessary attention and priority, it is essential that women should participate actively in the planning and formulation of policies and programmes and in decision-making and appraisal processes in the United Nations. To this end, international, regional and national organizations have been called upon during the Decade to advance the status of their female staff and to increase the number of women recruited. In the absence of overall targets and effective mechanisms for their achievement, however, greater efforts are needed to ensure the recruitment, promotion and career development of women. All bodies and organizations of the United Nations system should therefore take all possible measures to achieve the participation of women on equal terms with men at all levels by the year 2000. To achieve this goal, the secretariats of the United Nations and all the organizations and bodies within the system should take special measures, such as the preparation of a comprehensive affirmative action plan including provisions for setting intermediate targets and for establishing and supporting special mechanisms - for example, co-ordinators - to improve the status of women staff. Progress made to implement those measures should be reported to the General Assembly, the Economic and Social Council and the Commission on the Status of Women on a regular basis.

Paragraph 359

Women should be assured of the opportunity to participate in international, regional and subregional meetings and seminars, including those organized by the United Nations system, particularly those related to equality, development and peace, including peace education, and those directed to promoting the role of women in development through research activities, seminars and conferences to exchange experience and expertise. Similarly, women Parliamentarians should always be included in delegations to inter-parliamentary meetings organized by the Inter-Parliamentary Union and regional inter-parliamentary organizations.

Paragraph 360

The participation of women in promoting peace and in the struggle against the obstacles to peace at the international level should be encouraged. Networking of women at high decision-making levels related to peace and disarmament, including women leaders, peace researchers and educators, should also be encouraged in connection with United Nations system activities such as the International Year of Peace (1986). "Women and peace" should be a separate item in the programme for that Year.

Paragraph 361

In order to provide a firm basis for the integration of issues of concern to women in the overall development process, a greater effort is needed to define such issues and to develop useful models for action in socio-cultural, economic and political contexts. Work in this area can be undertaken in the national and regional research institutions, as well as in the United Nations and other international agencies. In this context, attention should also be given to increasing the planning capabilities of women.

Paragraph 362

Special efforts should be made at both the national and regional levels to ensure that women have equal access to all aspects of modern science and technology, particularly in educational systems. The use of science and technology can be a powerful instrument for the advancement of women. Special research to evolve appropriate technology for rural women should be carried out, and existing and new technology should be disseminated as widely as possible. The co-ordination of such activities in the regions should be the responsibility of the regional commissions, in co-operation with other intergovernmental bodies and agencies that deal with the status of women and technology.

Paragraph 363

Governments and non-governmental organizations should organize regular training programmes that are aimed at improving the status of women workers and widening women's access to and improving their performance in managerial positions in the sectors of employment or self-employment. In this connection, the United Nations is urged to support programmes on network and exchange of expertise in vocational training being carried out by regional and subregional organizations.

Paragraph 364

Regional and subregional groups have an important role to play in strengthening the roles of women in development. Existing regional and subregional information systems on women should be reinforced. A stronger data and research base on women should be developed in the developing countries and in the regional commissions, in collaboration with the appropriate specialized agencies, and the sharing of information and research data should be encouraged. Information systems at the national level should be strengthened or, where they do not exist, should be established.

Paragraph 365

International, regional, subregional and national organizations should be strengthened through the injection of additional human and financial resources and through the placement of more women at policy- and decision-making levels.

Information dissemination

Paragraph 366

International programmes should be designed and resources allocated to support national campaigns to improve public consciousness of the need for equality between women and men and for eliminating discriminatory practices. Special attention should be given to information about the Convention on the Elimination of All Forms of Discrimination against Women.

Paragraph 367

Studies must be carried out by the United Nations system on sex stereotyping in advertising and in the mass media, especially degrading images of women in articles and programmes disseminated world wide. Steps should be taken to promote the elimination or reduction of sex stereotyping in the media.

Paragraph 368

In order to promote peace, social justice and the advancement of women, wide publicity should be given by the United Nations to legal instruments and the United Nations resolutions and reports relating to women and the objectives of the Decade, that is, equality, development and peace. The mass media, including United Nations radio and television, should disseminate information on the role of women in achieving these objectives, particularly in promoting co-operation and understanding among peoples and the maintenance of international peace and security. Cultural mechanisms of communication should also be used to disseminate the importance of the concepts of peace and international understanding for the advancement of women.

Paragraph 369

It is essential that women be trained in the use of audio-visual forms of information dissemination, including visual display units and computers, and participate more actively in developing programmes on the advancement of women and for women at the international, regional, subregional and national levels.

Paragraph 370

The present United Nations weekly radio programme and co-production of films on women should be continued with adequate provision for distributing them in different languages.

Paragraph 371

The Joint United Nations Information Committee should continue to include women's issues in its programmes of social and economic information. Adequate resources should be made available for these activities.

Paragraph 372

Governments and the organizations of the United Nations system, including the regional commissions and the specialized agencies, are urged to give the Forward-looking Strategies the widest publicity possible and to ensure that their content is translated and disseminated in order to make authorities and the public in general, especially women's grass-root organizations, aware of the objectives of that document and of the recommendations contained therein.

Notes

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

b/ Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 24-30 July 1980 (United Nations publication, Sales No. E.80.IV.3), chap. I, sect. A.

c/ General Assembly resolution 227 A (III).

d/ General Assembly resolution 2200 A (XXI), annex.

Notes (continued)

e/ Ibid.

f/ General Assembly resolution 34/180, annex.

g/ General Assembly resolution 37/63, annex.

h/ Report of the International Conference on Population, 1984, Mexico City, 6-14 August 1984 (United Nations publication, Sales No. E.84.XIII.8), chap. I, sect. A, para. 1.

i/ Report of the World Conference of the International Women's Year ..., chap. I.

j/ Report of the Commission on the Status of Women acting as the Preparatory Body for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace on its second session (A/CONF.116/PC/19), chap. I, draft decision I, para. 2 (h).

k/ Report of the United Nations World Population Conference, 1974, Bucharest, 19-30 August 1974 (United Nations publication, Sales No. E.75.XIII.3), chap. I.

l/ Report of the World Conference on Agrarian Reform and Rural Development, Rome, 12-20 July 1979 (WCARRD/REP) (Rome, FAO, 1979), Programme of Action, sect. IV.

m/ General Assembly resolution 36/71.

n/ Report of the World Conference to Combat Racism and Racial Discrimination, Geneva, 14-25 August 1978 (United Nations publication, Sales No. E.79.XIV.2), chap. II.

o/ General Assembly resolution 3086 (XXVIII).

p/ Geneva Convention relative to the Protection of Civilian Persons in Time of War, of 12 August 1949 (United Nations, Treaty Series, vol. 75, No. 973, p. 287).

q/ Report of the International Conference on the Question of Palestine, Geneva, 29 August-7 September 1981 (United Nations publication, Sales No. E.83.I.21), chap. I, sect. B.

r/ General Assembly resolution 37/16.

s/ Report of the World Assembly on Aging, Vienna, 26 July-6 August 1982 (United Nations publication, Sales No. E.82.I.16), chap. VI, sect. A.

t/ See United Nations publication, Sales No. E.81.IV.4.

B. RESOLUTION AND DECISIONS

Resolution1. Expression of gratitude to the host country

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace,

Having met in Nairobi at the invitation of the Government of Kenya from the 15th to the 26th of July 1985,

Having reviewed and evaluated the progress made and obstacles encountered during the United Nations Decade for Women,

Expressing the hope that the outcome of this Conference will strengthen and improve the situation of women throughout the world,

1. Respectfully presents its gratitude to His Excellency the President of Kenya, the Honourable Daniel T. arap Moi, for having graced the opening meeting of the Conference with his presence, for having made the inaugural address and for his personal concern for the successful outcome of the Conference,

2. Expresses its profound gratitude to the Government of Kenya for having made it possible for the Conference to be held in Nairobi and for the excellent facilities, staff and services so graciously placed at its disposal,

3. Requests the Government of Kenya to convey to the City of Nairobi and to the people of Kenya the gratitude of the Conference, for the hospitality and warm welcome extended to the participants,

4. Decides that the document on the Forward-looking Strategies adopted by the Conference shall be known as "The Nairobi Forward-looking Strategies for the Advancement of Women".

Decisions2. Credentials of the representatives to the Conference

At its 17th plenary meeting on 25 July 1985 the Conference approved the report of the Credentials Committee (A/CONF.116/21).

3. Draft resolutions and a draft declaration on which no action was taken by the Conference

At its 20th (closing) plenary meeting on 26 July 1985 the Conference decided that the text of the draft resolutions and a draft declaration on which it had not taken any action owing to lack of time, would be reproduced in an annex to the report of the Conference and would be brought to the attention of the General Assembly for consideration and action as appropriate.

APPENDIX 6

U.N. GENERAL ASSEMBLY FINAL RESOLUTION

UNITED
NATIONS

General Assembly

Distr.
LIMITEDA/C.3/40/L.47/Rev.1
26 November 1985

ORIGINAL: ENGLISH

Fortieth session
THIRD COMMITTEE
Agenda item 92 (b)UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE;
WORLD CONFERENCE TO REVIEW AND APPRAISE THE ACHIEVEMENTS OF THE
UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACEYugoslavia: revised draft resolution*Implementation of the Nairobi Forward-looking Strategies for
Advancement of WomenThe General Assembly,

Recalling its resolution 3520 (XXX) of 15 December 1975, in which it, *inter alia*, proclaimed the period from 1976 to 1985 United Nations Decade for Women: Equality, Development and Peace,

Bearing in mind the Convention on the Elimination of All Forms of Discrimination against Women adopted on 18 December 1979, which came into force on 3 September 1981,

Recalling further the principles and objectives set forth in the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, the World Plan of Action for the Implementation of the Objectives of the International Women's Year, and the Programme of Action for the Second Half of the United Nations Decade for Women,

Bearing in mind its resolutions 3201 (S-VI) and 3202 (S-VI) of 1 May 1974, containing the Declaration and Programme of Action on the Establishment of a New International Economic Order, 3281 (XXIX) of 12 December 1974, containing the Charter of Economic Rights and Duties of States, 3352 (S-VII) of 16 September 1975

* Submitted on behalf of the States Members of the United Nations which are members of the Group of 77.

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on development and international co-operation and resolution 2542 (XXIV) of 11 December 1969 proclaiming the Declaration on Social Progress and Development,

Bearing in mind further the consensus achieved in the text of the International Development Strategy for the Third United Nations Development Decade in its resolution 35/56 of 5 December 1980, in particular on the implementation of the objectives of the United Nations Decade for Women within the framework of the strategy,

Recalling also its resolution 37/63 of 3 December 1982 by which it proclaimed the Declaration on the Participation of Women in Promoting International Peace and Co-operation,

Recalling further its resolution 39/29 of 3 December 1984 on the critical economic situation in Africa,

Recalling its resolution 35/136 of 11 December 1980 wherein it decided to convene in 1985, at the conclusion of the Decade, a World Conference to Review and Appraise the Achievements of the United Nations Decade on Women,

Conscious of the considerable and constructive contribution made by the Commission on the Status of Women acting as preparatory body to the Conference, United Nations specialized agencies, United Nations regional commissions and other organizations of the United Nations system, by Member States and non-governmental organizations in preparations for the Conference,

Aware of the continued contribution made by the Non-Governmental Organizations Forum to the advancement of women,

Convinced that the full integration of women in all aspects of political, economic and social life, at the international, regional and national levels, is essential if the obstacles to the achievement of the goals and objectives of the Decade are to be overcome,

Having considered the report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, 1/

Convinced that the Conference, by adopting the Forward-looking Strategies for the Advancement of Women, has made an important and positive contribution to the attainment of the objectives of the Decade and provided a policy framework for advancing the status of women to the year 2000,

Further convinced that the Conference made an important and constructive contribution by appraising the progress achieved and obstacles encountered in the implementation of the objectives of the Decade and by preparing and adopting strategies to advance the status of women for the next fifteen years.

1/ A/CONF.116/28.

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Stressing that during the period 1986-2000 the primary responsibility for implementing the Forward-looking Strategies rests with individual countries as they are intended to serve as guidelines for a process of continuous adoption to diverse and changing situations at speeds and in modes determined by overall national priorities, within which the integration of women in development should rank high,

Reaffirming that the realization of equal rights for women at all levels and in all areas of life will contribute to the achievement of a just and lasting peace and social progress, to respect for human rights and fundamental freedoms, and that the integration of women in the mainstream of the development process requires not only commitment at the national, regional and international levels, but also continuing financial and technical support, and also requires the establishment of the new international economic order,

Considering that the Forward-looking Strategies should immediately be translated into concrete action by Governments, as determined by overall national priorities, by organizations of the United Nations system, specialized agencies and intergovernmental and non-governmental organizations, including women's organizations,

Persuaded of the importance of taking measures to ensure system-wide co-ordination, within the United Nations, in order to develop a comprehensive and integrated approach to the issues which are crucial to the advancement of women,

1. Takes note with satisfaction of the report of the World Conference to Review and Appraise the Achievement of the United Nations Decade for Women: Equality, Development and Peace;

2. Endorses the "Nairobi Forward-looking Strategies for the Advancement of Women";

3. Affirms that the implementation of the Strategies should result in the elimination of all forms of inequality between women and men, in the complete integration of women into the development process and that should guarantee broad participation by women in efforts to strengthen peace and security in the world;

4. Declares that the objectives of the United Nations Decade for Women: Equality, Development and Peace with the sub-themes "employment, health and education" remain valid;

5. Calls upon Governments to allocate adequate resources and to take effective appropriate measures to implement the Forward-looking Strategies as a matter of high priority, including the establishment or reinforcement, as appropriate, of national machineries to promote the advancement of women and to monitor the implementation of these strategies with a view to ensuring the full integration of women in the political, economic, social and cultural life of their countries;

6. Further calls upon all Member Governments to appoint women to decision-making positions bearing in mind their contribution to national development;

7. Invites Governments when preparing and evaluating national plans and programmes of action to incorporate measurable targets for overcoming obstacles to the advancement of women and to include measures for the involvement of women in development both as agents and beneficiaries on an equal basis with men and to review the impact of development policies and programmes on women;

8. Invites governmental, intergovernmental and non-governmental organizations to give high priority to the implementation of the Forward-looking Strategies and, in particular, to ensure that sectoral policies and programmes for development include strategies to promote the participation of women as agents and beneficiaries on an equal basis with men;

9. Urges all Governments to contribute to the strengthening of institutional co-ordination in their regions and subregions in order to establish collaborative arrangements and to develop approaches for the implementation of the Forward-looking Strategies at those levels;

10. Urges all organizations of the United Nations system, including the regional commissions and all specialized agencies, to take the necessary measures to ensure a concerted and sustained effort for the implementation of the provisions of the Forward-looking Strategies with a view to achieving a substantial improvement in the status of women by the year 2000 and to ensure that all projects and programmes take into account the need for the complete integration of women and women's concerns;

11. Requests the Secretary-General and specialized agencies and bodies of the United Nations system to establish, where they do not already exist, focal points on women's issues in all sectors of the work of the organizations of the United Nations system;

12. Urges the Administrative Committee on Co-ordination to review periodically the system-wide implementation of the Forward-looking Strategies and to hold regular inter-agency meetings on women within the framework of the Administrative Committee on Co-ordination;

13. Emphasizes the central role of the Commission on the Status of Women in matters related to the advancement of the status of women and calls upon it to promote the implementation of the Forward-looking Strategies to the year 2000 based on the goals of the United Nations Decade for Women: Equality, Development and Peace, and the sub-themes, employment, health and education, and urges all organizations of the United Nations system to co-operate with the Commission in this task;

14. Requests the Secretary-General to ensure that the Commission on the Status of Women receives the support services it requires to effectively fulfil its central role;

15. Requests the Secretary-General to invite Governments, organizations of the United Nations system, including regional commissions and specialized agencies, intergovernmental and non-governmental organizations to report periodically through the Commission on the Status of Women to the Economic and Social Council on the activities undertaken at all levels to implement the Forward-looking Strategies;

16. Requests the Secretary-General, in preparing the report on the integrated reporting system for the thirty-first session of the Commission on the Status of Women as called for in Economic and Social Council resolution 1984/123, to include proposals for a reporting system to facilitate the monitoring of the implementation of the Forward-looking Strategies as set out in paragraph 15 above, taking into account the experience gained during the Decade, the views of Governments and the need not to duplicate existing reporting obligations, bearing in mind the need to carry out periodical in-depth sectoral reviews of progress achieved and obstacles encountered in implementing the Forward-looking Strategies to the year 2000;

17. Recommends that the Secretary-General prepare a report, bearing in mind the remarks and concrete recommendations made during the debate at the fortieth session, in particular the proposals concerning increasing the number of Members and the frequency of meetings of the Commission, for the thirty-first session of the Commission on the Status of Women, on alternative measures to strengthen the Commission on the Status of Women in discharging its functions following the United Nations Decade for Women and that the recommendations of the Commission on the matter be reported to the General Assembly at its forty-first session through the Economic and Social Council;

18. Reaffirms the role of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs, in particular the Branch for the Advancement of Women, as the substantive secretariat of the Commission, and as a focal point for matters on women, and requests the Secretariat to collect and disseminate information on system-wide activities related to the implementation of the Forward-looking Strategies;

19. Takes note with satisfaction of the appointment of the Co-ordinator for the Improvement of the Status of Women in the United Nations Secretariat in accordance with General Assembly resolution 39/245 and, in this context, of the fact that the Secretary-General should continue to plan and implement positive actions and programmes to improve the status of women in the Secretariat and to monitor the progress achieved;

20. Calls upon the Secretary-General and heads of the specialized agencies and other United Nations bodies to establish new five-year targets at each level for the percentage of women in Professional and decision-making positions, in accordance with the criteria established by the General Assembly, in particular that of equitable geographical distribution, in order that a definite upward trend in the application of General Assembly resolution 33/143 of 20 December 1978 be registered in the number of Professional and decision-making positions held by women by 1990 and additional targets should be set every five years;

21. Welcomes Economic and Social Council resolution 1985/46 entitled "Women and development", and noting the particular importance of paragraph 4 of that resolution, recommends that immediate measures be taken to ensure that future medium-term plans of the United Nations and the specialized agencies should contain intersectoral presentations of the various programmes dealing with issues of concern to women and that revisions of current plans should be considered in the light of the results of the Nairobi Conference;

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22. Requests the Secretary-General to take into account the requirements of the Forward-looking Strategies in preparing the budget and programme of work for the 1988-1989 biennium;

23. Urges all financial institutions and all international regional and subregional organizations, institutions, development banks and general funding agencies to ensure that their policies and programmes promote the full participation of women as agents and beneficiaries in the development process;

24. Invites the Secretary-General to circulate the report of the Conference among Member States, all organizations of the United Nations system and specialized agencies, intergovernmental and non-governmental organizations in order to ensure that the Forward-looking Strategies are publicized and disseminated as widely as possible, and encourages Governments to translate the Strategies into national languages;

25. Requests the Secretary-General, the heads of all organizations within the United Nations system and the specialized agencies to continue to give high priority in their public information programmes to disseminating information concerning women and in particular the Forward-looking Strategies and, in the light of the recommendations contained in the Forward-looking Strategies, to continue the United Nations weekly radio programmes on women;

26. Requests further the Secretary-General to report to the General Assembly at its forty-first session on measures taken to implement the present resolution;

27. Decides to consider these questions further at its forty-first session under the item entitled "Forward-looking strategies for the advancement of women to the year 2000".

This resolution was adopted by consensus. However, the US called for a vote on operative paragraph 25 which was adopted by 134-2(US, Israel)-2 (UK and FRG). The US also expressed reservations on preambular paragraphs 3 and 4.