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INTERNATIONAL ASPECTS OF EQUALITY
FOR WOMEN: MANDATES FOR ACTION

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SPECIAL ADVISER, INTERNATIONAL WOMEN'S PROGRAMMES
DEPARTMENT OF EXTERNAL AFFAIRS
31 MARCH 1988

INTERNATIONAL ASPECTS OF EQUALITY
FOR WOMEN: MANDATES FOR ACTION

Dept. of External Affairs
Min. des Affaires extérieures

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PREFACE

This report brings together the mandates governing External Affairs' action on international status of women issues.

It has been produced:

- a to explain the substance of the government's priority on international aspects of equality for women;
- b to facilitate access to the documents which guide the Department's work to institutionalize status of women concerns in multilateral economic and social programming and in the operational activities of development organisations.

These mandates provide the basic framework for the integration of status of women considerations into the international issues/organizations which fall within the competence of the following divisions:

- EEA: Economic Relations with Developing Countries Division
- EEE: Energy and Environment Division
- EEF: International Financial and Investment Affairs Division
- EER: International Economic Relations Division
- GGBS: Southern Africa Task Force
- GMR: Middle East Relations Division
- IDA: Arms Control and Disarmament Division
- IFX: Summit and Francophone Affairs
- IMC: Commonwealth Division
- IMH: Human Rights and Social Affairs Division
- IMU: United Nations Affairs Division
- JLO: Legal Operations Division
- LSR: South America Relations Division
- LGX: Permanent Observer to the Organization of American States
- TTS: Science, Technology and Communications Division

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1 GOVERNMENT OF CANADA MANDATES

1.1 ADDENDUM TO CABINET DECISION 3-0386-86RD(01) ON
GOVERNMENT PRIORITIES TO SUPPORT EQUALITY FOR WOMEN

1.2 DIMENSIONS OF EQUALITY: CONSTRUCTIVE INTERNATIONALISM

1.3 INTERDEPARTMENTAL STEERING GROUP/INTERNATIONAL WOMEN'S
PROGRAMMES

ADDENDUM TO CABINET DECISION 3-0386-86RD(01)
OF 26 JUNE 1986 REGULATING DEPARTMENTAL ACTION ON
INTERNATIONAL ASPECTS OF EQUALITY FOR WOMEN

Pursuant to paragraph 5 of the Cabinet Decision on Government Priorities to Support Equality for Women and reflecting the agreement of the Secretary of State for External Affairs, the Minister for External Relations and the Minister Responsible for the Status of Women, this Addendum serves to identify international aspects of equality for women as an additional government priority and as a key area requiring government consideration by the end of the mandate, by incorporating the following international considerations into the Memorandum:

- 1 In light of the assessment and analysis of international government commitments (Appendix A) international aspects of equality for women have been identified as a government priority requiring further action by the end of the mandate.

- 2 Recognizing the implications for Canadian foreign policy and official development assistance of the government's commitment to equality of women and men and recognizing the responsibility of relevant federal departments to contribute technical expertise:
 - a The Secretary of State for External Affairs has undertaken to ensure, in bilateral and multilateral relations, the application, internationally, of the United Nations Nairobi Forward-Looking Strategies for the Advancement of Women and the promotion of respect for the provisions of the Convention on the Elimination of All Forms of Discrimination against Women, by all States party to the Convention;

 - b The Minister for External Relations will continue to ensure that women participate in and benefit from official development assistance on an equal basis with men in line with the principles set forth in the relevant international strategies and programmes of action; and

 - c The Minister Responsible for the Status of Women will continue to contribute expertise, in her capacity as lead federal Minister for status of women issues, to Canada's relations with international organizations and with foreign governments.

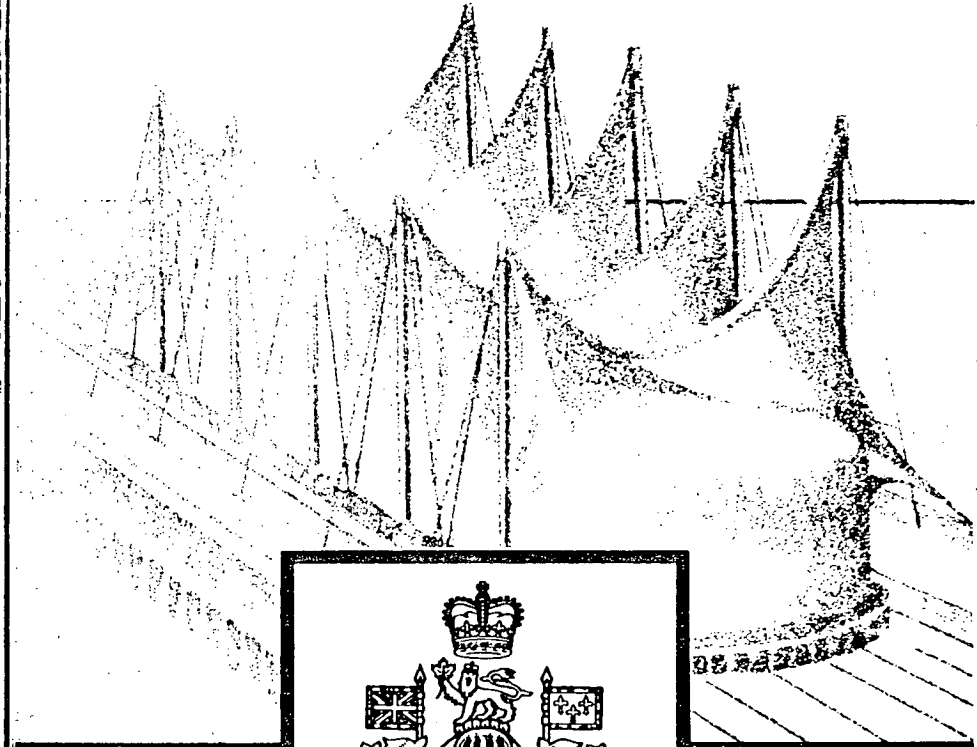
- 3 The Secretary of State for External Affairs, the Minister for External Relations as well as the Minister Responsible for the Status of Women will contribute to any future workplans or policy papers involving the international aspects of equality for women, bearing in mind the respective responsibilities of the Secretary of State for External Affairs and the Minister for External Relations for the conduct of Canada's External Affairs including the duty to manage international negotiations, to coordinate international economic relations, to foster the development of international law and to provide assistance to developing countries, as well as those of the Minister responsible for the Status of Women to promote equal opportunities for women.

- 4 All future Communications Plans on government priorities to support equality for women will also incorporate the international aspects of equality for women.

Annual Conference of First Ministers

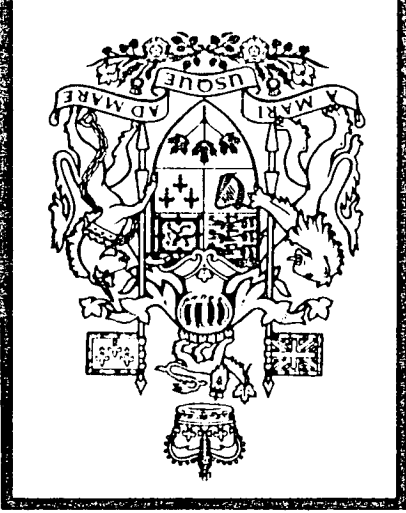
Vancouver, British Columbia

November 20-21, 1986



Dimensions of Equality:
A Federal Government
Work Plan for Women

Les dimensions de l'égalité:
Plan d'action du gouvernement fédéral
concernant les femmes



Conference annuelle des premiers ministres
Vancouver, Colombie-Britannique
les 20 et 21 novembre 1986

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**Message from the Right Honourable Brian Mulroney
Prime Minister of Canada**

A year ago, at the Annual Conference of First Ministers held in Halifax, the federal government tabled *A Progress Report on Economic Equality for Women*. During the course of that conference, federal and provincial governments collectively addressed the concerns of women. We pledged to work towards eliminating the barriers that limit the choices and opportunities of women.

I wish to take this occasion to renew the Government of Canada's commitment to social justice and economic equality for Canadian women. As a nation and a people strongly committed to social justice, we must all ensure that the women of Canada have the full range of choices to participate in all aspects of our society.

In our efforts to foster economic renewal and growth, we must also understand that only by encouraging the talents and abilities of all women and men will this country maintain and enhance its prosperity.

Throughout our history, we, as Canadians, have prided ourselves on our pursuit of freedom and social and economic justice for all members of our society. We must ensure that this tradition of social fairness and economic equality is offered to all the women of Canada.

Issues that affect women cross all jurisdictions and areas of responsibility. Governments at all levels thus must work together to improve the status of women. To succeed fully, the achievement of women's equality also requires a commitment on the part of every Canadian.

This document reviews the federal government's progress in its efforts on behalf of Canadian women and identifies new initiatives that will help maintain that progress. I hope it will serve as a catalyst for further action within all spheres, public and private, to promote the achievement of the equality that is the rightful due of all Canadian women.



**Message from the Honourable Barbara McDougall
Minister Responsible for the Status of Women**

Women in Canada have worked long and hard to put their concerns on the political agenda. Our government has listened and responded. Social and economic issues of special interest to women have been made an integral part of all our national and international objectives as a government. We are committed to ensuring that women are equal beneficiaries of, and equal participants in, all our programs and initiatives.

This commitment was given at the beginning of our term of office in 1984. In the Speech from the Throne on November 5, 1984, the principle of women's equality was given a high priority. Since coming into office, we have made substantial progress on:

- pension reform;
- employment equity legislation;
- the removal of discriminatory references in the *Indian Act*;
- legislation to facilitate the enforcement of support payments;
- addressing the issue of child care through establishment of the Special Parliamentary Committee on Child Care;
- increasing the number of women appointed to federal boards and commissions and to senior positions in the public service; and
- developing training and employment measures through the Canadian Jobs Strategy.

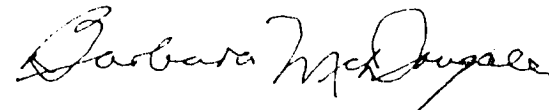
The second Speech from the Throne, which opened the current session of Parliament on October 1, 1986, reaffirmed our course of action towards achieving full equality for women.

In the coming months, our government will continue to take steps to ensure that women have equal access to the labour market. We are determined to provide better employment opportunities for women and to ensure they receive fair compensation for their work. And we will continue to encourage the full participation of women in all stages of decision-making.

We are equally firm in our commitment to the pursuit of social justice for women. We recognize the efforts of women who work in the home and acknowledge the contributions of women in the voluntary sector. We shall be bringing forward important measures to support and strengthen the family. In order to assist those who are confronted with the harsh realities of our society, we will be taking legislative initiatives to combat pornography, wife battering, child sexual abuse and child prostitution. On these and other issues, we will work closely with the provincial and territorial governments.

Our government will also take action in the important area of child care. We intend to address the needs of women who are immigrants and members of visible minorities. In addition, greater attention will be given to the role played by women entrepreneurs. As Minister Responsible for the Status of Women, I have made a personal commitment to seeing that we move forward on these issues.

Half the human energy and talent in Canada rests with women. Canada needs this talent and its creative expression. As a government, we intend to provide women with a full range of choices and opportunities to use their talents and to benefit from their use, whether in the home, the workplace, the community or the world at large.



Introduction

As the women of Canada know, there is some distance between the principle of equality, widely accepted, and its reality, still far short of achievement. It is the duty of Parliament and government to help ensure that Canadian society travels that distance as quickly as possible.

*Speech from the Throne
November 5, 1984*

As a national priority, we must continue to remove the barriers that have prevented women from participating freely and equitably in the mainstream of Canadian society.

*Speech from the Throne
October 1, 1986*

The first session of Canada's 33rd Parliament opened in 1984 with a clear statement of the federal government's commitment to equality for women. This ongoing commitment was reinforced almost two years later in the Throne Speech opening the second session. It is thus an appropriate time to review the government's progress in addressing issues of concern to women and to examine its course of action for the future on behalf of the women of Canada.

Following the commitments made in the 1984 Speech from the Throne, the Government has built a solid record of achievement on issues of concern to women, among them the repeal of sections of the *Indian Act* that discriminated against women; employment equity legislation; pension improvements; legislation to facilitate the enforcement of support orders; and an employment and training strategy that is built on the principle of women's fair participation.

For women, equality goes far beyond a definition of rights. Women's equality has a number of dimensions and applications in every field of activity — political, economic, social, legal and cultural. Equality is freedom from discrimination; it is also the adjustment of social and cultural patterns and attitudes that perpetuate discrimination. It is men and women assuming equal responsibility for home and family. It is equal rights for women in political and public life, equal access to education and choice of curricula, and equal opportunities in employment — in hiring, advancement and pay. Equality is women receiving their fair share of the benefits society derives from their participation in all its endeavours.

The federal government's commitment to women reflects this interplay of economic and social factors in women's lives. The key to economic equality will be a strong and growing economy in which all Canadians can participate. The formulation of government policy and programs reflects this fact.

Many issues of concern to women fall under provincial or territorial jurisdiction; therefore regular consultation between both levels of government is essential. Federal, provincial and territorial Ministers Responsible for the Status of Women meet regularly to discuss issues of shared concern, such as child care, family violence, and training and skills development. Federal-provincial-territorial consultations and discussions are also being pursued in the areas of social assistance, pension reform, and the special needs of native women and immigrant women.

Women's concerns were given national prominence at the First Ministers' Conference on the Economy in Regina in February 1985 and figured significantly at the National Economic Summit in March 1985. At the 1985 Conference of First Ministers in Halifax, the Prime Minister and the Premiers endorsed a framework for economic equality for women, which has set in motion the development of an intergovernmental labour force strategy for women. This discussion led to agreement that Economic Equality for Women

would be a separate item on the agenda of the 1986 Annual Conference of First Ministers in Vancouver.

Regular consultations with women's groups and other organizations working to advance the status of women also play a vital part in the Government's strategy to integrate women's concerns in all its policy- and decision-making. The Government has consistently sought the opinions of women as representatives of labour, business, professional and community groups.

The federal government is committed to integrating women's concerns in all its program, policy and legislative activities. This integrated approach requires that all government initiatives and decisions be assessed for their impact on women, at every phase of decision-making and in every area of activity. Issues of concern to women have been made an integral part of Cabinet policy discussions.

In its international relations, Canada has made a point of pursuing its national policy for the integration of women. Canada works actively in its international relations to promote the advancement of women and ensure their full participation in society.

The concept of integration is also the cornerstone of the Nairobi Forward-Looking Strategies for the Advancement of Women (FLS). The Strategies -- which were adopted by consensus at the World Conference of the United Nations Decade for Women, held in July 1985 in Nairobi, Kenya -- provide a blueprint for action on a range of issues affecting every aspect of women's lives. Canada played a major role in the development of the FLS and was a key participant at the Conference. Nationally and internationally, the federal government is committed to the implementation of the Nairobi Forward-Looking Strategies.

As a way of reflecting the broad range of activities in which women are involved, this publication reviews the initiatives the Government has taken on behalf of women in its first two years

(September 1984 - September 1986). It also outlines measures the Government intends to undertake over the next two years to promote the equality of women.

This document sets out the Government's activities and initiatives with respect to issues of concern to women. Some of the measures intended for present or future action are directed specifically towards women. Others ensure that women's concerns are integrated in all levels of government decision-making and in all policy, program and legislative development.

In the coming years, the Government will build on the momentum already developed to promote the equality of women. The Government of Canada intends to continue the process of integrating women and the concerns of women in all its activities. It will move forward with the work plan outlined in this document, in order to bring the women of Canada closer to achieving full equality.

Commitment to Action

The Government of Canada is determined to create the conditions that will enable Canadian women to pursue their ambitions on an equal footing with men and to realize their full potential in all spheres of society.

Much was accomplished in the first session of the 33rd Parliament. Women's economic equality has been advanced by employment equity legislation, pension improvements and training initiatives. The social policy concerns of women are being addressed in such areas as child care, family violence and social assistance. Working in concert with the provinces and territories, the federal government has encouraged women's participation in society by broadening access to all of society's opportunities. On the international stage, Canada has worked diligently to promote the advancement of women world-wide.

With this solid record of achievement as a base, the federal government intends to move forward in a range of areas and with a variety of activities, as the measures in the following work plan illustrate.

Many of the initiatives contained in the work plan will require close cooperation with the provinces and territories. Several will tap Canada's expertise in the international arena. Still others will involve consultations with women's and other interest groups. A number entail the government's support of work being undertaken by voluntary groups.

For some of the initiatives in the work plan, the Government has been able to set achievable short-term targets, such as its pledge to double the proportion of women appointed to federal boards, agencies and commissions. In this case, the Government is already more than two-thirds of the way to achieving its goal. In other

areas, such as wife battering, some of the goals are necessarily long-term, as work continues on changes of attitude that may take more than one generation to accomplish.

Under the work plan, a number of existing government programs will be reviewed in light of women's evolving roles and responsibilities. Another important component of the work plan is research, which is an aid to finding new strategies or better methods of dealing with, among others, women's health concerns and training needs.

This work plan for the status of women represents a comprehensive effort on the part of federal government departments. It is an effort that will be pursued jointly with the provinces and territories. It will encourage the active participation of the private sector and call on the expertise and energies of women's organizations in particular. On the international stage, it will mean Canada working with nations around the world to advance the status of women.

The dimensions of the government's activities to promote the status of women are as broad and as varied as the scope of endeavours in which women are involved. These initiatives are designed to further women's progress towards their rightful due -- genuine equality in every facet of human endeavour.

Constructive Internationalism

Much has been learned in recent years about the situation of women throughout the world, their common concerns in different cultures, and the way global issues and decisions affect their lives. Women now recognize that their perspectives and participation are integral to questions ranging from family violence to world economic issues.

A commitment to equality between women and men in terms of social justice, economic opportunities, and participation and access require national and international endeavours.

Canada's foreign policy is one of constructive internationalism. This policy of active and imaginative pursuit of solutions to the world's problems places a high priority on equality between women and men.

At the international level, two basic United Nations instruments are used to promote the equality of women: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Nairobi Forward-Looking Strategies for the Advancement of Women (FLS). CEDAW is a treaty to which Canada has been a party since 1981. It is the primary international legal instrument and basic minimum standard for equality between women and men. The FLS, adopted in 1985 at the World Conference of the United Nations Decade for Women, constitute a plan of action for the advancement of women to the year 2000.

Global equality of women

In its political and economic relations with other countries and through membership in international organizations, Canada works actively to eliminate all legal and practical forms of discrimination against women and to ensure their integration as both agents and beneficiaries of development.

A large part of the Government's international activity in recent years has focused on furthering equality for women through work in a number of international organizations. In addition to the United Nations, Canada is active in the Organization for Economic Cooperation and Development (OECD), the Organization of American States (OAS), the Commonwealth and la Francophonie.

Women in development

Canada's women in development (WID) policy is founded on a recognition that effective development requires the involvement of Third World women, as well as men. Canadian policy acknowledges that women are an integral part of the development process. Canada undertakes to ensure that the full range of its development assistance will contribute substantively to the realization of the full potential of Third World women as agents and beneficiaries of development.

Canada's women in development activities are coordinated by the Canadian International Development Agency (CIDA), whose goal is to ensure that women participate in, and benefit from, all Canadian-funded development projects. The Agency is committed to the implementation of the Nairobi Forward-Looking Strategies as they relate to CIDA development programs.

In November 1984, CIDA adopted a Policy Framework for Women in Development. The policy applies to the full range of the Agency's programs and calls for a variety of integration and special measures to assist Third World women in attaining skills, education and access to income.

A Women in Development Plan of Action covering the five-year period from 1986 to 1991 was presented to Parliament in June 1986. It commits the Government to integrating women's concerns in all phases of its international development activity. The Plan is a detailed program-by-program description of what operational measures will be taken, when, and by whom. Under the Plan of

Action, all CIDA programs and projects must specify the role of women as agents and beneficiaries of development cooperation.

A unique process developed at CIDA ensures that women are integrated into all development programs and projects. In fact, Canada's WID implementation model is being cited and adopted in other development organizations.

Canada continues to make consistent efforts to introduce women in development as a legitimate issue in assessing development effectiveness. Canada has pursued this approach in the Development Assistance Committee of the OECD, in the Commonwealth, in la Francophonie and in numerous multilateral organizations. As an example of this multilateral approach, Canada, in cooperation with the World Health Organization and the Pan-American Health Organization, plays an active role in Women, Health and Development, which recognizes the complex interrelationships between the health of women and their social, political, cultural and economic situations.

TERMS OF REFERENCE OF THE INTERDEPARTMENTAL STEERING GROUP
FOR INTERNATIONAL WOMEN'S PROGRAMMES (ISG/IWP)

RATIONALE

Government commitment to global equality for women is well established. Measures taken by Canada and by other governments to support international aspects of equality for women are increasing. The multidisciplinary and cross-sectoral nature of the issue as well as the number of international forums in which it is considered indicate the need for coordination.

MANDATE

To coordinate Canadian government action to achieve global equality for women and to evaluate progress therein bearing in mind Canada's ratification of the Convention on the Elimination of All Forms of Discrimination Against Women and participation in the consensus adoption of the Nairobi Forward-looking Strategies for the Advancement of Women (FLS).

OBJECTIVES

The ISG/IWP should ensure that Canada adopts a comprehensive, integrated approach, in line with domestic government priorities and policies for the advancement of women, to support the FLS:

- (a) by developing strategic guidelines to implement those measures which have implications for Canada's bilateral and multilateral relations;
- (b) by identifying key issues and international meetings for priority action and co-ordinating the Canadian position in that respect;
- (c) by contributing to the work of relevant interdepartmental and federal/provincial/territorial committees.

COMPOSITION/STRUCTURE

The ISG/IWP will consist of a core group comprising representatives of those departments having statutory authority at the international level and/or technical competence in women's equality issues. These are:

- . Department of External Affairs in respect of its role in managing international negotiations and fostering the development of international law;
- . Canadian International Development Agency in its administration of official development assistance;
- . Status of Women Canada as the lead domestic department for women's issues;
- . Department of Finance as the lead department for international economic policy.

The core group of four departments will be expanded on an issues-related basis to include other departments when necessary.

Reports on ISG/IWF progress and activities will be disseminated regularly through the Interdepartmental Committee on the Specialized Agencies, relevant sectoral interdepartmental committees of the federal government and through appropriate federal-provincial-territorial mechanisms.

2 DEPARTMENT OF EXTERNAL AFFAIRS

2.1 DEPARTMENTAL STRATEGIC OBJECTIVES 1988/89

2.2 DIMENSIONS OF EQUALITY: WORK PLAN ON GLOBAL EQUALITY
OF WOMEN

2.3 SPECIAL ADVISER, INTERNATIONAL WOMEN'S PROGRAMMES

STRATEGIC OBJECTIVES 1988-1989

FOREIGN POLICY AND INTERNATIONAL TRADE OBJECTIVES

4 SOCIAL JUSTICE

Objective:

Promote a more just, democratic and humane world by:

- increasing current international development assistance efforts and humanitarian aid while increasing the quality and effectiveness of our efforts;
- actively working to eliminate all legal and practical forms of discrimination against women and to ensure their participation in all aspects of economic and social development;
- actively promoting respect for universal standards of human and equality rights in the international sphere, while working to end gross and persistent violations wherever these might occur;
- pressing for continuing improvement in the work of key multilateral agencies in the field of development, human rights, status of women, and aboriginal rights;
- effectively carrying out Canada's immigration and refugee policies abroad.

Directions for Action in 1988/89

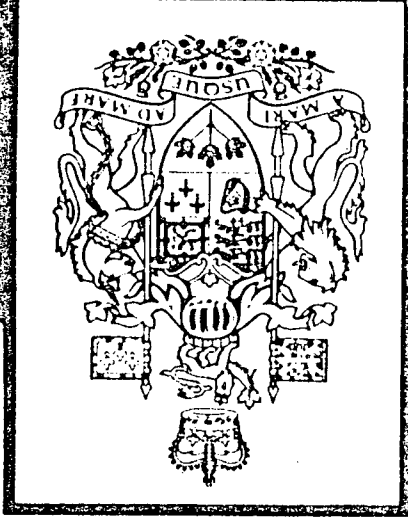
(include inter alia)

- work with UN agencies in the development of financial and operational reforms that will strengthen the UN system as a whole;
- increase priority given to global equality issues in Canada's multilateral and bilateral political and economic relations, in particular economic relations with developing countries and the implementation of international strategies and programmes of action;
- develop in cooperation with other departments and the provinces a national policy on foreign students in Canada.

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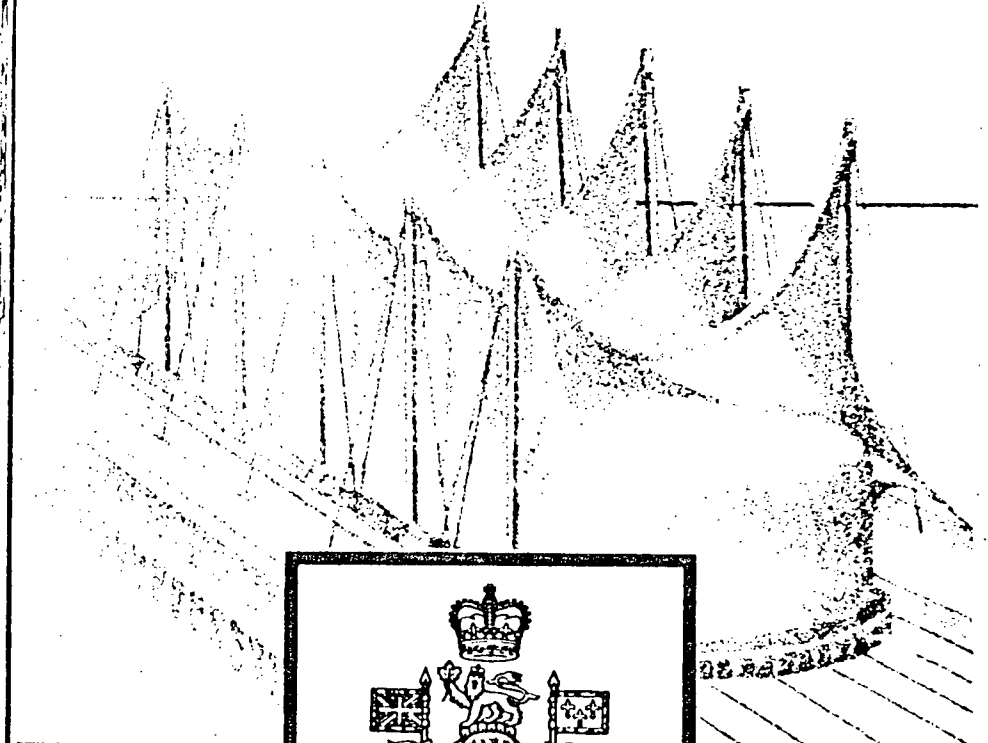


Les dimensions de l'égalité
Plan d'action du gouvernement fédéral
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Dimensions of Equality
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Constructive Internationalism

Much has been learned in recent years about the situation of women throughout the world, their common concerns in different cultures, and the way global issues and decisions affect their lives. Women now recognize that their perspectives and participation are integral to questions ranging from family violence to world economic issues.

A commitment to equality between women and men in terms of social justice, economic opportunities, and participation and access requires national and international endeavours.

Canada's foreign policy is one of constructive internationalism. This policy of active and imaginative pursuit of solutions to the world's problems places a high priority on equality between women and men.

At the international level, two basic United Nations instruments are used to promote the equality of women: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Nairobi Forward-Looking Strategies for the Advancement of Women (FLS). CEDAW is a treaty to which Canada has been a party since 1981. It is the primary international legal instrument and basic minimum standard for equality between women and men. The FLS, adopted in 1985 at the World Conference of the United Nations Decade for Women, constitute a plan of action for the advancement of women to the year 2000.

Global equality of women

In its political and economic relations with other countries and through membership in international organizations, Canada works actively to eliminate all legal and practical forms of discrimination against women and to ensure their integration as both agents and beneficiaries of development.

A large part of the Government's international activity in recent years has focused on furthering equality for women through work in a number of international organizations. In addition to the United Nations, Canada is active in the Organization for Economic Cooperation and Development (OECD), the Organization of American States (OAS), the Commonwealth and la Francophonie.

Women in development

Canada's women in development (WID) policy is founded on a recognition that effective development requires the involvement of Third World women, as well as men. Canadian policy acknowledges that women are an integral part of the development process. Canada undertakes to ensure that the full range of its development assistance will contribute substantively to the realization of the full potential of Third World women as agents and beneficiaries of development.

Canada's women in development activities are coordinated by the Canadian International Development Agency (CIDA), whose goal is to ensure that women participate in, and benefit from, all Canadian-funded development projects. The Agency is committed to the implementation of the Nairobi Forward-Looking Strategies as they relate to CIDA development programs.

In November 1984, CIDA adopted a Policy Framework for Women in Development. The policy applies to the full range of the Agency's programs and calls for a variety of integration and special measures to assist Third World women in attaining skills, education and access to income.

A Women in Development Plan of Action covering the five-year period from 1986 to 1991 was presented to Parliament in June 1986. It commits the Government to integrating women's concerns in all phases of its international development activity. The Plan is a detailed program-by-program description of what operational measures will be taken, when, and by whom. Under the Plan of

Action, all CIDA programs and projects must specify the rôle of women as agents and beneficiaries of development cooperation.

A unique process developed at CIDA ensures that women are integrated into all development programs and projects. In fact, Canada's WID implementation model is being cited and adopted in other development organizations.

Canada continues to make consistent efforts to introduce women in development as a legitimate issue in assessing development effectiveness. Canada has pursued this approach in the Development Assistance Committee of the OECD, in the Commonwealth, in la Francophonie and in numerous multilateral organizations. As an example of this multilateral approach, Canada, in cooperation with the World Health Organization and the Pan-American Health Organization, plays an active role in Women, Health and Development, which recognizes the complex interrelationships between the health of women and their social, political, cultural and economic situations.

Work Plan: Global Equality of Women

Activities	Department
<ul style="list-style-type: none"> • Specific initiatives will be taken to ensure observance of the Convention on the Elimination of All Forms of Discrimination Against Women with a view to strengthening its effectiveness as the global standard for equality between women and men. Canada's second report on implementation will be presented in 1987. 	External Affairs Secretary of State Status of Women
<ul style="list-style-type: none"> • Strategic guidelines will be developed for the regional and international application of the Nairobi Forward-Looking Strategies (FLS) in order to ensure their comprehensive implementation throughout the United Nations system, including such key specialized agencies as UNESCO, the International Labour Organization, the Food and Agriculture Organization, the World Health Organization and the Pan-American Health Organization. 	All Departments and Agencies with international responsibilities
<ul style="list-style-type: none"> • A Special Adviser for International Women's Programs has been appointed in the Department of External Affairs to develop and coordinate Canada's response to, and support for, the FLS. 	External Affairs
<ul style="list-style-type: none"> • Attention will focus on strengthening the planning, programming and budgeting systems relating to status of women issues within the international organizations to which Canada belongs. 	External Affairs Status of Women CIDA

- Canada will work to strengthen the role of the United Nations Commission on the Status of Women and to increase its ability to monitor the implementation of the FLS.

External Affairs
Status of Women
CIDA

- Increased priority will be given to ensuring that interests of women are incorporated in the economic development activities, projects and programs of international organizations in order to improve the access of women to all productive resources.

All Departments and Agencies with international responsibilities

- Canada will participate in the development of a Plan of Action to integrate women's concerns in the activities of the Commonwealth. The Plan will be discussed at the meetings of Commonwealth Ministers Responsible for Women's Affairs and of Commonwealth Heads of Government.

External Affairs
Status of Women
CIDA

- Procedures will be developed to increase the participation of women on Canadian delegations to international meetings, as well as the appointment of qualified Canadian women to senior positions in international organizations.

All Departments and Agencies with international responsibilities

- Canadian delegations to key international conferences and meetings will be given comprehensive briefings on global equality issues in order to support coordinated implementation of the FLS.

All Departments and Agencies with international responsibilities

- Canadian experts will continue to participate in international meetings dealing with issues of particular interest to women such as family violence, immigrant women, and equality in employment.

All Departments and Agencies with international responsibilities

Work Plan: Women in Development

Activities	Department
<ul style="list-style-type: none"> • Initiatives to be undertaken under the Women in Development Plan of Action include the development of new technical and administrative guidelines, new methodologies for collecting sex-disaggregated data, special training for CIDA staff and cooperants, and attention in scholarship policies to increasing the representation of women. Other activities are planned with respect to multilateral institutions, the Canadian business community and non-governmental organizations. 	CIDA
<ul style="list-style-type: none"> • In addition to the integration of women in all its regular programs, Canada is committed to special measures to support the efforts of Third World women to participate fully in the development process (for example, Canada's Africa 2000 Initiative). 	CIDA
<ul style="list-style-type: none"> • Canada is committed to continuing and substantial support of the United Nations Development Fund for Women. 	CIDA

SPECIAL ADVISER: INTERNATIONAL WOMEN'S PROGRAMMES

TERMS OF REFERENCE

In response to the international concern regarding the status of women manifested in the final document of the Nairobi World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, the Department of External Affairs has decided to appoint a Special Adviser for International Women's Programmes as evidence of Canada's continued commitment to the advancement of women and the elimination of gender-based discrimination.

1 RATIONALE

The success of the Nairobi World Conference and the consensus adoption of its final document, the Forward-Looking Strategies for the Advancement of Women (FLS), have given fresh impetus to the need for Member States to review their response to the advancement of women internationally. The Department of External Affairs has decided to take advantage of the 15 year planning horizon provided by the FLS to develop an integrated, system-wide approach to these matters. As an initial step, a senior official has been appointed to draw up strategic guidelines for Canadian implementation of the international measures outlined in the FLS. The Special Adviser, International Women's Programmes, will guide the responsible departmental officials in providing substantive Canadian support for the application of the FLS at the international level.

2 POLICY OBJECTIVES

The Special Adviser has the mandate:

- a to formulate criteria for the advancement of women (based on the FLS and emphasizing the role of women in economic as well as social development) for inclusion in Canadian foreign policy;

- b to ensure that adequate consideration is given to the above criteria in Canada's multilateral and bilateral political and economic relations with other countries in particular in economic relations with developing countries;
- c to strengthen the planning and management systems of international organizations in order to improve their internal efficiency and effectiveness in matters relating to the advancement of women;
- d to develop the capability of DEA officials to respond substantively to advancement of women issues.

3 OPERATIONAL OBJECTIVES

- a to develop strategic guidelines for implementation of those FLS measures which have implications for Canada's bilateral and multilateral relations;
- b to identify key impact points within the Department of External Affairs, CIDA and other federal departments with international responsibilities for the purpose of co-ordinating Canadian action on international advancement of women issues;
- c to establish and chair an ad hoc interdepartmental steering group to facilitate accomplishment of a and b above;
- d to identify key impact points (organizations and officials) within multilateral systems with a view to strengthening the planning, programming and budgeting functions relating to advancement of women matters;
- e to ensure substantive Canadian input to advancement of women issues at key international meetings and conferences.

4 DEPARTMENTAL CONSIDERATIONS

The new emphasis on international advancement of women issues will require intensified action on the part of the Department of External Affairs in terms of content, process and system-wide co-ordination.

a Content

In terms of substance, Canada will support measures which seek to advance the situation of women by:

- * improving access to productive resources, income, credit, training and employment in such sectors as agriculture (including food), industry, services (including trade, commerce, money and finance);
- * improving access to services in the fields of health (including population, nutrition), education (including literacy), community development (including housing, water, energy, transport);
- * providing for equality with men by the elimination of all legal and practical forms of discrimination;
- * increasing the participation of women at all levels of the policy- and decision-making processes; and
- * improving the quality of the information base (research, statistics) on the participation of women in the process of development.

b Process

In terms of process, this intensified action will focus on strengthening the capacity of institutional systems to respond to programmes and issues which have a major impact on the advancement of women. Canada will work towards ensuring that:

- * all policy directives and planning documents, especially medium-term plans, contain clear objectives for the advancement of women;
- * programme budgets allocate sufficient resources to advancement of women activities to permit their successful implementation;
- * programmes and activities for the advancement of women are well designed, implemented and properly evaluated;
- * the number of women employed by international organizations is substantially increased.

c Target Programmes/Organs/Agencies

A preliminary list of intergovernmental institutions which are expected to be targeted in the strategic guidelines is appended to this document.

5 LOCATION

The Special Adviser reports to the Assistant Deputy Minister, Political and International Security Affairs and works principally with the Bureau of International Organizations.

The Special Adviser will also work with the Bureaus for Economic Policy and Legal Affairs, with the relevant divisions of the geographic branches as well as with appropriate posts and missions.

At CIDA, the Special Adviser will work closely with the Multilateral Programs Branch and the Women in Development Directorate.

The International Divisions of relevant federal departments will also be called on especially in relation to the specialized agencies and the international financial institutions.

Status of Women Canada, as the lead department for advancement of women issues, will be the focal point for the provision of technical assistance.

PRELIMINARY LIST OF INTERGOVERNMENTAL INSTITUTIONS

- * Women's Institutions
Commission on the Status of Women (CSW)
Committee on the Elimination of All Forms of
Discrimination Against Women (CEDAW)
International Research and Training Institute
for the Advancement of Women (INSTRAW)
UN Development Fund for Women (UNIFEM)
- * Regional Economic Commissions
Economic Commission for Europe (ECE)
Economic Commission for Latin America and the
Caribbean (ECLAC)
- * Functional Commissions
Commission on Social Development (CSD)
Population Commission
Statistical Commission
- * Development Funds
UN Development Programme (UNDP)
UN Children's Fund (UNICEF)
UN Fund for Population Activities (UNFPA)
World Food Programme (WFP)
- * Other UN Organs/Programmes/Instruments
General Agreement on Tariffs and Trade (GATT)
UN Conference on Trade and Development (UNCTAD)
Office of the UN High Commissioner for Refugees
(UNHCR)
Committee for Programme and Co-ordination (CPC)
World Food Council (WFC)
- * Specialized Agencies/Common System
UNESCO, ILO, WHO, FAO, IFAD, UNIDO
Administrative Committee on Co-ordination (ACC)
International Civil Service Commission (ICSC)
- * International Financial Institutions
IMF, World Bank group (IBRD, IDA, IFC), regional
development banks and funds
- * Other International Systems
Commonwealth, la Francophonie, OAS/CIM, CARICOM,
ASEAN, EEC and OECD (as they relate to donor
activities), Council of Europe.

3 CANADIAN INTERNATIONAL
DEVELOPMENT AGENCY

3.1 WOMEN IN DEVELOPMENT: POLICY FRAMEWORK AND
IMPLEMENTATION STRATEGY

3.2 DIMENSIONS OF EQUALITY: WORK PLAN ON WOMEN AND
DEVELOPMENT



Women
in
Development

Les femmes
dans
le développement

Women in Development:

Policy Framework and Implementation Strategy

WID POLICY FRAMEWORK

WID Goal Statement

The CIDA WID policy is founded on a recognition that development must involve both women and men in order to be effective. CIDA acknowledges that women are in fact an integral part of the development process. The challenge is to ensure that development intervention impacts on women as positively as possible and that women are enabled to have a positive impact on development. CIDA undertakes to ensure that the full range of its development assistance will contribute substantively to the realization of the full potential of women as agents and beneficiaries of the development process.

In applying this goal CIDA recognizes that development assistance must be responsive to the priorities of individual development partners many of which have accepted commitments to the rights of women to participate in the process of development and to benefit from its fruits.

WID Objectives

CIDA's WID goal will be achieved by the implementation of both integration as well as special measures designed to ensure that Third World women are included as both agents and beneficiaries of the development process. These measures will be framed with respect for the particular roles, responsibilities and requirements of women in developing countries and will be oriented to assist women in attaining skills, education and access to income generation and keeping. The following objectives are set out to provide guidance to Branches in their contribution to meeting the CIDA goal.

WID Policy Objectives

- . To increasingly respond to the development objectives of Third World women by supporting their efforts to participate in development and their initiatives to improve their situation.
- . To achieve a greater understanding of the existing multiple roles and the potential roles of LDC women.
- . To increase the participation of LDC women in the design, implementation, and evaluation of development interventions.
- . To include women in CIDA programs and projects, in proportion to their share of the target group, in order to ensure that their existing level of participation is not reduced.
- . To collaborate with recipient governments in taking positive measures to close economic gaps between LDC women and men.

To place particular emphasis on strategies to assist LDC women in generating and keeping income, including those measures that

alleviate women's time and energy constraints stemming from work demands in the household, and food production.

- . To support special women's programs linked to overall development where special efforts are required to reach women because of cultural conditions or where separate programs are deemed necessary.

WID Operational Objectives

WID operational objectives provide direction for the development of appropriate organizational structures to support the attainment of the WID goal and policy objectives:

- . To develop mechanisms to integrate WID into corporate planning and management systems, and to operationalize WID policy in a manner that is measurable and reviewable, and that includes both accountability systems and support mechanisms.
- . To develop explicit plans to include and to benefit LDC women and girls in operational plans (GSOs, PPCRs, etc), Country Program Reviews, program and project design, and in sectoral policies and guidelines.
- . To develop specific strategies for increasing the representation of women in training and scholarship programs.
- . To develop specific training programs to support Agency staff in meeting the Agency goal.
- . To develop methods to collect sex-disaggregated data in order to identify and to eliminate unintentional discrimination in development programs and projects, and to develop a data base to plan country programs and projects.
- . To develop WID requirements for CIDA consultants, to be included in the proposal calls and terms of reference of contractors where appropriate.
- . To promote and support an integrated and operational approach to WID by multilateral organizations.
- . To develop plans and mechanisms, in cooperation with partner organizations, to ensure that women in developing countries participate in and benefit from programs implemented by the non-governmental sector.
- . To develop communications strategies to inform the Canadian public of CIDA WID Strategies, and for use by programming units to inform main beneficiaries.

Implementation Strategy
Plan of Action
1986/87 ~ 1990/91

CIDA WID PLAN OF ACTION
1986/87 TO 1990/91

INTRODUCTION

In November 1984, President's Committee approved the Policy Framework and Implementation Strategy for Women in Development (WID). The Policy Framework sets out the overall goal and seven specific policy objectives which are intended to guide the Agency's efforts to ensure that Third World women are included as both agents and beneficiaries of the development process. These policy objectives provide the content of the WID Strategy.

The Implementation Strategy approved by President's Committee at that time was broadly defined in terms of nine operational objectives, designed to ensure that the full range of the Agency's programs and activities would contribute to the achievement of the WID Policy goal and objectives. An Agency-wide Plan of Action has since been developed in accordance with the framework provided by the operational objectives. This Plan of Action describes the process of implementing the WID Strategy throughout CIDA over the next five years.

The Plan of Action defines WID in operational terms in a way which is measurable, reviewable and assigns responsibility for the achievement of results. Confidence in the WID Strategy is high, for the prescribed operational measures are based on a roll-up of individual Branch Plans of Action developed in early 1985 by the line staff and management of the Agency's major program and support units. Not only does this represent a considerable achievement, but the planning phase itself has already stimulated much commitment and activity related to women in development.

It has been possible to take this step forward due to the cooperation, hard work and creativity of well over a hundred Agency staff, who have contributed their time and ideas to the Plan of Action. No less important has been the full support of CIDA's management, who assigned this task the priority it required. Also noteworthy is the professionalism of the many, mostly young women consultants who have been involved in the undertaking, as they have helped CIDA to break new ground. Never before has any government department systematically analysed all its policy and program activities with respect to the integration of women.

The following describes in general terms the principal operational measures which CIDA plans to undertake to achieve the goal of involving Third World women fully in the development process. Five issues have been identified with cross-Agency implications which will require further policy development and planning. These are use of the staff performance appraisal for WID accountability, WID information requirements, scholarship and training policies, the WID analytical framework and the provision of WID expertise.

1. TO DEVELOP MECHANISMS TO INTEGRATE WID INTO CORPORATE PLANNING AND MANAGEMENT SYSTEMS, AND TO OPERATIONALIZE WID POLICY IN A MANNER THAT IS MEASURABLE AND REVIEWABLE, AND THAT INCLUDES BOTH ACCOUNTABILITY SYSTEMS AND SUPPORT MECHANISMS.

The operational cornerstone of the WID Strategy is the Plan of Action, a five year blueprint prepared at both the Branch and Corporate levels. It will be reviewed and updated annually, and reports will be made to President's Committee. WID will also be included as an identifiable feature of the Agency's Strategic and Operational Planning Framework, and where relevant, WID analysis will be incorporated in policy analysis of key development issues. The Minister will be fully briefed on WID Policy and on the WID aspects of development topics.

Corporate structures will continue to support WID: the WID Division itself in Policy Branch; the WID Steering Committee, composed of senior members of all Branches; and Branch WID Task Forces. Corporate information systems (AIDIS, BIFS) will be modified so that data on the extent and nature of Agency support for WID is retrievable (see below, section 5).

The corporate evaluation system will be modified to ensure that WID is included in program evaluations. A corporate evaluation of the WID Strategy itself is planned for 1989/90. Where applicable, the Agency's personnel appraisal process will be used to reinforce the principle that responsibility for WID is an integral part of the performance of duties by staff throughout the Agency.

Various support mechanisms will be provided on a corporate-wide basis. Guidelines for Agency planning documents (eg. PIMs, PAMs, POPs, CPRs) are now being revised to include WID; the revisions pertaining to bilateral programs will be incorporated in Handbook 8. Development of a WID analytic framework will also proceed. This will include project guidelines and checklists, criteria for WID terms of reference for project studies, implementation and evaluation, as well as revised sectoral guidelines. It is proposed that the analytic framework will first be tested on a sample of projects, country program reviews and sector studies before it is incorporated in Handbook 8 and applied Agency-wide.

Basic information on WID, such as research materials, handbooks, news on WID activities throughout the Agency, etc., will be provided to staff and to cooperants, trainees, and executing agencies. Other supportive programs for WID will include training and the development of methodologies for the collection of sex-disaggregated data and data bases. (See below, sections 4 and 5.)

2. TO DEVELOP EXPLICIT PLANS TO INCLUDE AND TO BENEFIT LDC WOMEN AND GIRLS IN OPERATIONAL PLANS, COUNTRY PROGRAM REVIEWS, PROGRAM AND PROJECT DESIGN, AND IN SECTORAL POLICIES AND GUIDELINES.

An operational planning framework linked to the corporate 5 - year plan is being developed at the Branch and Division levels, to provide concrete direction to ensure that programs and projects include and

benefit LDC women. It involves the preparation and annual update of WID workplans at the Branch and Division/Desk level.

Staff in all Program Branches and Professional Service Branch are expected to contribute to the development and testing of an analytic framework for WID during work on this cross-Agency issue. This activity will be linked to ongoing revision of handbook 8 under the responsibility of Operations Services Branch. Subsequently, the analytic framework will be applied, as appropriate, to all phases of the planning, implementation and evaluation of new bilateral development programs and projects, including country focus and multi-bi projects. Asia and Anglophone Africa Branches have also undertaken to review some existing projects in order to make possible modifications to enhance WID in those projects now underway.

It will be necessary for desks to make increasing use of outside WID expertise for planning. To this end Canadian consultants will be identified and the required number made readily available on standing offer through Professional Services Branch and the Bureau of Management Consulting. All Bilateral Branches intend to identify and utilize local WID expertise in their program countries.

Professional Services Branch is undertaking to ensure that clauses to achieve appropriate consideration of WID issues are included in the proposal call process and in terms of reference for contracts for pre-feasibility and feasibility studies, project design, implementation and monitoring.

Bilateral Branches and Professional Services Branch will be respectively responsible for ensuring that all country level or general sector studies include consideration of the role of women in the sector (e.g. agriculture, energy, transportation, etc.). Other activities related to the development of WID requirements for CIDA consultants are described in section 6 below.

The WID Policy acknowledges that both integration and special measures are required to ensure women's full participation in development assistance programs. Therefore, Policy Branch will examine whether an Agency-level cross-funded program is required to ensure that the CIDA Plan of Action responds fully to all of the WID policy objectives.

3. TO DEVELOP SPECIFIC STRATEGIES FOR INCREASING THE REPRESENTATION OF WOMEN IN TRAINING AND SCHOLARSHIP PROGRAMS.

Consensus has emerged among the Program Branches on the need to analyse Third World women's training needs and to determine whether existing programs are responding to those needs. Several Branches will begin dialogue with recipient countries, non-governmental partner organization and CIDA-funded training institutions in order to increase the representation of women in scholarship and training programs. CIDA's reporting formats will be amended to include a gender breakdown of scholarship and training award recipients. New projects or project components will also be developed as required. Major policy implications on increasing the number of women will be examined by

Operations Services Branch. The needs of families of CIDA trainees will also be studied.

4. TO DEVELOP SPECIFIC TRAINING PROGRAMS TO SUPPORT AGENCY STAFF IN MEETING THE AGENCY GOAL.

The first item of priority is the provision of basic training on the methodology of WID analysis to all CIDA officers. Personnel and Administration Branch has developed an in-house capability to deliver, in both French and English, a 2 1/2 day course, modelled on the case study method pioneered by Harvard University. During 1985/86 all CIDA headquarters officers will participate in this basic introduction to WID. Subsequently, case studies of projects implemented by CIDA will be developed and the course increasingly adapted to the CIDA environment. Officers returning from overseas assignment will progressively participate in the basic training. Plans will also be formulated to provide WID training to Post personnel. The program for briefing cooperants going overseas will include a module on women in development.

Specialized WID training - specific to various sectors, countries or issues - will be pursued through periodic seminars arranged by the appropriate responsibility centre. Eventually, all CIDA training courses will be reviewed and modified as required to ensure they are supportive of the WID policy. Attention will be given to the development of new audio-visual material and to ensuring its circulation between headquarters and posts.

More work is planned to give greater precision to identifying training requirements within the context of Personnel and Administration Branch's WID Plan of Action.

5. TO DEVELOP METHODS TO COLLECT SEX-DISAGGREGATED DATA IN ORDER TO IDENTIFY AND TO ELIMINATE UNINTENTIONAL DISCRIMINATION IN DEVELOPMENT PROGRAMS AND PROJECTS, AND TO DEVELOP A DATA BASE TO PLAN COUNTRY PROGRAMS AND PROJECTS.

The activities identified under this objective fall within two main categories of WID information. The first category covers development information and resources required at the country and project level for planning, and the other covers corporate management information, particularly gender disaggregated data on CIDA programs and projects in order to identify and to eliminate any unintentional discrimination.

Under the first category, country/sector information bases will be developed by the Bilateral Area Branches or Professional Services Branch, depending on their nature. WID information about and from the NGO sector will be contributed by Special Programs Branch to country information bases. Information will be sought from research agencies and organizations and from other donors, including international agencies. Special efforts will be made to assure the collection and compilation of better data on women in country and sector studies, project baseline and feasibility studies, etc. Policy Branch will develop guidelines for conducting WID-sensitive baseline studies.

Under the second category, corporate management information, activities will focus on collecting gender disaggregated information on CIDA projects and programs and will include other WID-related Agency activities. Statistics collection and processing systems will be modified by Comptrollers Branch to capture the impact of ODA on women, and in particular, to capture information on the WID-related program and project activities of all operational Branches. Policy Branch will undertake a study to define the criteria for consistent data collection and develop a classification of project approaches to WID. The study will also recommend ways to collect gender disaggregated data for OECD-DAC reporting tables. Professional Services will develop a sector typology of projects showing WID issues and gender impact.

Branches have recognized the need for coordination at the Agency level, particularly in regard to the development of statistical data bases. WID Information has therefore been identified as a cross-Agency issue. All Program Branches have suggested the need for better WID resources in the Development Information Centre. In this connection the feasibility of establishing a WID Resource Centre will be studied.

6. TO DEVELOP WID REQUIREMENTS FOR CIDA CONSULTANTS, TO BE INCLUDED IN THE PROPOSAL CALLS AND TERMS OF REFERENCE OF CONSULTANTS WHERE APPROPRIATE.

The private sector will be a special focus of attention, both insofar as the consultants and firms contracted by CIDA are concerned as well as in respect of the Canadian partners of CIDA's responsive program of international cooperation with the Canadian business community. The Business Cooperation Branch has undertaken to inform the private sector of CIDA's WID policy and to include WID as an element of its sector studies of the business community. In 1988, modified policy directives governing CIDA's relations with the private sector will be issued, if required.

Professional Services Branch will take lead in various activities aiming at increasing the supply of consultants with WID expertise to CIDA.

Policy, Business Cooperation and Special Program Branches will contribute in their respective capacity regarding analytical services, registration of consultants or relationship with institutions.

Another aspect of CIDA's employment of consultants will receive attention by Business Cooperation and Professional Services Branches, that is, the employment of women consultants on an equitable basis with men. (The distinction between women and WID consultants is underlined.) This will involve the elimination of inadvertent discrimination against the employment of women consultants as well as pro-active measures in line with general government policy on employment equity. Sex disaggregated data will be collected on CIDA's employment of consultants. Firms will be specifically encouraged to include women on their project teams. Business Cooperation Branch will also sponsor seminars oriented to women professionals and business persons in the Canadian private sector to promote increased participation of women in international development.

7. TO PROMOTE AND SUPPORT AN INTEGRATED AND OPERATIONAL APPROACH TO WID BY MULTILATERAL ORGANIZATIONS.

Multilateral Branch will analyse the status of WID in the policies and programs of multilateral institutions by incorporating WID in its ongoing institutional assessment and evaluation activities. WID policy and operational objectives will be promoted at meetings of the governing councils, boards of directors, etc. of multilateral institutions, and the Branch will assist in introducing WID issues into the broader international debates taking place within the UN system, the Commonwealth and la Francophonie.

Another important area for attention will be to increase the proportion of women working at the management and operational levels of multilateral institutions. To that end, Multilateral Branch will review the personnel management policies and practices related to the hiring of female staff by multilateral institutions, and recommend changes as required.

To improve donor progress and coordination with respect to WID policy development and implementation, Policy Branch will continue to represent CIDA on the DAC WID Expert Group and to participate in its workplan. Policy Branch will also promote the consideration of WID in other DAC fora by supporting the inclusion of WID on the agenda of DAC meetings in general. Operations Services Branch has undertaken to discuss WID with cooperating agencies in the context of CIDA's relations with Arab/OPEC donors.

With respect to multi-bi and co-financed projects, Operations Services and Multilateral Branches as well as the four Bilateral Area Branches, will ensure that their WID objectives are incorporated into these projects.

8. TO DEVELOP PLANS AND MECHANISMS, IN COOPERATION WITH PARTNER ORGANIZATIONS, TO ENSURE THAT WOMEN IN DEVELOPING COUNTRIES PARTICIPATE IN AND BENEFIT FROM PROGRAMS IMPLEMENTED BY THE NON-GOVERNMENTAL SECTOR.

Special Programs Branch will liaise closely with the non-governmental sector regarding WID, both to inform Branch partner organizations of CIDA's policies, and to tap their considerable WID experience and expertise. The Branch will ensure attention to WID by non-governmental organizations and institutions by including the involvement of women and girls among the criteria for project and program selection and organizational assessments.

WID concerns will also be explored through various forms of dialogue and consultation with partner NGOs and institutions, for example, meetings and workshops; participation by Third World women will be encouraged. Partner organizations' initiatives in WID sensitization will be supported. It is expected that some representatives from non-governmental organizations will have the opportunity to attend the CIDA WID training course.

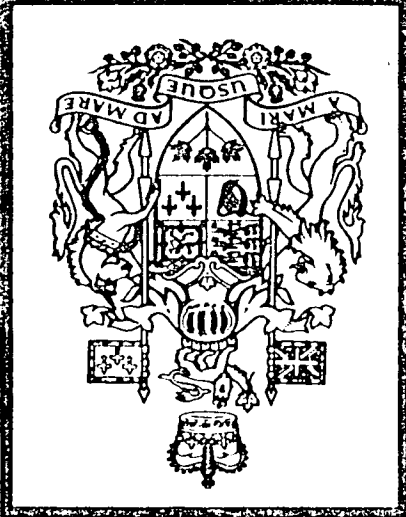
Special Programs Branch will also work with the Area Branches to enhance WID activity within country focus programming.

Through visits and direct contact, Business Cooperation Branch will dialogue with the Canadian business community on ways to involve and benefit women in programming. A study will be conducted on including WID as a criterion for assessing Business Cooperation Branch project proposals. New and innovative projects that involve and benefit women will be identified. In particular, a planned activity focuses on a credit information project for women entrepreneurs through a Canadian bank.

9. TO DEVELOP COMMUNICATIONS STRATEGIES TO INFORM THE CANADIAN PUBLIC OF CIDA WID STRATEGIES, AND FOR USE BY PROGRAMMING UNITS TO INFORM MAIN BENEFICIARIES.

Through the activities of three Bilateral Area Branches, recipient countries will be informed of CIDA's support for WID. Information on WID will be exchanged with other donors and efforts coordinated overseas through field representatives networks on WID. All facets of the Canadian public will be informed of CIDA's WID Strategy including the non-governmental and business communities. The Agency's WID Policy will also be communicated to consultants, executing agencies and cooperants. WID will be included in CIDA's public information documents on bilateral, special programs, sectoral and business cooperation activities. As opportunities arise, CIDA staff will speak publicly on WID and inform audiences of types and sources of CIDA support available for WID. Specific activities of Operations Services Branch are targetted to informing Canadian cooperants about about CIDA's WID Strategy, and Business Cooperation Branch will target Canadian women with respect to information on opportunities with CIDA.

Dimensions of Equality:
A Federal Government
Work Plan for Women



Conférence annuelle des premiers ministres

Vancouver, Colombie-Britannique
les 20 et 21 novembre 1986



Les dimensions de l'égalité
Plan d'action du gouvernement fédéral
concernant les femmes

Constructive Internationalism

Much has been learned in recent years about the situation of women throughout the world, their common concerns in different cultures, and the way global issues and decisions affect their lives. Women now recognize that their perspectives and participation are integral to questions ranging from family violence to world economic issues.

A commitment to equality between women and men in terms of social justice, economic opportunities, and participation and access requires national and international endeavours.

Canada's foreign policy is one of constructive internationalism. This policy of active and imaginative pursuit of solutions to the world's problems places a high priority on equality between women and men.

At the international level, two basic United Nations instruments are used to promote the equality of women: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Nairobi Forward-Looking Strategies for the Advancement of Women (FLS). CEDAW is a treaty to which Canada has been a party since 1981. It is the primary international legal instrument and basic minimum standard for equality between women and men. The FLS, adopted in 1985 at the World Conference of the United Nations Decade for Women, constitute a plan of action for the advancement of women to the year 2000.

Global equality of women

In its political and economic relations with other countries and through membership in international organizations, Canada works actively to eliminate all legal and practical forms of discrimination against women and to ensure their integration as both agents and beneficiaries of development.

A large part of the Government's international activity in recent years has focused on furthering equality for women through work in a number of international organizations. In addition to the United Nations, Canada is active in the Organization for Economic Cooperation and Development (OECD), the Organization of American States (OAS), the Commonwealth and la Francophonie.

Women in development

Canada's women in development (WID) policy is founded on a recognition that effective development requires the involvement of Third World women, as well as men. Canadian policy acknowledges that women are an integral part of the development process. Canada undertakes to ensure that the full range of its development assistance will contribute substantively to the realization of the full potential of Third World women as agents and beneficiaries of development.

Canada's women in development activities are coordinated by the Canadian International Development Agency (CIDA), whose goal is to ensure that women participate in, and benefit from, all Canadian-funded development projects. The Agency is committed to the implementation of the Nairobi Forward-Looking Strategies as they relate to CIDA development programs.

In November 1984, CIDA adopted a Policy Framework for Women in Development. The policy applies to the full range of the Agency's programs and calls for a variety of integration and special measures to assist Third World women in attaining skills, education and access to income.

A Women in Development Plan of Action covering the five-year period from 1986 to 1991 was presented to Parliament in June 1986. It commits the Government to integrating women's concerns in all phases of its international development activity. The Plan is a detailed program-by-program description of what operational measures will be taken, when, and by whom. Under the Plan of

Action, all CIDA programs and projects must specify the role of women as agents and beneficiaries of development cooperation.

A unique process developed at CIDA ensures that women are integrated into all development programs and projects. In fact, Canada's WID implementation model is being cited and adopted in other development organizations.

Canada continues to make consistent efforts to introduce women in development as a legitimate issue in assessing development effectiveness. Canada has pursued this approach in the Development Assistance Committee of the OECD, in the Commonwealth, in la Francophonie and in numerous multilateral organizations. As an example of this multilateral approach, Canada, in cooperation with the World Health Organization and the Pan-American Health Organization, plays an active role in Women, Health and Development, which recognizes the complex interrelationships between the health of women and their social, political, cultural and economic situations.

Work Plan: Global Equality of Women

Activities	Department
<ul style="list-style-type: none"> • Specific initiatives will be taken to ensure observance of the Convention on the Elimination of All Forms of Discrimination Against Women with a view to strengthening its effectiveness as the global standard for equality between women and men. Canada's second report on implementation will be presented in 1987. 	External Affairs Secretary of State Status of Women
<ul style="list-style-type: none"> • Strategic guidelines will be developed for the regional and international application of the Nairobi Forward-Looking Strategies (FLS) in order to ensure their comprehensive implementation throughout the United Nations system, including such key specialized agencies as UNESCO, the International Labour Organization, the Food and Agriculture Organization, the World Health Organization and the Pan-American Health Organization. 	All Departments and Agencies with international responsibilities
<ul style="list-style-type: none"> • A Special Adviser for International Women's Programs has been appointed in the Department of External Affairs to develop and coordinate Canada's response to, and support for, the FLS. 	External Affairs
<ul style="list-style-type: none"> • Attention will focus on strengthening the planning, programming and budgeting systems relating to status of women issues within the international organizations to which Canada belongs. 	External Affairs Status of Women CIDA

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• Canada will work to strengthen the role of the United Nations Commission on the Status of Women and to increase its ability to monitor the implementation of the FLS.

External Affairs
Status of Women
CIDA

• Increased priority will be given to ensuring that interests of women are incorporated in the economic development activities, projects and programs of international organizations in order to improve the access of women to all productive resources.

All Departments and Agencies with international responsibilities

• Canada will participate in the development of a Plan of Action to integrate women's concerns in the activities of the Commonwealth. The Plan will be discussed at the meetings of Commonwealth Ministers Responsible for Women's Affairs and of Commonwealth Heads of Government.

External Affairs
Status of Women
CIDA

• Procedures will be developed to increase the participation of women on Canadian delegations to international meetings, as well as the appointment of qualified Canadian women to senior positions in international organizations.

All Departments and Agencies with international responsibilities

• Canadian delegations to key international conferences and meetings will be given comprehensive briefings on global equality issues in order to support coordinated implementation of the FLS.

All Departments and Agencies with international responsibilities

• Canadian experts will continue to participate in international meetings dealing with issues of particular interest to women such as family violence, immigrant women, and equality in employment.

All Departments and Agencies with international responsibilities

Work Plan: Women in Development

Activities

Department

• Initiatives to be undertaken under the Women in Development Plan of Action include the development of new technical and administrative guidelines, new methodologies for collecting sex-disaggregated data, special training for CIDA staff and cooperants, and attention in scholarship policies to increasing the representation of women. Other activities are planned with respect to multilateral institutions, the Canadian business community and non-governmental organizations.

CIDA

• In addition to the integration of women in all its regular programs, Canada is committed to special measures to support the efforts of Third World women to participate fully in the development process (for example, Canada's Africa 2000 Initiative).

CIDA

• Canada is committed to continuing and substantial support of the United Nations Development Fund for Women.

CIDA

4 INTERNATIONAL MANDATES: UNITED
NATIONS

4.1 CONVENTION ON THE ELIMINATION OF ALL FORMS OF
DISCRIMINATION AGAINST WOMEN

4.2 NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT
OF WOMEN TO THE YEAR 2000

4.3 SYSTEM-WIDE MEDIUM-TERM PLAN FOR WOMEN AND DEVELOPMENT



UNITED NATIONS

**Convention
on the Elimination
of All Forms of
Discrimination
Against Women**



"... 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."

INTRODUCTION

A major step towards the attainment of the goal of equal rights for women was taken on 18 December 1979, when the General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women. The 30-article Convention sets out in legally binding form internationally accepted principles and measures to achieve equal rights for women everywhere. Its adoption climaxed consultations over a five-year period by various working groups, the Commission on the Status of Women and the General Assembly.

The comprehensive Convention calls for equal rights for women, regardless of their marital status, in all fields -- political, economic, social, cultural and civil. It calls for national legislation to ban discrimination; recommends temporary special measures to speed equality between men and women, and action to modify social and cultural patterns that perpetuate discrimination.

Other measures provide for equal rights for women in political and public life; equal access to education and the same choice of curricula; non-discrimination in employment and pay; and guarantees of job security in the event of marriage and maternity. The Convention underlines the equal responsibilities of men and women in the context of family life. It also stresses the social services needed -- especially child-care facilities -- for combining family obligations with work responsibilities and participation in public life.

Additional articles of the Convention call for non-discriminatory health services for women, including services related to family planning; and a legal capacity identical to that of men, with States parties agreeing that all contracts and other private instruments that restrict the legal capacity of women "shall be deemed null and void". Special attention is given to the problems of rural women.

The Convention sets up machinery for the international supervision of the obligations accepted by States once they have ratified or acceded to it. The Committee on the Elimination of Discrimination against Women (CEDAW), made up of 23 experts serving in their personal capacity and elected by States parties to the Convention, monitors progress made in its implementation.

/...

Opened for signature on 1 March 1980, the Convention entered into force on 3 September 1981. As of 31 May 1987, 93 countries had consented to be bound by its provisions, either through ratification or accession. These countries are:

Angola	Iraq
Argentina	Ireland
Australia	Italy
Austria	Jamaica
Bangladesh	Japan
Barbados	Kenya
Belgium	Lao People's Democratic Republic
Bhutan	Liberia
Brazil	Malawi
Bulgaria	Mali
Byelorussian Soviet Socialist Republic	Mauritius
Canada	Mexico
Cape Verde	Mongolia
China	New Zealand
Colombia	Nicaragua
Congo	Nigeria
Costa Rica	Norway
Cuba	Panama
Cyprus	Paraguay
Czechoslovakia	Peru
Democratic Yemen	Philippines
Denmark	Poland
Dominica	Portugal
Dominican Republic	Republic of Korea
Ecuador	Romania
Egypt	Rwanda
El Salvador	Saint Christopher and Nevis
Equatorial Guinea	Saint Lucia
Ethiopia	Saint Vincent and the Grenadines
Finland	Senegal
France	Spain
Gabon	Sri Lanka
German Democratic Republic	Sweden
Germany (Federal Republic of)	Thailand
Ghana	Togo
Greece	Tunisia
Guatemala	Turkey
Guinea	Uganda
Guinea-Bissau	Ukrainian Soviet Socialist Republic
Guyana	Union of Soviet Socialist Republics
Haiti	United Kingdom of Great Britain and Northern Ireland
Honduras	United Republic of Tanzania
Hungary	Uruguay
Iceland	Venezuela
Indonesia	Viet Nam
	Yugoslavia
	Zaire
	Zambia

The full text of the Convention is set out in the pages that follow.

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 the States Parties to the International Covenants on Human Rights have the obligation to ensure the equal right 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, aggresssion, 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 the present 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 to women, 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 of this article, 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 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 rural women 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, inter alia, the benefit of all community and extension services, 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. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts 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 interests 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 eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three 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 this 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 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 present Convention and on the progress made in this respect:

- (a) Within one year after the entry into force for the State concerned; and
- (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 of the United Nations 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

The 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 that paragraph 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

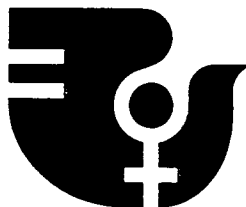
The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations.

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



UNITED NATIONS

**The Nairobi
Forward-Looking
Strategies
for the Advancement
of Women**



**As adopted by the World Conference to Review and Appraise the Achievements
of the United Nations Decade for Women: Equality, Development and Peace,
Nairobi, Kenya, 15-26 July 1985**

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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, 1/ 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, 2/ 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, ^{3/} the International Covenant on Civil and Political Rights, ^{4/} the International Covenant on Economic, Social and Cultural Rights, ^{5/} the Convention on the Elimination of All Forms of Discrimination against Women, ^{6/} and the Declaration on the Participation of Women in Promoting International Peace and Co-operation, ^{7/} 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 unrecognized 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. 8/

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 subtheme - 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.

* The Holy See delegation reserved its position with respect to paragraph 29 because it had not joined in the consensus at the International Conference on Population (Mexico City, 1984) and did not agree with the substance of paragraph 29.

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, 1/ the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975, 9/ regional plans of action, the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace, 2/ and the sub-theme - employment, health and education - the Declaration on the Participation of Women in Promoting International Peace and Co-operation 7/ and the Convention on the Elimination of All Forms of Discrimination against Women 6/ 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-theme - 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

* Reservations to paragraph 35 were formulated by Australia, Belgium, Canada, Denmark, Finland, Germany, Federal Republic of, Iceland, Ireland, Israel, Italy, Luxembourg, Netherlands, New Zealand, Norway, Sweden, Switzerland and United States of America. The United States reserved its position on the reference in paragraph 35 to the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975.

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 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". 10/

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,

* The United States reserved its position on paragraph 44 because it did not agree that the obstacles listed should be considered the main reasons for the inequality of women in most countries.

as well as their ability to exercise their full legal rights without fear of recrimination 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.

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 strategies

Paragraph 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

1. 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 6/ 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 organize. 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 would 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 would 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 did not agree with the concept of "equal pay for work of equal value" and maintained 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 of 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.

2. Equality in social participation

Paragraph 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 curriculum 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.

3. Equality in political participation and decision-making

Paragraph 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.

II. DEVELOPMENT

A. Obstacles

Paragraph 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 did not agree with the listing of those obstacles 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 on paragraph 98 and voted against the paragraph.

** The United States reserved its position on paragraph 100 because it did not accept the underlying philosophy of the paragraph as it concerned 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 spatial 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 viable 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

1. Overall

Paragraph 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.

2. 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 11/ 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

* The Holy See delegation reserved its position with respect to paragraphs 156 to 159 because it did not agree with the substance of those paragraphs.

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.

* The Holy See delegation reserved its position with respect to paragraphs 156 to 159 because it did not agree with the substance of those paragraphs.

Education

Paragraph 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.

Food, water and agriculture

Paragraph 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 recognized 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, 12/ 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 organizations - 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 organize 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 utilize 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 organizations 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 organizations and groups to enhance the self-reliance of rural women. Women's co-operatives should be promoted to operate on a larger 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 mobilization 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 services

Paragraph 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 technology

Paragraph 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.

Communications

Paragraph 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 transport

Paragraph 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 13/ 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.

Energy

Paragraph 218

Measures developed to rationalize 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.

Environment

Paragraph 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 mobilized 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 services

Paragraph 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

* The General Assembly adopted guidelines for consumer protection in resolution 39/248 of 9 April 1985.

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. PEACE

A. Obstacles

Paragraph 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 Charter of the United Nations 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 strategies

Paragraph 239

The main principles and directions for women's activities aimed at strengthening peace and formulated in the Declaration on the Participation of Women in Promoting International Peace and Co-operation 7/ 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, 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 owing to the violation of the Charter of the United Nations, 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) 14/ 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. 15/

* The United States voted against paragraph 259 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. 16/ The Palestinian woman 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 17/ 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

1. 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 S-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, 18/ 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.

2. Education for peace

Paragraph 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 drought

Paragraph 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 women

Paragraph 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 women

Paragraph 286

The International Plan of Action on Aging adopted by the World Assembly on Aging in 1982 ^{19/} 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 organizations 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 women

Paragraph 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, 20/ 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 women

Paragraph 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" women

Paragraph 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-OPERATION

A. Obstacles

Paragraph 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

1. 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.

2. 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 some 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.

3. 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 organizations 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.

4. 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.

5. 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 organizations 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.

6. 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

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

2/ 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.

3/ General Assembly resolution 227 A (III).

4/ General Assembly resolution 2200 A (XXI), annex.

Notes (continued)

- 5/ Ibid.
- 6/ General Assembly resolution 34/180, annex.
- 7/ General Assembly resolution 37/63, annex.
- 8/ 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.
- 9/ Report of the World Conference of the International Women's Year ..., chap. I.
- 10/ 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).
- 11/ 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.
- 12/ 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.
- 13/ General Assembly resolution 36/71.
- 14/ 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.
- 15/ General Assembly resolution 3086 (XXVIII).
- 16/ 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).
- 17/ Report of the International Conference on the Question of Palestine, Geneva, 29 August-7 September 1983 (United Nations publication, Sales No. E.83.I.21), chap. I, sect. B.
- 18/ General Assembly resolution 37/16.
- 19/ 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.
- 20/ See United Nations publication, Sales No. E.81.IV.4.

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INTERNATIONAL CO-OPERATION AND CO-ORDINATION
WITHIN THE UNITED NATIONS SYSTEM

Proposed system-wide medium-term plan for women and
development for the period 1990-1995

Report of the Administrative Committee on Co-ordination

PREFACE

In its resolution 1985/46, the Economic and Social Council requested the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, to undertake the preparation of a system-wide medium-term plan for women and development. In adopting the Nairobi Forward-looking Strategies for the Advancement of Women, the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women also called for a system-wide medium-term plan in order to achieve greater coherence and efficiency of the policies and programmes of the United Nations system related to women and development. 1/ A report on the proposed framework of the plan (E/1986/8) was submitted to the Economic and Social Council at its second regular session of 1986 through the Commission on the Status of Women and the Committee for Programme and Co-ordination. The Council, in its resolution 1986/71, took note of the proposed framework of the plan and decided that particular attention should be given to the programmes on access to productive resources, income and employment and on access to services.

* See Economic and Social Council decision 1987/108.

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A draft of the system-wide medium-term plan for women and development (E/CN.6/1987/2) was submitted by the Secretary-General to the Commission on the Status of Women at its session held from 12 to 16 January 1987. The draft was revised taking into account the recommendations of the Commission. It is herewith submitted by the Administrative Committee on Co-ordination as the proposed system-wide medium-term plan for women and development.

Once endorsed by the Council, the plan will constitute the framework for the system-wide implementation of the Nairobi Forward-looking Strategies for the Advancement of Women during the period 1990-1995, particularly the development aspects of the three objectives of the United Nations Decade for Women: Equality, Development and Peace. In accordance with Council resolution 1986/65 and in conformity with the system-wide medium-term plan, the Secretary-General will make the necessary arrangements for the co-ordination of administrative, operational and programme activities relating to the integration of women in economic development.

Notes

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

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Table. Organizational entities participating in the implementation of the
 system-wide medium-term plan for women and development

ABBREVIATIONS

ACC	Administrative Committee on Co-ordination
CPC	Committee for Programme and Co-ordination
CSDHA	Centre for Social Development and Humanitarian Affairs (United Nations)
CSTD	Centre for Science and Technology for Development (United Nations)
DPI	Department of Public Information (United Nations)
DIËC	Office of the Director-General for Development and International Economic Co-operation (United Nations)
DIESA	Department of International Economic and Social Affairs (United Nations)
DTCO	Department of Technical Co-operation for Development (United Nations)
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization of the United Nations
Habitat	United Nations Centre for Human Settlements
IFAD	International Fund for Agricultural Development
ILO	International Labour Organisation
IMO	International Maritime Organization
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre UNCTAD/GATT
JUNIC	Joint United Nations Information Committee
OHRM	Office of Human Resources Management (United Nations)
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNIDO	United Nations Industrial Development Organization

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UNRWA United Nations Relief and Works Agency for Palestine Refugees in the Near East

WFC World Food Council

WFP World Food Programme

WHO World Health Organization

INTRODUCTION

1. The Nairobi Forward-looking Strategies for the Advancement of Women were endorsed by the General Assembly of the United Nations on 13 December 1985. Building on 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 held at Mexico City in 1975, and the Programme of Action for the Second Half of the United Nations Decade for Women, adopted by the World Conference of the United Nations Decade for Women: Equality, Development and Peace held at Copenhagen in 1980, the Forward-looking Strategies provide a framework for action at the national, regional and international levels to promote greater equality and opportunity for women in the years to come. The formulation of the Forward-looking Strategies and their adoption by consensus at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, held at Nairobi in July 1985, were a major landmark in the advancement of women internationally, and a significant achievement for multilateralism. In adopting the Strategies, 157 States joined in making a commitment to take concrete measures by the year 2000 to eliminate all forms of sex-based discrimination. The Strategies call for guaranteeing women equal treatment under the law and equal opportunity to enjoy their rights and receive adequate training, education and health care, so that they may participate fully in political, economic, social and cultural life and enjoy full recognition and support for their integral role in the development process. Emphasis was also placed on the integration of women as a condition for achieving sustainable development. The Strategies are based on the three objectives of the United Nations Decade for Women - equality, development and peace - and on the premise that the three objectives are interrelated and mutually reinforcing, so that the achievement of one objective contributes to the achievement of another.

2. The Strategies set out an ambitious programme of work for which responsibility is shared by Governments, international organizations and the global community. Strategies must be translated by each of those concerned into concrete tasks if the objectives are to be achieved. The tasks envisaged cut across the traditional sectoral lines along which the work of the United Nations system is organized. In adopting resolution 1985/46 on women and development, the Economic and Social Council recognized that a special effort would be needed if the organizations of the United Nations system were to achieve a coherent approach in their policies and programmes related to women and development. The purpose of this system-wide medium-term plan is to translate the development aspects of the Forward-looking Strategies into a consistent and efficient approach to guide the formulation of the planning and programming documents of the individual organizations of the system. Since the beginning of the United Nations Decade for Women, 1976-1985, the number and coverage of activities related to women has grown. These existing activities form the base of the present plan. The plan should help ensure that the Forward-looking Strategies are integrated into the specialized programmes of the system and show where linkages among activities should be established.

3. The Forward-looking Strategies are one of many intergovernmental mandates that guide the work of the system. These other mandates have also guided, as

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appropriate, the formulation of the system-wide plan. Women's issues gained increased visibility during the United Nations Decade for Women. The world conferences on women held in 1975 and 1980 were important catalysts in linking the role of women inextricably to overall issues of political, economic and social development. Many organizations of the United Nations system have established policies and programmes to promote women's interests. Intergovernmental bodies and international conferences within the United Nations system have recognized the role of women in their areas of concern. Examples are Habitat: United Nations Conference on Human Settlements (1976), the Tripartite World Conference on Employment, Income Distribution and Social Progress, and the International Division of Labour (1976), the World Conference on Agrarian Reform and Rural Development (1979), the United Nations Conference on Science and Technology for Development (1979), the United Nations Conference on New and Renewable Sources of Energy (1981) and the International Conference on Population (1984).

4. Towards the broad objective of development of the United Nations Decade for Women, the plan identifies tasks that are feasible for international organizations to accomplish in the medium term. It seeks to integrate activities directed towards the other objectives of the Decade, equality and peace, as they are both pre-conditions and goals of development. The plan takes as a fundamental premise that the achievement of its objectives requires that its strategies be framed within the context of all relevant development activities of the system. It gives particular importance to integrating women's interests in operational programmes, both by identifying specific areas where operational activities should ensure equal benefit to women and promote their equal participation, and by indicating where changes in project formulation and management procedures can lead to a general improvement in the responsiveness of operational activities to the needs and concerns of women. In particular, the plan encompasses those sectors constituting the subtheme of the United Nations Decade for Women, namely employment, health and education, as well as the other areas included under the major objective of development in the Forward-looking Strategies: food, water and agriculture; industry; trade and commercial services; science and technology; communications; housing, settlement, community development and transport; energy; environment; and social services.

5. The plan is composed of 23 subprogrammes organized into six programme areas. The first four programmes deal with women and development in broad substantive areas of concern, largely based on chapters I and II of the Forward-looking Strategies. The first programme is directed towards the elimination of discrimination against women, a pre-condition for bringing women into the mainstream of development; it constitutes a link with the objective of equality. The second programme deals largely with the economic aspects of women and development, and the third programme with the social aspects. The fourth programme is concerned with participation in decision-making and implementation, a major aspect of the objectives of equality and peace, and links all three objectives. To incorporate those aspects of chapter V of the Strategies that are concerned with means of action, a fifth programme has been designed to improve the usefulness of the main instrumentalities employed by international organizations to achieve their objectives. Finally, to ensure that the Strategies are implemented in a comprehensive and integrated manner, a sixth programme is proposed to deal with the overall tasks of policy analysis, monitoring and co-ordination.

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6. The system-wide medium-term plan is of necessity an indicative plan. Its adoption by the Economic and Social Council will constitute a formal recommendation to the specialized agencies and a direct mandate to the United Nations proper. In order to implement the plan, the organizations of the system have each agreed to incorporate those aspects of work that fall within their competence in their own proposed medium-term plans and work programmes for the period 1990-1995. Those plans and programmes will be reviewed by the competent intergovernmental bodies within each organization, and the system-wide plan will also be submitted to them. The extent to which the system-wide plan will be taken into account in the work programmes of individual organizational entities will be determined by their respective governing bodies. The proposals have been framed so as to be consistent with the existing mandates of the various organizations. The activities proposed in the plan will be implemented by the individual organizations in accordance with their own medium-term plans and objectives, programmes and plans of action, and other legislative directives.

7. The organizations that are expected to contribute to carrying out the plan are shown in the table at the end of the present document, which identifies for each subprogramme the organizational entities planning to assume a major responsibility and those that will play a supporting role. The system-wide medium-term plan will help determine where joint activities are required and guide the interface between the activities of individual organizations and of the system as a whole.

8. The implementation of the plan will be co-ordinated by the Administrative Committee on Co-ordination (ACC). The main consultative committees of ACC dealing with programme questions, operational activities and personnel matters will deal with co-ordination in their respective areas. Ad hoc inter-agency meetings on women will be convened, particularly in conjunction with meetings of the Commission on the Status of Women. The specialized inter-agency bodies dealing with rural development, nutrition, science and technology, water resources, new and renewable sources of energy and public information will co-ordinate the implementation of the plan in their respective areas. In this connection, it should be noted that the General Assembly has designated the Advancement of Women Branch of the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat as the focal point for activities of the United Nations system related to women.

9. The regional commissions of the United Nations and the regional bodies of the specialized agencies will implement the general strategies of the plan, taking into account the particular needs of their respective regions. Where there are distinctive regional strategies, they are highlighted in the plan. The plan should help determine where links need to be forged between global, interregional and regional activities.

10. The main task of monitoring and evaluation will be to ensure the coherence of plan implementation. The organizations will report for monitoring and evaluation purposes to their own intergovernmental bodies in the first instance. Their reports will be made available to the Commission on the Status of Women and other bodies concerned with monitoring and appraising the implementation of the Forward-looking Strategies. For the United Nations, a useful tool for monitoring the implementation of the plan will be the intersectoral presentation of United

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Nations programmes dealing with women, requested by the Economic and Social Council in resolutions 1986/65 and 1986/71, which will be cross-referenced to related work of the specialized agencies. For the purpose of system-wide monitoring, it is expected that a cross-organizational programme analysis will be prepared for the Committee for Programme and Co-ordination in 1989, in order to review the activities for and resources allocated to the advancement of women. This programme analysis would serve as a baseline for monitoring the implementation of the system-wide plan. It is expected that monitoring reports updating the information contained in the cross-organizational programme analysis would be submitted biennially to the Commission on the Status of Women as part of its review of the implementation of the Forward-looking Strategies and, through the Commission, to the Committee for Programme and Co-ordination and the Economic and Social Council.

11. The system-wide plan is intended to cover the period 1990-1995. It is not expected that revision will be necessary. Since the process of plan revision differs considerably among the various organizations of the system, the practical impact of regular revision would not be great. However, in the event that significant changes should be required during the plan period, it would still be possible to revise the plan on an exceptional basis.

12. The plan as drafted makes no assumptions about the amount of resources that will be available to the organizations of the system for its implementation. In drafting the plan, there was a general understanding that at least the historical levels of resources in real terms will continue throughout the plan period. As part of the monitoring process, beginning with the cross-organizational programme analysis in 1989, information will be provided on resource allocations of individual organizations in relation to programmes, including resources from both assessed and voluntary contributions.

PROGRAMME 1. ELIMINATION OF LEGAL AND ATTITUDINAL FORMS
OF DISCRIMINATION

While in some countries and areas significant advances have been made in reducing the legal and attitudinal bases of discrimination against women, both de jure and de facto discrimination continues to be obstacles to women's full participation in development. New laws are being implemented and enforced slowly and are often overridden by custom. Many old laws have yet to be repealed. Unwarranted stereotypes of men's and women's roles in society, including their roles in the family, persist and are reinforced in most countries by the mass media.

The States Members of the United Nations or members of its specialized agencies have adopted a number of international instruments pertaining in whole or in part to women, including the Convention on the Elimination of All Forms of Discrimination against Women. However, legislative changes are most effective when made within a supportive framework promoting simultaneous changes in the economic, social, political and cultural spheres. Although much progress has been made in legislation to eliminate discrimination against women, measures are necessary for its effective implementation and enforcement. Recourse to the law does not automatically benefit all women equally, owing to the socio-economic inequalities determining women's knowledge of the law and access to it. The organizations of the United Nations system have increased their information activities concerning the status of women, but this information has not been centralized. As a result, it is difficult to keep member States and national policy makers properly abreast of available information and research results.

This programme focuses on eliminating the legal and attitudinal bases of discrimination. It deals with what, for other parts of the plan, are pre-conditions: a legal environment that permits women to contribute to and benefit from development; an increased understanding of the causes and consequences of discrimination and the means to overcome it; and the fostering of attitudes that would favour the advancement of women. The programme builds on the achievements of the United Nations Decade for Women in developing legal norms and bringing the issue of women and development to the forefront of public debate. It seeks to increase the impact of international instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women, and to institutionalize programmes that have been successful in countering sex stereotypes.

Subprogramme 1.1 International standards

Intergovernmental objectives

(i) To achieve the full observance of the equal rights of women and the elimination of de jure and de facto discrimination;

(ii) To achieve significant progress in the ratification and implementation of international conventions and covenants and other instruments concerning the status of women and of all other international standards as they pertain to women.

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United Nations system objectives

- (i) To increase the awareness of Governments and the public of international standards concerning the status of women and to promote compliance with those standards;
- (ii) To complete a review of existing international instruments as they pertain to women, identifying interrelationships and gaps in coverage, as well as areas requiring special efforts to reconcile traditional law and practice with international standards;
- (iii) To promote the sharing of experience among States in the application of international instruments as they pertain to women;
- (iv) To provide advisory and training services to all developing countries that request them to bring national legislation into conformity with international standards.

Strategy

Although much progress has been made in enacting legislation, further measures are necessary for its implementation and enforcement, particularly in societies with multiple and conflicting legal systems. Technical assistance in the form of advisory services and regional workshops will be provided to developing countries, on request, and model legislation will be developed to assist in linking existing legal systems and practices with international standards. A synthesis will be made of existing international standards and instruments as they pertain to women, for use by the intergovernmental bodies concerned, and emerging issues will be identified in this regard. The implementation by countries of international standards and instruments will continue to be monitored, and the information supplied to the United Nations will be prepared for review by the responsible intergovernmental bodies. At least one full round of monitoring of the implementation of international instruments relating to the improvement of women's working conditions, benefits and promotion opportunities, particularly in areas where they have not traditionally worked, will be completed and the results publicized.

A diagnosis will be made of those factors that universally constrain access to employment and their relationship to employment at the national level (see subprogramme 2.1). The next step will be to identify national policies and norms that have shown results in eliminating obstacles and promoting the employment of women. New international standards will be elaborated for intergovernmental consideration and, once approved, will be monitored together with existing standards.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA) and ILO.

Subprogramme 1.2 Promoting more positive attitudes towards the
role of women in development

Intergovernmental objectives

- (i) To launch a comprehensive and sustained public campaign to challenge and abolish all discriminatory perceptions and attitudes towards women by the year 2000;
- (ii) To achieve substantial and continuing improvement in the portrayal of women in the mass media and to develop attitudes and produce materials that illustrate positive aspects of women's roles and status in intellectual, cultural and other activities as well as egalitarian relations between the sexes;
- (iii) To foster recognition of the value of maternity and the common responsibility of men and women in bringing up children;
- (iv) To promote women's studies in the curricula of schools, colleges and universities;
- (v) To promote special measures designed to redress the imbalance imposed by centuries of discrimination by eliminating prejudice and customary practices based on beliefs about the inferiority of women or on stereotyped roles for men and women;
- (vi) To accelerate the attainment of de facto equality between men and women.

United Nations system objectives

- (i) To establish a television series on women for dissemination world wide;
- (ii) To make available the women's radio programme in four languages, together with materials to adapt it into local languages;
- (iii) To update "The State of the World's Women" in conjunction with each major review of the Forward-looking Strategies and prepare press kits to accompany each updated version;
- (iv) To establish a training programme in journalism and media management for women;
- (v) To achieve equal participation by women in all United Nations public information activities;
- (vi) To complete guidelines on the study of sex stereotyping at the national level and on the development of techniques and action programmes to combat it;
- (vii) To promote the establishment of women's studies programmes in all developing countries;
- (viii) To complete a world history of women's contribution to development;

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(ix) To emphasize in programme and project documents the positive contribution that women make to the national economy and, in particular, women's role in agriculture in developing countries.

Strategy

The strategy consists of related efforts to strengthen the ability of the United Nations system to provide informational material for national activities, to increase the participation of women media professionals in national activities and in international programmes, to advance the study of sex stereotyping, and to promote women's studies programmes. The highest priority will be given to activities designed to capture and disseminate information on the current contribution of women and to increase women's participation in media production and management.

The television series on women will be modelled after the international women's television series which was successfully completed and broadcast in more than a dozen countries at the end of the United Nations Decade for Women. To produce the series, national television networks in both developed and developing countries will enter into co-production agreements with the United Nations. A woman television producer from each country will make one film on an issue of concern to women in her country and, in exchange, receive free all the other films in the series for broadcast. Thus, in return for the cost of making one half-hour of television, each national network will receive free five or six hours of television, a very cost-effective scheme. The United Nations will be responsible for the co-ordination of the series: bringing the television producers together to decide on programme content and to exchange expertise and critical comments at the script-writing and editing stages of the production; providing transcripts of the films in English, French and Spanish for language versions; and distributing the series to the consortium members and internationally. Thus, the series will provide a vehicle for the exchange of information between developing and developed countries on women's issues with a built-in broadcast/distribution system, as well as provide women television producers with an opportunity to work with and learn from their peers from other countries.

A weekly women's radio programme will be produced in English, French, Spanish and Arabic and distributed world wide to broadcasting organizations and other interested users. Efforts will be made to distribute the programme more widely by, inter alia, making available cassette tapes and transcripts for adaptation into local languages.

An update of the pamphlet "The State of the World's Women" will be produced in 1990 to coincide with the review appraisal in that year by the Commission on the Status of Women of the implementation of the Forward-looking Strategies. The pamphlet will also be updated to coincide with the proposed world conferences in the early 1990s.

To increase the expertise of women in the media, a multi-faceted approach will be followed. First, a training programme for young women media professionals will be set up whereby fellowships or internships with international organizations will

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be provided to familiarize the participants with global issues. Efforts will also be made to establish regional internships or fellowships to attend regional seminars and workshops in co-operation with national and regional media organizations.

In order to identify candidates for training and participation in information events, a world-wide roster of women journalists will be set up and will be updated and published periodically as a handbook. In all public information activities of the United Nations system, including training programmes, journalist encounters, internships, media round tables, and fellowship programmes, the number of invitations sent to women media professionals will be increased in order to achieve equal participation of women in these events. The promotion of positive attitudes towards the role of women in development will be included in all training programmes for journalists.

Research on sex stereotyping has been conducted for some time (see also subprogramme 6.1). This activity, including research into cultural causes, will be synthesized in a series of regional round tables for media professionals and experts on sex stereotyping in the mass media and advertising, to develop recommendations for use by national media and others to eliminate sex stereotypes. Based on these analyses of national and regional experience, international guidelines will be elaborated for application within the media industry world wide. Materials will be prepared and distributed and national action supported for the identification and elimination of sex stereotypes in textbooks and children's literature.

The first step in promoting women's studies programmes will be to complete surveys to identify those that are currently under way. For countries that do not have such programmes and wish to establish them, the United Nations system will provide advisory services, guidelines on content and curricula, and grants and training services. As an input to this activity, a system-wide effort will be made to complete a history of women's contribution to development world wide, based on a synthesis of existing studies and the commissioning of new studies in areas not previously covered.

Attention will be given to measures, projects and experiments to promote recognition of the traditional role played by women in the family and the community in maintaining and transmitting the values, traditional knowledge and know-how that form part of the cultural heritage and identity of a people. Women's contribution to the renewal and enrichment of cultural identities - through cultural communication and creative work - will also be promoted.

The organizations primarily responsible for implementing this subprogramme are the United Nations (DPI, CSDHA, ESCAP, ESCWA), UNESCO, INSTRAW and UNIFEM.

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PROGRAMME 2. ACCESS TO PRODUCTIVE RESOURCES, INCOME
AND EMPLOYMENT

Women's access to productive resources, income and employment is impeded by a number of factors, including economic recession, scarcity of job opportunities, job stereotyping and low levels of investment in essential support services, such as child care and vocational and management training. Women's access to land, technology and credit continues to be restricted in many countries by customary law and practice. Although the wage gap between men and women has narrowed in some countries and sectors as equal pay legislation has been adopted, the record remains uneven. The domestic responsibilities of many women continue to inhibit their ability and inclination to perform shiftwork and overtime. Many seek part-time work, and many must interrupt their working lives to bear children, which affects their chances for job security, pay raises and promotions. Women are frequently not entitled to the tax and fringe benefits available to men and are commonly relegated to occupations that are poorly paid. Women who work in the informal sector of the economy are being threatened increasingly by the introduction of mass-produced goods and services, yet they lack access to the financing and skills needed to achieve the economies of scale necessary to compete with imports and new industries. Plans and projects for agricultural and industrial development do not yet adequately take into account the costs and benefits to women, and women are generally poorly represented in the planning process and priority setting.

The importance of this programme for the implementation of the Forward-looking Strategies has been emphasized by the Commission on the Status of Women and the Economic and Social Council. The programme deals with the economic issues affecting women and development and the ways in which the talents and energies of women can be further mobilized as a contribution to development. While recognizing that legal equality in the marketplace is a pre-condition, the programme is designed to contribute to economic efficiency by increasing women's capacities and productivity and expanding overall employment opportunities. It includes the policy measures and practical actions necessary to create an environment in which women have greater access to the means of production. It proposes strategies that will help support and guide national efforts to enable women to participate fully and effectively in the development process, including national efforts to modify development priorities and modalities both as a prerequisite for women's participation and as a consequence thereof. It builds on women's significant, but largely unrecognized, contribution to the economy and proposes to develop support services for the family to allow parents to combine and harmonize their productive and reproductive roles. It emphasizes appropriate measures to assure women equal access to jobs and opportunities for career advancement.

In elaborating this programme, special attention was given to the information, analysis, suggestions and recommendations contained in the World Survey on the Role of Women in Development.

Subprogramme 2.1 Overall trends and policies in women's employment

Intergovernmental objectives

(i) To change social attitudes towards women and improve understanding of the fundamental relationship between equal employment for men and women and the achievement of economic and social development goals;

(ii) To integrate women into all economic activities by breaking down occupational barriers and implementing special measures;

(iii) To institute policies and programmes to enable women to obtain jobs involving more skills and responsibility, including those at the managerial level, in all sectors of the economy;

(iv) To eliminate exploitative practices in employment based on sex and to redress the disproportionate effects of unemployment trends on women.

United Nations system objectives

(i) To complete by 1993 a comprehensive evaluation of the impact of international instruments on women's employment, including their access to employment and their working conditions, and an in-depth analysis of labour market trends and their impact on women's employment, with particular emphasis on labour market transformations caused by technological developments, and to publish the results and submit them, by 1995, to Governments, workers' and employers' organizations, and intergovernmental and non-governmental organizations for use in the formulation of national policy;

(ii) To elaborate measures to promote parental leave following the birth of a child and flexible working hours as a means of encouraging the sharing of parental and domestic responsibilities by men and women and to secure the consideration of these measures in appropriate intergovernmental forums and in formulating projects and plans;

(iii) To prepare an up-to-date appraisal of the impact of technological innovations, structural adjustments and changes in the labour market on employment opportunities for women in rural and urban areas.

Strategy

By the end of 1993, a study will have been prepared and distributed to Governments and workers' and employers' organizations on the impact of international instruments on women's access to employment, their working conditions, child care, parental leave and benefits under social security. The entry and re-entry of single parents into the labour force will be covered. Special consultations will be held with Governments, if necessary, in the preparation of a questionnaire for the study. A manual on equality of opportunity and treatment for men and women workers will also be produced. It will contain selected examples of national policy, statements, legislation, collective labour

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agreements and institutional arrangements that have proved effective in implementing the policy of equality. A series of studies will be undertaken to analyse labour market trends and their impact on women's employment. Particular attention will be given to the effect of technological changes on women's employment opportunities and skill requirements; the relationship of women's increasing economic activity to the growth of sectors of the economy in which jobs traditionally held by women predominate and to the growth of temporary and part-time forms of employment; the interaction between demographic factors and women's economic role and status; and the identification of specific measures and their means of implementation to break down occupational segregation in the labour market. Concerning rural women, emphasis will be given to ways in which self-employment can be promoted; the situation of women home-based workers and their organization to improve working conditions; the link between access to productive resources and household food security; and access to improved technologies. National, subregional and regional seminars will be held on measures to combat discrimination in employment, with general attention to promoting women's equality in labour matters and in overall economic development.

A synopsis of the findings of these studies and seminars will be submitted to Governments and employers' and workers' organizations by 1995, together with recommendations for national policy and action. The findings and recommendations will also be made available to all appropriate organizations of the United Nations system so that they can be taken into consideration in the design and implementation of technical co-operation projects and advisory services.

The organizations primarily responsible for implementing this subprogramme are ILO, United Nations (ESCAP, ECA, ESCWA) and UNIFEM.

Subprogramme 2.2 Vocational training and training on
women and development

Intergovernmental objectives

(i) To establish vocational training and training on women and development as a subject of study in formal and informal education and training courses around the world;

(ii) To provide women, especially girls and young women, with equal access to vocational training in all occupations in order to expand their opportunities for employment in occupations that are non-traditional or new to women and that are important to development;

(iii) To diversify women's vocational education and training, emphasizing the need for increased participation of women in scientific and technical fields;

(iv) To implement a fully integrated system of training that is directly linked to employment needs and pertinent to future employment and development trends;

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(v) To ensure tripartite co-ordination of training and retraining activities in favour of women;

(vi) To improve vocational guidance, counselling and placement services, with particular attention to disadvantaged groups and the unemployed.

United Nations system objectives

(i) To prepare by 1993, a report containing examples of imaginative vocational training programmes with a view to diversifying women's occupations and preparing them for jobs in the growth sectors of the economy;

(ii) To establish a roster of specially trained persons who could provide consultative services on vocational training for women, especially girls and young women, to Governments and workers' and employers' organizations on request;

(iii) To identify ways of implementing through all relevant technical co-operation programmes the vocational training-related recommendations of the UNDP programme advisory note, which are based on the 1985 International Labour Conference resolution on equal opportunities and equal treatment for men and women in employment and on the Forward-looking Strategies;

(iv) To develop a prototype curricula for adaptation to specific regional and national situations.

Strategy

Governments and workers' and employers' organizations will be requested to provide information on successful vocational training programmes. This information will be compiled and distributed to Governments by 1993, together with recommendations for setting up similar programmes, if appropriate and feasible within the particular national context.

By 1993 a roster of specially trained persons will have been established, so that extensive advisory services can be offered to Governments and workers', employers' and non-governmental organizations on vocational guidance, counselling, training, retraining and placement services for women. An inventory of resource persons, data, research, training materials, programmes and institutions will be initiated in order to disseminate information on vocational training for women, especially girls and young women, and on available training resources. Meetings and seminars related to regional training issues will be utilized to the extent possible to bring together those persons identified for inclusion in the roster and to disseminate the information collected on the training needs of women, especially girls and young women, and on available resources.

As most technical co-operation projects have a training component, it is essential that the organizations of the United Nations system establish machinery to ensure that all projects are designed and implemented in such a way that they will promote a wide variety of vocational training opportunities for women.

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especially girls and young women, with particular emphasis on management training. Particular attention will be paid to drawing up guidelines and check-lists that are specific to the different sectors of the economy. These mechanisms will be established by 1992 in conjunction with those that will be set up to promote the principles contained in the UNDP programme advisory note.

The organizations primarily responsible for implementing this subprogramme are ILO, INSTRAW, United Nations (DTCO, CSTD, ESCWA), UNIFEM, UNRWA and UNESCO.

Subprogramme 2.3 Food and agriculture

Intergovernmental objectives

(i) To reassess the basic goals of development - such as food security, reduction of rural poverty, a rate of population growth compatible with natural and institutional resources, adequate nutrition - in the light of rural women's activities in food production as well as in the home;

(ii) To develop human resources and provide material resources to ensure the full participation of women in the design, implementation and evaluation of multisectoral rural development policies, strategies and programmes;

(iii) To guarantee women's constitutional and legal rights in respect of access to land and other means of production in the rural economy, and to ensure their participation in agrarian reform and resettlement schemes;

(iv) To ensure that women, especially married women, have control over their income and the products of their labour and benefit from improved agricultural inputs and methods, research, training and financial management;

(v) To review agricultural marketing and transport policies, as well as pricing policies and other incentives for agricultural production, and make changes to improve the returns to primary agricultural producers;

(vi) To develop strategies and programmes that specify women's actual and potential role in subsistence and cash crop production, animal husbandry, fishery, forestry, off-farm rural production programmes and environmental management, as well as in the use of appropriate technologies for food production, processing and preservation;

(vii) To develop technical packages and extension services that are better adapted to the actual conditions of production in the smallholder sector, especially with regard to multiple cropping and labour allocation patterns, and to sensitize male and female extension staff in bringing these to women as well as men farmers.

United Nations system objectives

- (i) To provide Governments with adequate information regarding women's key roles in rural development, which, if actively supported, can lead to the realization of basic development goals, such as food security, reduction of rural poverty, a rate of population growth compatible with natural and institutional resources, and adequate nutrition;
- (ii) To promote analyses of the relationship between national agricultural policies and family or individual decisions that affect fertility and provide advice to Governments so that the implications for changes in national policy and related programmes can be actively considered;
- (iii) To assist in the formulation and implementation of national programmes of agrarian reform and resettlement that take account of women's concerns on an equitable basis, in particular to promote equal rights to land;
- (iv) To apply data and statistics on rural development disaggregated by sex to all relevant policy and project formulation and to the monitoring of the progress achieved;
- (v) To include women as participants and as beneficiaries in rural development projects designed to benefit the general population, so that negative effects on women will be avoided, and to give assistance to all Governments that request it in the formulation and execution of rural development programmes and projects that benefit women per se;
- (vi) To develop, promote and implement training programmes so that rural development services can reach rural women more effectively through (a) the reorientation of existing staff, both men and women; (b) the recruitment of additional women staff where possible; (c) changes in programme content to recognize the actual responsibilities of rural women in production; and (d) links with rural women's groups and instruction for extension staff in training rural women;
- (vii) To develop credit programmes for rural women for agricultural and non-agricultural production activities;
- (viii) To encourage existing institutions to provide rural women with access to credit in ways that are compatible with their situations and institutional concerns, and to sensitize and train both staff and rural women in regard to the benefits of credit programmes that include women, as part of comprehensive input delivery programmes, including farm management, training, marketing, extension and technology;
- (ix) To develop, promote and disseminate tested, proved and simple low-cost technologies that save time and energy and ensure high returns to women, with particular focus on food security;
- (x) To undertake joint efforts in research on and effective action related to food security and crises and women's roles therein.

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Strategy

Women's contributions to agriculture should be identified and recognized as a prerequisite to successful rural development and the achievement of basic development goals, such as food security, reduction of rural poverty, a rate of population growth compatible with natural and institutional resources, and adequate nutrition. The sensitization of policy makers and planners to this issue is a vital part of the strategy. Increasing women's access to inputs, services and land will then be seen as a logical step in attaining effective as well as equitable development.

Modern technology, including irrigation, should be made available to women. They should also have access to land, credit, marketing, transportation and storage facilities. Targets should be set for increasing extension contacts with rural women and for the recruitment and training of women as well as men extension workers. Technical co-operation and training will be organized on these subjects. Specifically, efforts will be made to train planners, including women, in programme and project design, the development of appraisal techniques, and monitoring to ensure that projects are examined in terms of both their impact on women and the contribution that women can make. Training and advisory services in management, credit, marketing and the development of co-operatives will also be emphasized.

Improved technologies that can be used by women for irrigation and land reclamation, improved seeds, food processing, storage and labour-saving equipment will be identified, tested and disseminated when proved effective. Improved methods of disseminating technology will be developed and tested. The special relevance for women of each technology will be assessed, taking account of user needs and the acceptability of the technology to users.

Concerning food production and processing, the strategy will consist of collecting information on experience, promoting tested and proved technologies and making them available at the national level through training and technical co-operation. Low-cost technologies and techniques that promise a relatively high return to labour will be identified and disseminated through existing institutions or through institutions and mechanisms created for this purpose.

Studies will be made of the causes of food crises, such as famine and drought, and their impact on women. Studies will be made comparing the impact of food crises on men and women to gain a better understanding of the impact on women as primary food producers and to determine needs for information and research to improve the response to food emergencies.

Efforts will be made to ensure that existing services are delivered efficiently, and the adequacy of available services in meeting existing needs will be assessed.

The organizations primarily responsible for implementing this subprogramme are FAO, IFAD, UNIFEM, WFP, the United Nations (ECA, UNEP) and the World Bank.

Subprogramme 2.4 Industry

Intergovernmental objectives

- (i) To consider women as contributors to and beneficiaries of industrial development;
- (ii) To ensure that women and men have equal access to a wide variety of industrial employment opportunities;
- (iii) To increase at all levels the number and proportion of women engaged in industry and related activities in both rural and urban areas in developing countries.

United Nations system objectives

- (i) To integrate women in the design and appraisal of all industrial projects supported by the United Nations system, with special attention to those dealing with small-scale industry;
- (ii) To identify the social, cultural and economic costs and benefits to women of large- and small-scale industrial projects;
- (iii) To complete guidelines on the integration of women in technical co-operation projects in industrial development and industrial studies programmes and research;
- (iv) To complete at least one round of monitoring international standards relating to industrial workers, especially women industrial workers, and to the treatment of migrant workers and their families.

Strategy

The establishment of more effective systems for collecting data on women's participation in industry (see subprogramme 5.1), on both a sectoral and a country basis, will facilitate the monitoring of the extent to which the objectives are achieved. Methods will be developed for making consideration of the impact on women an integral part of industrial project design, which should gradually lead to its consideration in the appraisal of industrial projects supported by the United Nations system. The impact of industrial development strategies and programmes on women's participation in industrial activities will be evaluated. Major technological changes in branches of industry employing mainly women will be monitored. Particular emphasis will be given to the emergence of new technologies that are changing the conditions of the international production system and the skill content in manufacturing activities. In-depth studies will be made of the current and potential role of women in industry, including small-scale industries, and appropriate measures devised to enable women to participate in the industrialization process at all levels on an equal footing with men. Policy analysis will be conducted on the type of supporting infrastructure and regulations, such as those for child care and maternity leave, needed to promote

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women's employment in industry. Training and advisory services for women will be increased in industrial production skills, industrial management and entrepreneurship and the development of small-scale industries and will not be limited to traditional occupations. The inclusion of more women in the decision-making process for industrial policy formulation and management will be promoted by management training programmes. Technical support will be given to the small-scale and informal sector and for linking this sector to medium- and large-scale industry and increasing women's participation therein.

The organizations primarily responsible for implementing this subprogramme are UNIDO, UNIFEM and the United Nations (ESCAP, ECA, ESCWA, UNEP).

Subprogramme 2.5 Entrepreneurship and access to credit

Intergovernmental objectives

To achieve the full participation of women in trade, commerce, money and finance, and services by developing innovative policies and designing such measures as loan guarantees, technical advice and training, marketing systems and credit for women.

United Nations system objectives

- (i) To promote the participation of enterprises managed by women in export trade and marketing services;
- (ii) To make credit more accessible to women and women's groups (see subprogramme 2.3);
- (iii) To explore ways and means of using trade policy to affect social policy;
- (iv) To initiate studies on how to make the best use of experience acquired so far in economic activities benefiting women and expand existing international financial and technical co-operation facilities so as to provide supplemental resources for enterprises managed by or employing large numbers of women.

Strategy

The relationship between the advancement of women and trade, commerce, money and finance has generally been analysed in terms of the effect of trends in those sectors on women's employment and income. Also, women have generally lagged behind men in gaining access to credit, to financial and other markets and to information. The relationship between trade, commerce, money and finance and women's advancement, including the obstacles to the full participation of women in these sectors, will be further studied. An effort will also be made to initiate studies on an expansion of existing financing facilities for enterprises managed by or employing large numbers of women, with a view to identifying operational criteria for and making proposals for this purpose. Technical co-operation projects to promote the role of women in trade development will be continued.

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Training and advisory assistance will be given in entrepreneurial development and planning. Technical assistance will also be given to train women in the use of credit and revolving funds and to help them form groups to pool savings and tap existing banking facilities.

The organizations primarily responsible for implementing this subprogramme are UNIFEM, the United Nations (DIESA, ECA, DTCD).

Subprogramme 2.6 Informal sector

Intergovernmental objectives

(i) To take measures to improve working conditions and facilities in the informal sector of the economy;

(ii) To provide incentives to women working in the informal economy to participate in co-operatives and small-scale enterprises by helping them acquire skills and by making available licensing opportunities, child-care facilities and credit.

United Nations system objectives

(i) To complete a study of the conditions of women in the informal sector and of their contributions to the economy;

(ii) To propose measures to provide women in the informal sector with access to co-operative arrangements, licences, social support services and credit;

(iii) To provide assistance to women's organizations in the informal sector in all developing countries.

Strategy

The working conditions in the informal sector in most countries are not well documented, nor is the significant contribution of the sector to economic development. It appears that a large number of workers in this sector are women and that their numbers are increasing. A major effort will be made to document and study the conditions and contributions of the sector and to develop indicators of women's participation in informal economic activities. (The work will draw on subprogramme 5.1 for indicators of the informal sector in the national economy.)

It is already known that women working in the informal sector generally lack access to training, licensing schemes, co-operatives, health care, child-care facilities and financial services such as credit. Owing to the fragmentation in economic activities in the informal sector, as well as its tenuous position, providing services to the sector is a complex matter of law and public policy. Based on a study of national experience, an effort will be made to identify measures that show promise for bringing women in the informal sector into co-operatives and entrepreneurial activities and making support facilities, credit and licences more readily available to them.

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The fragmented character of the informal sector means that actions can only succeed when supported by organization. Here the nexus between local organizations (such as co-operatives) and larger organizational structures (such as co-operative federations) is particularly important in both urban and rural areas (see also subprogramme 4.2). Drawing on the wide experience of the system in dealing with these types of organizations, a concerted effort in technical co-operation will be made to reach all developing countries by the end of the plan period.

The organizations primarily responsible for implementing this subprogramme are ILO, INSTRAW, UNIFEM, the United Nations (Habitat, ESCAP, ECA, ESCWA, DTCD) WFP and UNESCO.

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PROGRAMME 3. ACCESS TO SERVICES

Increasingly, the central role played by women in maintaining family health and well-being, particularly that of the young, the elderly and the disabled, is being recognized. As a result, new attention is being given to adapting social services and infrastructure to the needs of women. Nevertheless, in many countries the majority of women continue to have only limited access to clean water, firewood or other energy supplies, primary health care, adequate nutrition, child care and care for the elderly and disabled, literacy training, education, housing, sanitation and transportation.

Maternal mortality and morbidity are very high in many countries. Nutritional anaemia is common in many countries, especially among pregnant women. Such factors as an inadequate or inappropriate diet, infections, poor hygiene and environmental conditions, excessive work-loads, and pregnancy prior to full physical and psychosocial maturity pose risks to the health or even the life of women and may also adversely affect the health of their children.

The importance of this programme for the implementation of the Forward-looking Strategies has been emphasized by the Commission on the Status of Women and by the Economic and Social Council. It continues much of the major work that has been initiated during the Decade to increase the provision of services to women. The programme presupposes that the wide variety of existing activities to increase women's access to appropriate health, education, family planning and social infrastructure will continue. It emphasizes a few key areas where a concerted effort during the plan period can have major effects, such as extending the coverage of appropriate health-care services, further reducing female illiteracy and making the provision of child-care facilities a social and community norm. The programme thus focuses on developing and adapting services to the specific needs of women and on closing the gap between men and women in access to social services.

Subprogramme 3.1 Health, nutrition and family planning

Intergovernmental objectives

(i) To achieve the goal of health for all by the year 2000 with a focus on the health of all women for their own sake and that of their children and future generations;

(ii) To promote the effective participation of women in development and in the achievement of the goal of health for all.

United Nations system objectives

(i) In strengthening and developing health-care systems based on primary health care in an increasing number of countries, to promote the health of women of all ages, to establish appropriate health programmes that meet their needs in an accessible and socially acceptable manner, and to redress inequalities in women's health care;

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(ii) To incorporate in national health policies and programmes special activities to prevent infection and promote healthful nutrition, maternal and child health care and family planning programmes, namely, care during pregnancy and childbirth and appropriate care of new-borns, infants and young children (equally available for both sexes), health care of adolescents and family planning education and services;

(iii) To increase occupational safety and health programmes for women workers and promote the mental health of women;

(iv) To assist in planning and implementing forestry, fishery and agricultural projects, taking into consideration their benefits for nutritionally vulnerable groups - largely women and children.

Strategy

In the context of the global, regional and national strategies for health for all, technical co-operation with countries will be undertaken to strengthen health infrastructures that are based on primary health care and that can deliver programmes using appropriate technologies to reduce health risks and to respond to the health-care needs of women in a way that is acceptable to them. Support will continue to be given to the development and implementation of the eight essential elements of primary health care, which, although important for all population groups, will specifically benefit women and children. Progress will be measured using the global indicators for monitoring health for all.

Maternal and child health programmes, including family planning programmes, will aim at reducing unacceptably high levels of maternal mortality and morbidity in developing countries, reducing infant and young child mortality and morbidity that result mainly from infections and malnutrition, preventing pregnancies at too-young or too-old an age; spacing pregnancies and avoiding excessive numbers of childbirths; providing access to family planning programmes, not only to improve the health of women and children but also to make it possible for couples to regulate their own fertility. Measures will be taken to educate women in breast-feeding and appropriate weaning and in preventing and managing diarrhoeal diseases and infections for both male and female children, as well as to control vaccine-preventable diseases through immunization of all children in the first year of life and of all women of childbearing age.

These measures will be complemented by programmes to promote an adequate food supply and an appropriate diet to meet the special nutritional needs of women, particularly pregnant and lactating women. Special efforts will be made to ensure women's access to and control over income so that they can obtain adequate nutrition for themselves and their children. Also, national programmes will be elaborated to increase awareness of the special nutritional needs of women. Emphasis will be placed on promoting 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.

Guidance material will be prepared and technical support provided to Governments to establish community-based and integrated programmes designed to meet the occupational health needs of all women, including working adolescents and working mothers, in order to reduce occupational risks and morbidity and mortality in occupational and work-related diseases and injuries and to improve the working environment. For the prevention of psychosocial problems and mental disorders and the promotion of the mental health of women, special attention will be given to studying the social and psychological effects on women of development and technology that lead to changes in life-styles and increased stress. Support will be given to countries for the development and provision of health-care adapted to the specific problems of elderly women as an integral part of the health-care delivery system. Programmes will be developed for the prevention, early detection and management of female cancers, as well as other chronic health problems of women.

To raise the status of women as health professionals and to ensure that human resource development for health is more appropriate to women's contributions and roles, efforts will be made to promote equal training for women and men for all levels of health care and to increase the proportion of women in the higher categories of the health professions.

Emphasis will be placed on involving women's groups or organizations more actively in health development and on strengthening their capacity to participate effectively in primary health care in a manner suited to the local conditions of each country.

Various responses of Governments to reproductive technology will be reviewed, and a work plan will be elaborated to develop international guidelines to protect the rights of those involved.

To increase local food security, especially at the household level, the cultivation of perennials should be incorporated into farming systems through community forestry. Programmes will be designed to plant trees that provide both food and fodder, as well as income potential at the household level. Nutritional indicators will be developed for use in forestry projects to improve and monitor the nutritional status of women and rural households.

The organizations primarily responsible for implementing this subprogramme are WHO, UNFPA, UNICEF, FAO, WFP, IFAD, the World Bank, and UNRWA.

Subprogramme 3.2 Literacy and education

Intergovernmental objectives

(i) To reduce significantly the high rate of female illiteracy by the year 2000 and promote functional literacy and general education, with special emphasis on health, nutrition, civic education and viable economic skills;

(ii) To increase equal access to formal and non-formal education, including scientific and technical education, particularly for young women.

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United Nations system objectives

(i) To support and strengthen national, regional and international action so as to reduce the rate of female illiteracy by 30 per cent by 1995; to combine literacy with civic education;

(ii) To promote equal access to secondary and university education, as well as to non-formal education;

(iii) To strengthen action to promote universal primary education, with special attention to the situation of girls, whose enrolment and drop-out rates remain a significant problem;

(iv) To increase the enrolment of girls in non-traditional subjects.

Strategy

The low rate of enrolment in primary education among girls and the high level of illiteracy among adult women have a direct relationship. The high incidence of illiteracy among women constitutes a major handicap in achieving equality with men, and a serious barrier to the full participation of women in development. The plan deals with this key issue by means of a two-fold strategy. First, to ensure that girls have equal access to primary education, appropriate facilities, adequate programmes (including programmes to improve the health and nutritional status of girls) and a sufficient number of competent teachers must be provided. Parents must be sensitized to the importance of educating girls. Application of the relevant provisions of the UNESCO Convention and Recommendation against Discrimination in Education (adopted in 1960) will continue to be encouraged and monitored. Audio-visual and printing material, showing the importance of schooling for girls will continue to be developed and disseminated. Technical assistance will continue to be provided in designing and implementing policies promoting equal access to education. To the extent possible, multilateral funding (grants and loans) for development of primary education will be conditional on the provision of equal access for girls and boys.

Secondly, to improve the rate of literacy among adult women, funding and technical assistance will be provided in support of national literacy and civic education programmes for women. Regional seminars will be continued and extended to help national authorities develop teaching and learning materials and train instructors, planners and supervisors in the design and implementation of literacy and civic education programmes and campaigns.

The organization primarily responsible for implementing this subprogramme is UNESCO.

Subprogramme 3.3 Housing, settlement, water, energy and transport

Intergovernmental objectives

(i) To ensure that women have equal access to housing, water and sanitation, energy and transport and that they participate in activities in these sectors;

(ii) To consider the views and needs of women as producers, consumers and managers, as well as the special needs of women who are the sole supporters of their families, in the planning, design and construction of basic low-cost shelter and transportation infrastructure and of technologies and systems for potable water supply, sanitation and energy supply;

(iii) To train women and encourage their participation in the maintenance and management of these technologies and systems and in conservation methods, especially in urban slums, squatter settlements and rural areas, and to provide incentives for self-help and mutual aid in these fields.

United Nations system objectives

(i) To obtain increased resources for projects to increase the accessibility of safe water supplies, sanitation, housing, transport and energy systems, especially in rural areas, urban slums and squatter settlements;

(ii) To promote more active participation by women in the planning, design, construction and maintenance of housing and infrastructure;

(iii) To increase the application of appropriate technology to household energy use and to the building of shelter and infrastructure, particularly in rural areas, urban slums and squatter settlements;

(iv) To complete guidelines and model legislation on women's access to housing finance and on the establishment of credit mechanisms;

(v) To increase the number of women architects, planners and engineers employed in the United Nations system in technical co-operation;

(vi) To promote the active involvement of women in identifying, creating and managing tree and forest resources and to support policies to ensure that women, including landless women, have local access to building supplies and fuelwood.

Strategy

Women's needs must be taken into account; as consumers, they will be consulted in the planning and construction of housing and infrastructure. Thus, technical co-operation, seminars and workshops will be undertaken, and, with the help of women, guidelines will be developed to identify women's needs and incorporate them in projects, particularly those using appropriate building technologies. To encourage Governments to make special efforts to recruit and train women as architects, planners, engineers and skilled construction workers,

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studies will be conducted to illustrate the benefits of such programmes and the effectiveness of special incentives for women, including participation in apprenticeship programmes. Efforts will be made to give recognition to women in these professions. Efforts will also be made to seek and recruit women architects, planners and engineers for service in the United Nations system, and targets will be established for women's participation in these occupations. Women's needs in the construction of housing will be included in the training programmes of engineers, architects and planners. A sociological study of the effects of technological innovations in these matters on women will be prepared.

The development and dissemination of appropriate technologies, especially those relating to energy use in cooking and to domestic water supply, will continue to be promoted by supporting centres for the development of such technologies and by providing technical assistance. Sociological studies of the effects of technological innovation in this area on women will be encouraged.

Information materials will be developed for national policy makers on the importance of women's knowledge of and concerns regarding forestry activities; information will also be prepared for project designers and implementers on how to increase women's access to needed tree and forest products, such as building materials and fuel. In addition, assistance will be provided to enable women professionals to attend training workshops and become involved in community forestry programmes. Baseline information on forestry projects will be disaggregated by sex to assess women's needs and preferences for tree species and their location. This information will be used in project management. Technical support will be given for tree planting and management of appropriate species in appropriate locations, to give women access to such items as building poles and fuelwood.

As consumers of housing and as operators and owners of means of transport, women have insufficient access to credit mechanisms. This has been identified as a significant problem stemming from women's unequal legal position in many countries. Guidelines for increasing women's access to credit will be developed on the basis of studies of national experience.

The organizations primarily responsible for implementing this subprogramme are the United Nations (Habitat, UNEP, DTCD, DIESA), FAO, WFP, UNICEF, INSTRAW, IFAD, UNIFEM and UNRWA.

Subprogramme 3.4 Other social infrastructure and support services

Intergovernmental objectives

- (i) To develop social infrastructure for the care and education of children of working parents in order to reduce their double burden;
- (ii) To provide support services for the care of the elderly and disabled;
- (iii) To encourage flexible working hours;

- (iv) To help women become better-informed consumers;
- (v) To prevent and reduce family violence.

United Nations system objectives

(i) To promote the concept of sharing parental and family responsibilities between the family and society by establishing child-care facilities and, where applicable, care for the elderly and disabled, as important components of social and economic policy for improving the status of women and their productivity;

(ii) To complete a study of the extent to which women have primary responsibility for the care of dependent members of the family and community and the consequences, in order to develop measures to ensure that men and women share domestic and parental responsibilities equitably;

(iii) To complete initial proposals for new strategies to meet the challenge of changes in the family, in women's roles and in relations between men and women; strategies should aim at the creation of an environment that fosters equality, social justice, respect for the dignity of individuals, and peaceful resolution of conflicts;

(iv) To promote the application of international norms and standards for the provision of social infrastructure for the care of dependants.

Strategy

Experience has shown that women traditionally assume primary responsibility for dependent members of the family. If women are to be able to work outside the home, adequate social infrastructure, including arrangements for child-care, must be developed. Although some progress has been made in advancing this concept in both developed and developing countries, a significant effort must still be made to encourage more countries to adopt policies and programmes to make adequate provision for dependants. Studies conducted during the Decade showed that women bear a disproportionate responsibility not only for domestic work and rearing children but also for caring for other dependent members of the family and community, such as the disabled, unemployed youths and frail elderly persons. The extent of the problem, which can be expected to become more acute with increasing modernization and urbanization, and its consequences are not well known; nor are measures to deal with it well articulated. Accordingly, a diagnosis will be made of the problem, and guidelines will be developed that will set out the respective roles of the public and private sectors, including the role of the family, in addressing the problem.

Research will be undertaken on the prevention, effects and extent of the problem of violence against women in family and in society and a kit on the subject will be produced for public information purposes. National and international co-operation in solving the problem of domestic violence will be promoted by providing a clearing-house for information relating to the nature and extent of the problem and by assisting Member States in the development and evaluation of appropriate criminal justice legislation.

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The application of international norms relating to social security, maternity protection and workers with family responsibilities will be promoted and monitored on the basis of reviews of national practices and their consideration at the intergovernmental level (see subprogramme 1.1). Direct food and material assistance will be given to child-care facilities.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA, DIESA, ESCAP, ESCWA), ILO, WHO, UNICEF, UNIFEM, UNRWA and UNESCO.

PROGRAMME 4. DECISION-MAKING

The participation of women in decision-making processes related to development is indispensable for women's effective participation in development, both as agents and as beneficiaries. Since development, equality and peace are interdependent and mutually reinforcing, the full participation of women in decision-making processes related to development cannot be separated from the objectives of equality and peace. This is particularly true for major policy decisions with developmental implications, such as choices between alternative development strategies, allocation of resources, decisions on war or peace and resolution of armed conflicts.

This programme seeks to implement the Nairobi Forward-looking Strategies for the Advancement of Women in relation to the developmental aspects of participation of women in decision-making processes at the national, regional and global levels.

Women's participation in decision-making processes is fundamental to the achievement of the other objectives of the plan. This programme emphasizes the means by which women can actively participate in decision-making, including political decisions, the determination of policies, the design of programmes, the allocation of resources, the implementation of activities and the assessment of results in all fields, including the promotion and maintenance of peace and security.

Specifically, this programme addresses the participation of women in management and decision-making in regard to development and related aspects of equality and peace. It focuses on the main channels of decision-making at the national, regional and global levels, such as Governments, legislative bodies, key managerial positions and international organizations, and the participation of women in groups, associations, co-operatives, trade unions and other non-governmental organizations which constitute the basic forms of their organized political participation at the local and national levels.

Subprogramme 4.1 Participation in management and decision-making

Intergovernmental objectives

(i) To achieve equity in the appointment, election and promotion of women to high-level posts, including those with managerial responsibility, in executive, legislative and judiciary branches of government and in political parties;

(ii) To establish institutional arrangements and procedures whereby women as individuals and as representatives of all types of women's interest groups, may participate actively in overall and sectoral policy-making;

(iii) To increase the number of women in decision-making posts concerned with foreign policy and in high-ranking bilateral and multilateral diplomatic posts;

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(iv) To make every effort to provide social support services for families of civil servants stationed abroad and to help spouses obtain employment at the same duty station.

United Nations system objectives

(i) To establish regular monitoring of the extent and level of women's participation in decision-making in the public sector at the national and international levels, and of the provision of and access to the means that will enable women to effectively assume responsibilities in decision-making processes;

(ii) To attain the targets set by the General Assembly for the recruitment and promotion of women in the United Nations;

(iii) To establish and attain similar targets for all other organizations of the United Nations system.

Strategy

Information on the level and extent of women's participation in management and decision-making in both the public and private sectors is uneven and not up to date in all cases. In order to keep the situation under review and demonstrate progress at the national and international levels, a series of periodic monitoring reports will be prepared globally and regionally. This will involve defining the levels at which monitoring should take place and the kinds of indicators of participation in decision-making to be used. The monitoring should cover both national public administration and international organizations. Conceptual work will also begin to extend this type of monitoring to the private and not-for-profit sectors. Workshops will be organized to provide women with the skills necessary to obtain managerial positions, and co-operation will be promoted between developing countries in this area.

The organizations of the United Nations system will co-operate in increasing the proportion of women recruited by the system at the professional and managerial levels and the proportion promoted to higher-level posts. Efforts will continue to improve working conditions, to establish incentive programmes and to ensure effective job classification for secretarial-level staff, the majority of whom are women. A review will be made of how various Governments and organizations are promoting the participation of women, and some preliminary conceptual work will be undertaken to develop new initiatives in this area.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA, OHRM, DTCD, ESCAP, ESCWA), INSTRAW, ILO, UNIFEM and UNFPA.

Subprogramme 4.2 Participation in groups, associations,
co-operatives, trade unions and other
non-governmental organizations

Intergovernmental objectives

- (i) To encourage groups, associations, co-operatives, trade unions and other non-governmental organizations to promote women's interests and to institutionalize the participation of women in their decision-making related to development, with emphasis on its linkage to decision-making related to equality and peace;
- (ii) To promote, whenever appropriate, technical and financial support for these activities;
- (iii) To strengthen the managerial capacity of non-governmental organizations to plan, implement, monitor, review and appraise the extent to which development activities adequately take into account women's needs and concerns.

United Nations system objectives

- (i) To encourage international non-governmental organizations, including trade unions and co-operatives, to involve women in their functioning, from day-to-day work to the highest level of decision-making, and to give increased attention to women's issues;
- (ii) To encourage women's organizations and all appropriate governmental bodies in various countries to involve women in discussions and studies on various aspects of decision-making for development, which is inseparably linked to equality and peace, in order to foster understanding and friendly relations between countries and people.

Strategy

The capacity of non-governmental organizations at all levels to reach women and women's groups will receive greater recognition and support. Non-governmental organizations will be encouraged to organize regular training programmes that are designed to improve the status of women and to increase their opportunities for employment and self-employment and improve their performance at all levels, especially in managerial positions. Self-employed women, especially young women, will be assisted in organizing co-operatives and participate in training programmes to improve their skills in production, marketing and management techniques. In this regard, special attention will be given to women who are the sole supporters of their families. Special attention will be given to such instruments as pre-co-operatives to help women move towards mainstream participation. Special measures will be made to increase and improve women's participation within the ranks of non-governmental organizations. Special efforts will be made to formulate and implement programmes for providing women's organizations, co-operatives, trade unions and professional associations with financial assistance, including access to credit, and to training and extension services.

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Seminars will be organized at the regional, subregional and national levels to create greater awareness of women's rights and the need to involve them in non-governmental organizations, including trade unions.

Special studies will be prepared on the participation of women in trade unions, co-operatives and other non-governmental organizations at the national and international levels, on the difficulties encountered, the attempts made to overcome them and the results achieved, with the object of disseminating information on effective ways of influencing decision-making processes. Governments will be requested to provide information on the participation of women in non-governmental organizations. Special efforts will be made to increase women's involvement in activities of those organizations including decision-making processes related to development, equality and peace, especially for the special groups of women identified in the Forward-looking Strategies (see also the study in subprogramme 6.1).

The organizations primarily responsible for implementing this subprogramme are ILO, INSTRAW, UNIFEM, the United Nations (CSDHA, DIESA), and UNIDO.

PROGRAMME 5. IMPROVING MEANS OF INTERNATIONAL ACTION

The implementation of the Forward-looking Strategies at the international level involves the use of a number of means of action, ranging from the collection, analysis and dissemination of information on women to technical co-operation. During the United Nations Decade for Women progress was made in improving ways and means of international action to promote the role of women in development. This is, however, an ongoing process requiring continuing attention. While these means appear throughout the plan, they are treated here in a separate programme whose purpose is to improve their functioning. This programme is designed (a) to develop statistics and indicators on women and development; (b) to improve public information and information networks in this field; (c) to improve the quality of research and policy analysis on women and development, the effectiveness of their results and the dissemination of educational materials in this area; (d) to improve the procedures for designing and implementing technical co-operation; and (e) to improve the participation of women in science and technology for development and to ensure that scientific and technological progress benefits women as well as men.

Information generated through the combined efforts of the United Nations system needs to be organized and disseminated to target audiences of decision-makers, specialists, non-governmental organizations and the general public. This programme is therefore linked to all subprogrammes in the system-wide plan.

In order to promote research on all aspects of the advancement of women, existing methods will be examined and those most appropriate will continue to be developed. A particular dimension that is given continuing attention is the development of policy analysis instruments. These methodologies and the results of research will be disseminated and brought to the attention of educational institutions, policy-oriented organizations and non-governmental organizations.

Subprogramme 5.1 Development of statistics and indicators

Intergovernmental objectives

To obtain reliable, comprehensive and unbiased statistics and indicators on the situation of women and their contribution to economic and social development, as well as on the inequities between men and women and the effects of discriminatory laws and practices on the role of women in development, for use in policy-making, planning and research.

United Nations system objectives

- (i) To develop improved and more appropriate statistical concepts and methods;
- (ii) To ensure the timely, reliable, consistent and co-ordinated collection, compilation and dissemination of global, regional and national statistics disaggregated by sex in all fields of importance to women and development,

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including employment and wages, health, the informal sector, agricultural production, income, and access to resources and services;

(iii) To promote and assist in the national collection and dissemination of statistics and indicators on the situation of women and women in development.

Strategy

Considerable progress has been made in improving and co-ordinating statistics and indicators on the situation of women. Efforts will continue to improve concepts and methods, to establish more effective systems of collecting data disaggregated by sex in all relevant fields, to provide adequate data-processing facilities and training, to widen the dissemination and use of the substantial data already available, and to promote dialogue between users and producers of data on needs, priorities and applications. Specific objectives include making generally available income, employment, wage, and industrial and agricultural statistics disaggregated by sex. Other priorities are developing integrated statistics of rural income, production and access to resources and services disaggregated by sex, based on household and agricultural surveys and reviewing statistical definitions, such as those used in labour force, national accounts and other economic statistics, to ensure that women are given appropriate treatment.

In order to avoid duplication and to ensure consistency in the statistics, this work will be carried out within the conceptual and organizational frameworks established by the United Nations system, including the framework for the integration of social, demographic and related statistics, the System of National Accounts and the System of Balances of the National Economy, the World Programme of Industrial Statistics, the 1990 World Population and Housing Census Programme, the National Household Survey Capability Programme, and the indicators for monitoring the implementation of the Programme of Action of the World Conference on Agrarian Reform and Rural Development and progress towards health for all by the year 2000. This work will take into account the work of the International Research and Training Institute for the Advancement of Women and will be periodically reviewed by the Statistical Commission of the United Nations.

Additional statistical publications and an international data base on the situation of women will be completed. The compilation of selected statistics and indicators prepared for the Nairobi Conference will be updated and enlarged in connection with monitoring the implementation of the Forward-looking Strategies.

Technical co-operation will be carried out with countries for the collection and dissemination of unbiased statistics and indicators on the situation of women and their participation in development, using household surveys, population, housing, agricultural and industrial censuses, national accounts and data on the informal sector. Technical support will be provided to countries for training users and producers of statistics and indicators on women, for reviewing existing data collection concepts and methods and for improving basic data collection programmes, and for training women as demographers and statisticians, especially in economic statistics.

The organizations primarily responsible for implementing this subprogramme are the United Nations (DIESA, DTCD, ESCAP, ECLAC, ESCWA), INSTRAW, ILO and FAO.

Subprogramme 5.2 Information dissemination

Intergovernmental objectives

- (i) To establish and strengthen networks for the exchange of information on women among Governments, intergovernmental and non-governmental organizations, researchers and activists, and to promote more effective communication and co-operation between them;
- (ii) To make authorities and the public in general aware of the objectives and recommendations of the Forward-looking Strategies, by giving them the widest publicity possible, ensuring that their content is translated and disseminated and emphasizing the interrelated aspects of the themes "women and equality", "women and development" and "women and peace";
- (iii) To make women an integral part of decision-making concerning the choice and development of alternative forms of communication and to give them an equal say in the determination of the content of all public information efforts;
- (iv) To support national campaigns to increase public awareness of the need for equality between women and men and for the elimination of discriminatory practices.

United Nations system objectives

- (i) To increase the production and flow of information on women and development by producing information materials, such as newsletters and bulletins on selected priority issues and disseminating them through existing specialized or sectoral networks at the global and regional levels, including electronic information networks;
- (ii) To establish new networks or strengthen existing networks through promoting development of specialized and sectoral networks at the regional and global levels and through the organization of meetings of non-governmental organizations and encouraging the participation of women in the media;
- (iii) To establish an ongoing, viable international campaign on women and development;
- (iv) To establish an information dissemination system;
- (v) To complete model national campaign designs that give priority to the participation of women at all levels of communication policy and decision-making and in programme design, implementation and monitoring.

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Strategy

In addition to updating the directory of national focal points for women and the directory of focal points for women within the United Nations system, directories will be prepared on focal points in both intergovernmental and international non-governmental organizations. Efforts will be made, particularly at the regional level, to assist national focal points in developing their information networks by providing advisory services and training. A computerized resource centre will be established to collect, classify, store and retrieve information.

A concerted effort will be made, within each organization and system-wide through the Joint United Nations Information Committee (JUNIC), to ensure that substantive research, results of policy discussions at the intergovernmental level, national experiences and the results of technical co-operation reach public information specialists in the various organizations. Information bulletins and newsletters will be published and distributed world wide, and non-governmental organizations and other organizations, including those in the United Nations system, will be encouraged to exchange their information materials. Organizations of the United Nations system and non-governmental organizations will continue to co-operate through the JUNIC/NGO Programme Group on Women in producing, disseminating and evaluating a series of development education kits on women. To improve dissemination, efforts will be made to better utilize the United Nations information centres and the networks maintained by public information programmes of the specialized agencies, and to increase contacts with the media at the national and regional levels. Subject to the establishment of an electronic information network, women's issues will become an integral part of the information flow by having, for example, data bases on information about women built into the network, and by ensuring that women, especially women working in the media, and women's organizations, are targeted as end-users (see also subprogramme 1.2).

The organizations primarily responsible for implementing this subprogramme are the United Nations (DPI, CSDHA, ESCAP, ECLAC, ESCWA), INSTRAW, ILO, FAO and UNESCO.

Subprogramme 5.3 Research, policy analysis and dissemination

Intergovernmental objectives

(i) To apply innovative methods of research and analysis to emerging women's issues as a basis for developing policies and programmes at the national, regional and interregional levels to promote the advancement of women and greater equity between men and women;

(ii) To disseminate widely, in the appropriate media, research and technical findings on women and development for use in policy-making and to encourage the participation of women and women's organizations in the collection and dissemination of this information.

United Nations system objectives

(i) To strengthen the capacity of the United Nations system, including that of the regional commissions, to carry out research and analysis on women's issues, in particular women's role in economic development;

(ii) To develop methods for cross-sectoral and multidisciplinary research on women's status in the development process;

(iii) To prepare a bibliography of research holdings on women and development in United Nations information repositories;

(iv) To establish a global information and documentation service on research on women and development;

(v) To establish at least one principal documentation centre on women and development in each region, with priority given to developing regions.

Strategy

Guidelines will be prepared on approaches to integrating women's issues into economic research and policy analysis. Methodology will be developed at the regional level for analysing changes in the situation of women in each region. Research on women's issues will be highlighted in work programmes and programme budgets.

During the United Nations Decade for Women, information on women and development was scattered and not easily accessible. An indexing vocabulary will be developed, and a repository designated in the United Nations system to collect material on women and to publish abstracts on a regular basis. Attention will also be given to the establishment in each region of at least one principal documentation centre on women at an appropriate institution, for example, the Pan-African Documentation and Information System (PADIS).

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA, DIESA, DPI, ESCAP, ECA, ESCWA, ECLAC), INSTRAW, UNIFEM, ILO and UNESCO.

Subprogramme 5.4 Technical co-operation, training and advisory services

Intergovernmental objectives

(i) To increase the amount of technical co-operation available to benefit women;

(ii) To develop a new approach to technical co-operation that will break the cycle of dependency, emphasize local needs, use local materials and resources, as well as local creativity and expertise, and fully integrate women as agents and beneficiaries in all technical co-operation activities;

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(iii) To develop specific guidelines or project procedures relating to women in development interlinked with other aims for the period up to the year 2000;

(iv) To institutionalize responsibility and accountability for the implementation of policies concerning women within organizations;

(v) To train staff to recognize and deal with the centrality of women's role in development.

United Nations system objectives

(i) To complete a set of guidelines on how to incorporate women's concerns into technical co-operation on the basis of new concepts designed to break the cycle of dependency; to increase the amount of technical co-operation available to benefit women in direct consultation with the intended beneficiaries; to organize continuing technical work in order to provide concrete examples showing how women's concerns can be integrated in various technical co-operation activities as a guide, particularly for those involved in project identification and design;

(ii) To incorporate in the procedures of all organizations of the United Nations system a requirement that the intended and potential impact of technical co-operation on women be identified so that consideration of this factor may become an integral part of the appraisal, monitoring and evaluation process;

(iii) To evaluate a sample of projects whose intended impact on women has been identified; to elaborate criteria for selecting the projects that will be evaluated; to organize consultations with locally established women's groups on the most effective way of designing project activities that will respond realistically to local needs and have a good possibility of being implemented (see subprogramme 4.2);

(iv) To complete at least one round of staff training on technical co-operation and women and development in all organizations of the system, for those who are most directly concerned with project identification and monitoring, including staff at the field level;

(v) To improve the statistical base for reporting on women's involvement in operational activities; in this connection, to make a useful distinction between project activities aiming directly at women as a target group and other project activities which have potential implications for women or which could be oriented in such a way that they benefit women to the greatest possible extent.

Strategy

Organizations of the United Nations system, as well as Governments and non-governmental organizations, have acquired considerable experience in designing technical co-operation activities both to benefit women and to involve them as participants, and some organizations of the system have elaborated guidelines for this purpose. During the plan period, a system-wide effort will be made to draw on this experience in formulating a set of guidelines for Governments and

organizations to use when setting up projects or institutions designed to benefit women. This will involve collation of experiences and technical discussion by specialists in an inter-agency setting. The guidelines will be disseminated to international organizations and Governments for possible use in national programmes. In addition, existing rosters of qualified women experts will be expanded and exchanged, and new rosters drawn up where necessary.

The practice of identifying project impact on specific population groups has been increasing in operational agencies. However, assessing the impact on women is not yet part of routine project appraisal, monitoring and evaluation procedures. A methodology must be developed to permit potential impacts on women to be easily identified, and project document formats and instructions may need to be modified.

The technical co-operation process has always been conceived as a vehicle for learning as well as for providing services. Learning from experience will be promoted by undertaking, as determined by the respective intergovernmental bodies of the organizations, in-depth evaluations of a representative sample of projects that have clearly identified the intended impact on women, both as participants and as beneficiaries. The results of these evaluations will be synthesized and published.

A number of organizations have already conducted training activities to sensitize technical co-operation staff to the centrality of women in development and the implications for technical co-operation. During the plan period, through the exchange of information and training materials and the organization of joint training activities among organizations located near one another, such training will be extended to all operational agencies.

The organizations primarily responsible for implementing this subprogramme are UNDP, UNIFEM, the United Nations (DTCD, ECLAC), ILO, FAO, WHO, UNIDO, INSTRAW and UNESCO.

Subprogramme 5.5 Science and technology

Intergovernmental objectives

- (i) To deploy women with scientific and technological education and training in jobs in their field;
- (ii) To promote the role of women in the development, local adaptation and dissemination of technologies;
- (iii) To encourage the 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 in the choice, acquisition, adaptation, innovation and application of science and technology for development, and to make science and technology more responsive to women's needs and concerns;

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- (iv) To anticipate and ameliorate any adverse technological impact on women;
- (v) To improve the available data on women in science and technology.

United Nations system objectives

(i) To complete a study of successful policy measures and incentives adopted by some countries that have specifically promoted deployment of educated and trained women in scientific and technological disciplines;

(ii) To complete a series of case studies on the role of women in the development, local adaptation and dissemination of technologies;

(iii) To mobilize women who are end-users of technologies in implementing, monitoring and evaluating scientific and technological activities;

(iv) To carry out studies on the actual and potential impact of new and emerging technologies on women, especially on their functional roles in society;

(v) To collect data on the stock of women scientists and technologists and on those active in their fields by age groups and by discipline.

Strategy

Science and technology are essential means of fostering socio-economic development. As such, women play a pivotal role in science and technology as both producers and end-users. Although the stock of women scientists and technologists has increased in recent years, educated and trained women have not been fully or effectively deployed. The system will study cases in which policy measures and incentives were successfully employed to encourage qualified women to be active in their field.

For technological developments to take root in local settings, the process of their introduction, adaptation and dissemination must involve local people, including women. In this regard, the system will study the role that women have played in successful cases of technological adaptation.

As part of the activities carried out by the system to study the impact of new and emerging technologies, those aspects that affect women will also be considered. Attention will be paid to the impact on functional roles that women have traditionally played and the socio-economic consequences.

Efforts will be made to collect improved data on the stock of women scientists and technologists and those who are deployed in their field. This will be the basis for a longer-term effort to systematize such data collection by the organizations concerned.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSTD, UNCTAD), INSTRAW, UNESCO, ILO, UNIDO, FAO and WHO.

PROGRAMME 6. COMPREHENSIVE APPROACHES TO WOMEN AND DEVELOPMENT

Many of the obstacles to women's full participation in development, such as those stemming from the current international economic situation, are interrelated. These obstacles need to be examined from a historical, multi-dimensional and cross-sectoral perspective so that coherent policy measures may be developed to overcome them. Some of the guidelines and policies initiated during the United Nations Decade for Women were narrowly conceived and did not succeed in addressing broad fundamental obstacles to women's participation in development. This programme is concerned with activities that interrelate the development objective of the United Nations Decade for Women with the other objectives - equality and peace. It combines the strategies and measures set out in programmes 1 to 4 of this plan and seeks to synthesize the data and approaches that are the subject of programme 5. The programme is designed (a) to analyse the interrelationship of factors affecting women and development; (b) to monitor, review and appraise the implementation of basic policy guidelines on women and development; (c) to strengthen national machineries and mechanisms for planning and policy-making; and (d) to co-ordinate a system-wide approach to women and development.

Subprogramme 6.1 Analysis of the interrelationship of factors affecting women and development

Intergovernmental objectives

To formulate national plans, programmes and projects based on a comprehensive analysis of the interrelationship of factors linking women and development in terms of both women's contribution to development and the impact of development on women, taking into account the effects of emerging global economic trends on women in such areas as employment, agriculture, energy and science and technology.

United Nations system objectives

- (i) To complete a study of women's roles in development over time and in different cultures and regions;
- (ii) To complete research and analysis on selected issues of discrimination for review by the appropriate intergovernmental bodies;
- (iii) To assist all national machineries and regional and national research institutions in studying the effects of global and regional development trends on women's roles in development;
- (iv) To complete reports on the interrelationships between the goal of development and the goals of equality and peace as elaborated in the Forward-looking Strategies for the intergovernmental bodies dealing with these issues.

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Strategy

An assessment will be made of the impact on women of current international economic trends, particularly salient sectoral trends. Efforts will be made to identify the policies that have been the most effective in advancing women's role in development and to document the various contributions of women to the achievement of national development goals. A comprehensive study will be made of women's roles in the development process over time, drawing on regional and sectoral studies.

On the basis of legislative guidance from the appropriate policy-making bodies of the United Nations system, a number of specific issues will be addressed such as national machinery for monitoring and improving the status of women; equality in economic and social participation; equality in political participation and decision-making; vulnerable women, including migrant women; elimination of de jure and de facto discrimination against women; problems of rural women, including food, water resources, agricultural technology, rural employment, transportation and environment; education and eradication of illiteracy, employment, health and social services, including population issues and child care; negative effects of the international economic situation on the improvement of the status of women; national, regional and international machinery for the effective integration of women in the development process, including non-governmental organizations; integration of women in the process of development; access to information, education for peace, and efforts to eradicate violence against women within the family and society; full participation of women in the construction of their countries and in the creation of just social and political systems; women in areas affected by armed conflicts, foreign intervention, alien and colonial domination, foreign occupation and threats to peace; refugee and displaced women and children; and equal participation in all efforts to promote international co-operation, peace and disarmament. The information available will be assembled and analysed jointly by the organizations concerned through inter-agency meetings and informal consultations. As one area of emphasis, studies, pilot projects and meetings will be undertaken with a view to developing policies and promoting action to enable women fully to play their part as both beneficiaries and agents of cultural development, to develop their creative talents and to participate in international cultural exchanges.

Special efforts will be made to develop methodology for elaborating comprehensive guidelines for monitoring and review and appraisal of activities related to women and development at all levels and in all sectors.

The success of the system in completing high-quality analyses of the interrelationships of factors will depend to a great extent on the improvement of national and regional research and planning capabilities. A concerted effort will be made to assist national and regional institutions in policy research and planning, beginning with a needs assessment and followed by technical co-operation as requested by interested Governments.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA, DIESA, ESCAP, ECA, ECLAC, ESCWA, UNEP), INSTRAW and UNIFEM.

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Subprogramme 6.2 Monitoring and review and appraisal of basic
policy guidelines and national experience

Intergovernmental objectives

(i) To monitor the overall implementation of the Nairobi Forward-looking Strategies for the Advancement of Women by undertaking comprehensive reviews of action taken, resources allocated and progress achieved in developing and implementing international, regional and national policy guidelines for the advancement of women;

(ii) To consult with women's organizations, non-governmental organizations and national machinery established to monitor and improve the status of women in the development of methods for collecting information to measure progress in the advancement of women.

United Nations system objectives

(i) To diversify monitoring capabilities and procedures to analyse the situation of women in various economic and social sectors and geographical regions and to prepare a comprehensive report on the progress achieved in implementing the Forward-looking Strategies for submission to the Economic and Social Council through the Commission on the Status of Women not later than 1995;

(ii) To establish a system for collecting and updating information from countries for the review and appraisal of national experience in implementing the Forward-looking Strategies and the Convention on the Elimination of All Forms of Discrimination against Women;

(iii) To organize, in co-operation with non-governmental organizations, at least one global, five regional and two sectoral meetings of experts to review progress in recognizing and maximizing women's contribution to development, focusing on specific priority issues;

(iv) To make use of existing guidelines on monitoring and evaluation within the United Nations system to assist Governments in setting up or strengthening monitoring and evaluation units and to carry out monitoring and evaluation to measure the effects of programme activities on the status of women.

Strategy

The methods and procedures for collecting information on the status of women and on United Nations system activities for promoting the advancement of women will continue to be streamlined. Work will continue on monitoring national experience, and the information system established for this purpose will be strengthened. Information will be gathered globally and regionally on national policies and experience for use in monitoring the implementation of the Forward-looking Strategies and the Convention on the Elimination of All Forms of Discrimination against Women. In addition, information will be sought from national, regional and non-governmental research institutions on the results of research dealing with

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political, legal, demographic and socio-economic aspects of discrimination. The information collected will be used to analyse the main issues identified by intergovernmental bodies, such as the relationship between discrimination and labour force participation and income and the relationship between demographic factors and inequality. Regional and interregional consultations will be held to analyse the experience of countries in responding to the questionnaire on review and appraisal circulated prior to the Nairobi Conference. Guidelines will be finalized for monitoring the progress achieved and the obstacles encountered in implementing the Strategies, and a major review will be completed for consideration by the Commission on the Status of Women and other appropriate bodies. In-depth sectoral and regional reviews will also be completed and examined during the plan period. Training courses will be held at the national and regional levels to improve techniques and increase capacity for monitoring progress.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA, DIESA, ESCAP, ECA, ECLAC, ESCWA), INSTRAW and UNIFEM.

Subprogramme 6.3 Strengthening national machineries and mechanisms for planning and policy-making

Intergovernmental objectives

- (i) To establish and strengthen national machineries and mechanisms for planning and policy-making for the advancement of women;
- (ii) To allocate sufficient resources and authority to ensure that development policies, programmes and projects in all sectors recognize women's contribution to development and incorporate strategies to include women on an equitable basis in all aspects of development.

United Nations system objectives

- (i) To provide assistance to all countries requesting it in establishing and strengthening national machineries;
- (ii) To provide assistance to all Governments that request it in establishing high-level units in planning ministries with the task of integrating women into national planning and programming;
- (iii) To complete a thorough up-to-date review and analysis of country experience in establishing and maintaining effective institutional arrangements and mechanisms at the national and local levels to ensure full recognition of women's contribution and their full participation in the mainstream of political, economic and social development, including mechanisms to address the needs of especially vulnerable groups of women;
- (iv) To prepare and disseminate guidelines on the establishment and maintenance of national machineries and mechanisms to promote the full integration of women in development.

Strategy

A major achievement of the United Nations Decade for Women is the significant increase in the number of official government bodies dedicated to the advancement of women. Further information will be collected and case-studies undertaken on country experience in establishing and maintaining these machineries. Successful cases will be publicized, and the directory of national machineries will be updated. A series of regional workshops will be organized for an exchange of experience on the establishment and role of these machineries. Advisory services and fellowships will be made available to Governments in developing countries, and training workshops held for national personnel, with a view to initiating a sharing of expertise among developing countries. Guidelines for establishing and maintaining national machineries for the advancement of women will be completed and published.

The Commission on the Status of Women has decided to consider at its thirty-fifth session the question of national, regional and international machinery for the effective integration of women in the development process, including non-governmental organizations, as a priority theme. The organizations of the system will co-operate in preparing supporting documentation for the Commission's consideration of this theme.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA, DTCO, ECA, ESCAP, ECLAC, ESCWA), UNIFEM, INSTRAW and UNFPA.

Subprogramme 6.4 Co-ordinating a system-wide approach to women and development

Intergovernmental objectives

(i) To provide guidance for the co-ordination of system-wide approaches to women and development;

(ii) To review the effectiveness of co-ordination, particularly in implementing the system-wide plan and in updating the World Survey on the Role of Women in Development, from both sectoral and cross-sectoral perspectives.

United Nations system objectives

(i) To develop and co-ordinate system-wide approaches to women and development, particularly in implementing the system-wide medium-term plan for women and development and in updating the World Survey on the Role of Women in Development, from both sectoral and cross-sectoral perspectives;

(ii) To complete monitoring of the implementation of the system-wide medium-term plan for the period 1990-1995.

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Strategy

Regular consultations on women and development among organizations of the United Nations system will be institutionalized in order to exchange information on programme activities and co-ordinate future planning and programming. For this purpose, regular inter-agency meetings will be held, under the auspices of the Administrative Committee on Co-ordination (ACC), in conjunction with sessions of the Commission on the Status of Women. These meetings would, inter alia, review the activities relating to women and development of other ACC subsidiary bodies, such as the Sub-Committee on Nutrition, the Task Force on Rural Development, the Task Force on Science and Technology for Development, the Intersecretariat Group for Water Resources, the Inter-Agency Group on New and Renewable Sources of Energy and the JUNIC/NGO Programme Group on Women.

Special attention will be given to improving the delivery and effectiveness of technical co-operation, training and advisory services for the advancement of women. Inter-agency planning and evaluation missions will be undertaken in co-operation with UNDP and UNIFEM in connection with multi-dimensional technical co-operation projects on women and development.

The implementation of the system-wide plan will be regularly monitored, and reports will be submitted to the Commission on the Status of Women as part of the overall monitoring of the Forward-looking Strategies (see subprogramme 6.2).

The organizations primarily responsible for implementing this subprogramme are the United Nations (DIEC, CSDHA, DIESA, DPI, CSTD, Habitat, UNCTAD, ECE, ESCAP, ECLAC, ECA, ESCWA) and FAO.

Organizational entities participating in implementation of the system-wide medium-term plan for women and development

Programme and subprogramme	Level of responsibility	
	Major	Supporting
1. <u>Elimination of all legal and attitudinal forms of discrimination</u>		
1.1 International standards	United Nations (CSDHA), ILO	United Nations (DTCD), UNESCO
1.2 Promoting more positive attitudes towards the role of women and development	United Nations (CSDHA, DPI, ESCAP, ESCWA), UNESCO, INSTRAW, UNIFEM	United Nations (WFC), UNFPA, UNICEF, ILO, FAO, WHO, WFP, World Bank, UNIDO, IFAD
2. <u>Access to productive resources, income and development</u>		
2.1 Overall trends and policies in women's employment	ILO, UNIFEM, United Nations (ESCAP, ECA, ESCWA)	UNIDO, United Nations (DIESA, DTCD, ECLAC, ECE, UNCTAD), FAO, INSTRAW, UNDP, World Bank
2.2 Vocational training and training on women and development	ILO, INSTRAW, United Nations (DTCD, CSTD, ESCWA), UNESCO, UNIFEM, UNRWA	United Nations (Habitat, UNCTAD), UNDP, FAO, UNIDO, WFP
2.3 Food and agriculture	FAO, IFAD, UNIFEM, WFP, United Nations (ECA, UNEP), World Bank	UNDP, United Nations (UNCTAD, CSTD, WFC, DTCD), UNICEF, ILO, UNIDO
2.4 Industry	UNIDO, UNIFEM, United Nations (ESCAP, ECA, ESCWA, UNEP)	United Nations (DIESA, CSTD, Habitat, UNCTAD), ILO, FAO
2.5 Entrepreneurship and access to credit	UNIFEM, United Nations (DIESA, DTCD, ECA)	United Nations (ECE, UNCTAD), ILO, ITC
2.6 Informal sector	ILO, INSTRAW, UNIFEM, United Nations (Habitat, DTCD, ECA, ESCAP, ESCWA) WFP, UNESCO	United Nations (ECE, UNCTAD), UNFPA, UNIDO, FAO, IFAD, UNRWA
3. <u>Access to services</u>		
3.1 Health, nutrition and family planning	WHO, UNFPA, UNICEF, FAO, WFP, IFAD, UNRWA, World Bank	United Nations (DTCD, WFC, UNCTAD), ILO, UNIFEM
3.2 Literacy and education	UNESCO	United Nations (CSTD, UNCTAD), UNFPA, UNRWA, World Bank, FAO, WFP
3.3 Housing, settlement, water, energy and transport	United Nations (Habitat, UNEP, DTCD, DIESA), FAO, WFP, UNICEF, INSTRAW, IFAD, UNIFEM, UNRWA	United Nations (UNCTAD, CSTD), ILO, UNESCO, WHO
3.4 Other social infrastructure and support services	United Nations (CSDHA, DIESA, ESCWA, ESCAP), ILO, WHO, UNICEF, UNIFEM, UNRWA, UNESCO	WFP, UNIDO, United Nations (UNCTAD)

Programme and subprogramme	Level of responsibility	
	Major	Supporting
4. <u>Decision-making</u>		
4.1 Participation in management and decision-making	United Nations (CSDHA, OHRM, DTCD, ESCWA, ESCAP), INSTRAW, ILO, UNIFEM, UNFPA	UNDP, WHO, UNIDO, UNESCO, FAO
4.2 Participation in groups, associations, co-operatives, trade unions and other non-governmental organizations	ILO, INSTRAW, UNIFEM, United Nations (CSDHA, DIESA), UNIDO	United Nations (ESCAP, ECLAC)
5. <u>Improving means for international action</u>		
5.1 Development of statistics and indicators	United Nations (DIESA, DTCD, ECLAC, ESCWA, ESCAP), ILO, FAO, INSTRAW	UNFPA, United Nations (ECA, Habitat, UNCTAD), World Bank, WHO, UNIDO, UNESCO
5.2 Information dissemination	United Nations (DPI, CSDHA, ESCWA, ESCAP, ECLAC), INSTRAW, ILO, FAO, UNESCO	WFP, UNFPA, UNIFEM, United Nations (DTCD)
5.3 Research, policy analysis and dissemination	United Nations (CSDHA, DIESA, DPI, ECLAC, ESCAP, ECA, ESCWA), INSTRAW, ILO, UNIFEM, UNESCO	FAO, UNFPA, UNIDO, World Bank, United Nations (UNCTAD, DTCD, Habitat)
5.4 Technical co-operation, training and advisory services	UNDP, United Nations (DTCD, ECLAC), UNIFEM, ILO, FAO, WHO, UNIDO, INSTRAW, UNESCO	UNFPA, World Bank, IMO, United Nations (Habitat, ESCAP, UNCTAD)
5.5 Science and technology	United Nations (CSTD, UNCTAD), INSTRAW, UNESCO, ILO, UNIDO, FAO, WHO	
6. <u>Comprehensive approaches to women and development</u>		
6.1 Analysis of the interrelationship of factors affecting women and development	United Nations (CSDHA, DIESA, ESCWA, ESCAP, ECA, ECLAC, UNEP), INSTRAW, UNIFEM	ILO, FAO, WHO, UNESCO, UNIDO, UNFPA, World Bank, WFP, United Nations (UNCTAD)
6.2 Monitoring and review and appraisal of basic policy guidelines and national experience	United Nations (CSDHA, DIESA, ESCWA, ESCAP, ECA, ECLAC), INSTRAW, UNIFEM	UNFPA, ILO, FAO, UNESCO, WHO, UNIDO, WFP, United Nations (DTCD), IFAD
6.3 Strengthening national machineries and mechanisms for planning and policy-making	United Nations (CSDHA, DTCD, ECA, ESCAP, ECLAC, ESCWA), UNIFEM, INSTRAW, UNFPA	FAO, United Nations (WFC)
6.4 Co-ordinating a system-wide approach to women and development	United Nations (DIEC, CSDHA, DIESA, DPI, CSTD, Habitat, UNCTAD, ECE, ESCAP, ECLAC, ECA, ESCWA), FAO	United Nations (DTCD)

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