

Chapter I

DECISIONS OF THE CONFERENCE

1. At its 20th and 21st (closing) plenary meetings the Conference adopted the Programme of Action (sect. A below) and the resolutions and decision (sect. B below) the text of which is set out in this chapter.

Women

Near

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

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## Part One: Background and framework

### INTRODUCTION

#### A. Legislative mandates

1. The mandates for the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace are as follows:

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

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

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

(d) General Assembly resolution 33/191 of 29 January 1979 by which it was decided that the World Conference of the United Nations Decade for Women: Equality, Development and Peace would be held in Copenhagen.

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

2. In 1975, International Women's Year, a World Conference was held in Mexico City which adopted the World Plan of Action for the United Nations Decade for Women: Equality, Development and Peace, 1976-1985, and the Declaration on the Equality of Women and their Contribution to Development and Peace. The principles and objectives proclaimed at the Mexico City Conference for the Decade for Women: Equality, Development and Peace are still relevant today and constitute the basis of action for the Decade. They were further reaffirmed by a number of United Nations regional, sectoral and international meetings as well as by the social and economic recommendations of the Conference of Non-Aligned and Developing Countries on the Role of Women in Development held in Baghdad in May 1979, which were endorsed by the sixth summit of Heads of State and Government of Non-Aligned Countries.

3. Equality is here interpreted 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. The issue of inequality as it affects the vast

majority of women of the world is closely related to the problem of underdevelopment which exists mainly as a result of unjust international economic relations. The attainment of equality pre-supposes equality of access to resources and the power to participate equally and effectively in their allocation and in decision-making at various levels. Accordingly, it should be recognized that the attainment of equality by women long disadvantaged may demand compensatory activities to correct accumulated injustices. The joint responsibility of men and women for the welfare of the family in general and the care of their children in particular should be reaffirmed.

Development is here interpreted to mean total development, including development in the political, economic, social, cultural and other dimensions of human life, as also the development of economic and other material resources and also the physical, moral, intellectual and cultural growth of the human person. The improvement of the status of women requires action at the national and local levels and within the family. It also requires a change in the attitudes and roles of both men and women. Women's development should not only be viewed as an issue in social development but should be seen as an essential component in every dimension of development. To improve the status of women and their role in the process of development, such development should be an integral part of the global project for the establishment of a New International Economic Order based on equity, sovereign equality, interdependence, common interest and co-operation among all States.

5. Without peace and stability there can be no development. Peace is thus a prerequisite to development. Moreover, peace will not be lasting without development and the elimination of inequalities and discrimination at all levels. Equality of participation in the development of friendly relations and co-operation among States will contribute to the strengthening of peace, to the development of women themselves and to equality of rights at all levels and in all spheres of life, as well as to the struggle to eliminate imperialism, colonialism, neo-colonialism, Zionism, racism, racial discrimination, apartheid, hegemonism, and foreign occupation, domination and oppression as well as full respect for the dignity of the peoples and their right to self-determination and independence without foreign interference or intervention and to promote guarantees of fundamental freedoms and human rights.

### C. Nature and scope of the Programme of Action

In compliance with the mandates given above, the present Programme of Action has been drawn up for the second half of the Decade, 1980-1985, to promote the attainment of the three objectives of equality, development and peace, with special emphasis on the subtheme - namely, employment, health and education - as significant components of development, taking into account that human resources cannot achieve their full potential without integrated socio-economic development. The Programme aims at strengthening comprehensive and effective strategies to remove obstacles and constraints on women's full and equal participation in development, including actions to solve the problems of underdevelopment and of the socio-economic structure which places women in an inferior position and to increase their contribution to the strengthening of world peace.

The following Programme of Action, formulated at the mid-point of the Decade, recognizes that considerable efforts have been made by the majority of countries

in furtherance of the objectives of the Decade, but that progress has been insufficient to bring about the desired quantitative or qualitative improvements in the status of women. On the assumption that the three main objectives of the Decade - Equality, Development and Peace - are closely interlinked with one another, the purpose of this Programme of Action is to refine and strengthen practical measures for advancing the status of women, and to ensure that women's concerns are taken into account in the formulation and implementation of the International Development Strategy for the Third United Nations Development Decade.

8. The present Programme focuses on ensuring women's increased participation in the realization of the objectives of the World Plan of Action. The recommendations seek to indicate the interrelated nature of actions that need to be taken simultaneously on several fronts such as those related to world economic issues for the International Development Strategies for the Third United Nations Development Decade and the implementation of the Programme of Action for the Establishment of the New International Economic Order thus elaborating the approach adopted in the World Plan of Action. In particular, the World Plan of Action gives high priority to improving the conditions of the most disadvantaged groups of women - especially the rural and urban poor and the vast group of women workers in the tertiary sector. This Programme gives high priority to improving the conditions of the most disadvantaged groups of women, particularly those disadvantaged because of socio-economic and historic conditions, with emphasis on rural and urban poor and on the subtheme: employment, education and health. An attempt has also been made to recommend practical measures to be incorporated in all aspects of the development of society.

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

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<sup>1/</sup> See Report of the World Conference on International Women's Year, Mexico City, 19 June-2 July 1975, United Nations publication, Sales No. E.76.IV.1, document E/CONF.66/34, chap. II, sect. A.

## I. HISTORICAL PERSPECTIVE

### A. The roots of inequality of women: the problems of development and equality of participation of women and men in development

10. The causes of the inequality between women and men are directly linked with a complex historical process. The inequality also derives from political, economic, social and cultural factors. The form in which this inequality manifests itself is as varied as the economic, social and cultural conditions of the world community.

11. Throughout history and in many societies women have been sharing similar experiences. One of the basic factors causing the unequal share of women in development relates to the division of labour between the sexes. This division of labour has been justified on the basis of the childbearing function of women, which is inherent in womanhood. Consequently, the distribution of tasks and responsibilities of women and men in society has mainly restricted women to the domestic sphere and has unduly burdened them. As a result, women have often been regarded and treated as inferior and unequal in their activities outside the domestic sphere and have suffered violations of their human rights. They have been given only limited access to resources and participation in all spheres of life, notably in decision-making, and in many instances institutionalized inequality in the status of women and men has also resulted.

12. The inequality of women in most countries stems to a very large extent from mass poverty and general backwardness of the majority of the world's population caused by underdevelopment which is a product of imperialism, colonialism, neo-colonialism and also 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. 2/

13. It can be argued that the predominant economic analyses of labour and capital insufficiently trace the linkages between production systems in world economics and women's work as producers and reproducers; nor is the subjection, exploitation, oppression and domination of women by men, sufficiently explained in history. Women are not simply discriminated against by the productive systems, but subject to the discrimination that arises by virtue of being the reproductive force.

14. While women's childbearing function and their traditional nurturing roles are respected, in many countries there has been little recognition of women's actual or potential contribution to economic activity. The role of women within the family, combined with a high level of unemployment and underemployment of the population in general, often results in priority being given to the employment of men in economic activities outside the family household.

15. These cumulative processes of discrimination within and outside the family characterize the dual oppression that women suffer on the basis of their sex and

2/ Which in a group of countries is called sexism.

social class. Poverty and underdevelopment have sharpened and continue to sharpen these inequities.

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

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

17. The review and appraisal of progress achieved during the past five years indicates that the integration of women into development has been formally accepted by most Governments as a desirable planning objective. Many countries have made significant efforts, undertaken a number of activities and measures and established institutional and administrative mechanisms to integrate women in development.

18. The accomplishments of the first half of the Decade include sensitizing planners and decision-makers to women's needs and problems, conducting research and building a data base on women, and promoting legislation safeguarding women's rights. However, with the general exception of the countries with advanced social services, serious problems, such as inadequate allocation of financial resources, lack of skilled personnel, and so on, continue to exist in many countries. This constraint is to a considerable extent - especially in developing countries - due to the general economic problems, such as scarcity of resources and/or under-utilization of existing resources. In many cases it reflects the priority Governments accord to issues concerning women. Another major constraint facing such mechanisms is their limited mandates. Thus, several existing mechanisms do not have strong executive and implementing authority. Similarly, the terms of reference given to such mechanisms tend to restrict them to welfare activities traditionally associated with women and thereby reinforcing stereotyping of women's roles and attitudinal prejudices. The sensitizing task of these special mechanisms has, as yet, insufficiently resulted in an actual integration into policy planning and implementation by Governments and international organizations of the question of sharing all responsibilities between the sexes.

19. The review of legislative enactments and provisions reveals that a significant number of Governments reported new constitutional and legislative provisions which guarantee or promote equal rights of women and men. However, legislative provisions are not always matched by adequate enforcement measures and machinery. In many countries specific measures have been taken to redress past discrimination and to promote equal opportunities for women, especially in the fields of education and employment.

20. In the developed market-economy countries significant progress has been made in establishing national machineries, while achievements in the subtheme areas of education, health and employment are impressive. In many countries, new legislation has ensured the legal rights of women in social, economic and political aspects of national life. The percentage of women in positions of policy formulation has increased significantly. Women have joined the labour force in



increasing numbers; enrolments have achieved parity in secondary, university and graduate education in many nations, and expansion of primary health care has reached most rural areas of the various market-economy countries. Current studies on work of comparable value, occupational segregation and valuation of household work are positive signs of further progress in the second half of the Decade. Acknowledgement of the double burden has enabled women and men to move forward to challenge existing stereotypes and to develop social programmes aimed at effecting full equality of women and men.

21. In the developing countries, despite their resource constraints and the adverse effect of the world economic structure and the world economic situation, initiatives have been taken for integrating women into development, including the establishment of national machineries and legislative enactments and efforts to overcome prejudices against women. The economic contribution of rural women to agriculture and national development is increasingly being recognized in national and rural development plans and policies. Research and studies have been undertaken to identify the critical needs of women and to formulate and implement programmes and projects for them. In many developing countries efforts have been made in the public sector to increase the participation of women and representation at the decision-making levels. There has been an increase in the enrolment of girls in educational institutions at different levels, an increase in the availability of health care to women and efforts have been made to improve the work conditions and the employment needs of women.

22. In the countries with centrally planned economies a further advancement of women took place in various fields. Women in those countries actively participated in social and economic development and in all other fields of public life of their countries, including the active struggle for peace, disarmament, détente and international co-operation. A high level of employment, health, education and political participation of women was achieved in countries with centrally planned economies, in which national mechanisms are already in existence with adequate financial allocations and sufficient skilled personnel.

23. Women in all countries love peace and women all over the world have conducted active struggles for peace, disarmament, détente and international co-operation against foreign aggression and all forms of foreign domination and hegemony. Women have played and can play an active role at the national and international level to strive for détente and to make it a continuing and universal process of an all-embracing scope so that the goals of the Decade might be achieved.

24. The review and appraisal of progress achieved during the past five years indicates that in many countries the situation of women in the so-called "backward" sectors has worsened. In particular, it has worsened with respect to the conditions of employment and education for women in the rural and the so-called marginal urban sectors. In many countries the actual number of female illiterates is increasing. In fact, illiteracy rates for the female population appear to have increased and are projected to increase in several countries. In terms of the percentage of enrolment that women constitute of the total enrolment, at the first, second and third levels of education, progress in the participation of women has been made in most countries; however, declines have been reported by several in female participation at the second level. It appears that, in many countries, only in the higher and middle socio-economic strata did women gain some significant increases in educational opportunities. However, this improvement has not been followed by a parallel increase in levels of employment, even in certain developed

countries and in those developing countries with higher industrialization rates. In employment, there is evidence of increasing numbers of women being forced into unemployment or being transferred outside the formal sectors of the economy into the peripheral labour market in the developed countries and into the informal sectors of subsistence agriculture, handicrafts, and so on. This move from the formal to the informal market is evidenced by estimates of the International Labour Organisation and projections for over-all activity rates in the economies of the developing countries.

25. In many instances, transfer of inappropriate technology has worsened the employment and health conditions of women; displacement of labour occurs, and foreign models of consumption accompany such transfer. In certain large industries, some of them operated by transnational corporations, new discriminatory labour practices have appeared in both rural and urban areas, while in the urban areas increases in the employment of women have been largely the result of an increase in the exploitation of cheap, semi-skilled labour of young and unmarried women, related to increases in the migration of young women to the cities.

26. In many countries, women have not been integrated into national development plans. Where special programmes have existed, they have failed for the most part in achieving significant results, owing to their narrow focus on stereotyped sex roles which have further increased segregation based on sex.

27. Finally, the current world economic crisis has contributed to the worsening of the situation of women in general. Women's employment in industries which have high levels of female labour has been negatively affected by protectionist measures. In developing countries the negative impact on women is even greater than in developed countries.

28. There have been some significant achievements in the implementation of a number of recommendations of the World Plan of Action both at the regional and at global levels in the first half of the Decade. Of particular significance was the establishment of the Voluntary Fund for the Decade for Women and the preparatory work leading to the establishment of the International Research and Training Institute for the Advancement of Women. A joint interagency programme for the advancement of women was prepared and regional programmes were implemented in accordance with the regional plans of action adopted in Mexico. Several United Nations organizations were involved in these activities, including the United Nations, regional commissions, UNICEF, UNDP, UNCTAD, UNIFEM, UNEP, ILO, FAO, UNESCO and WHO. It is apparent that such programmes can be strengthened and that greater efforts could be made to introduce a more multidisciplinary approach in these programmes. In a number of conferences held under the auspices of the United Nations system, linkages were established between women's status and the priority areas of concern, including population, food, water, primary health care, education, rural development and agrarian reform, employment, industrialization and over-all development.

29. The review of implementation of the objectives of the second United Nations Development Decade as well as of the progress of negotiations on the establishment of the New International Economic Order shows that hopes and expectations in connexion with the International Development Strategy and establishment of the New International Economic Order have not been fulfilled. Instead of a gradual resolution of the world economic situation and encouragement of accelerated economic development of developing countries, the crisis in the world economy has become more

acute. This has affected developing countries in particular and, because of the real economic and social situation in these countries, it is women who are most adversely affected. The international development conditions have deteriorated and become an even more limiting factor for the development of developing countries, specially restricting the implementation of the objectives of the World Plan of Action.

30. The lessons for the future to be learnt from this review are many. First, it proves that any measures for women isolated from the major priorities, strategies and sectors of development cannot result in any substantial progress toward attaining the goals of the Decade. Second, legislative and developmental action, unless accompanied by positive and concerted action to change attitudes and prejudices, cannot be fully effective. Third, mere provision of equal rights, development services and opportunities will not, by themselves, help women to benefit from them without simultaneous special supportive measures, e.g. legal aid, earmarking of benefits, information and knowledge, institutional innovation etc.

31. The three main objectives of the United Nations Decade for Women - equality, development and peace - are closely interlinked with one another. Progress towards any one of these has a beneficial effect on the others. In turn, failure in one sphere has a negative impact on the others. Since the primary objective of development is to bring about a 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 a most important means of maintaining peace and of furthering equality of the sexes. However, the present world is by no means tranquil and there exist factors detrimental to peace. Women in some countries are still suffering from wars of aggression.

32. Thus, the universal strengthening of world peace and international security, struggle against foreign interference, aggression and military occupation, respect for national independence and sovereignty, the curbing of the arms race, the achievement of the goals of general and complete disarmament and a reduction of military budgets, the achievement of détente, the establishment of the New International Economic Order and increased co-operation among States, on the basis of equality, will advance the economic, social and cultural development of countries and the situation of women, while still recognizing their special vulnerability. Consequently, it is only under conditions of peace that it is possible to move forward to the full implementation of the other two objectives of the Decade.

33. In accordance with their obligations under the Charter to maintain peace and security and to achieve international co-operation in promoting and encouraging respect for human rights and fundamental freedoms, bearing in mind, in this respect, the right to live in peace, States should help women to participate in promoting international co-operation for the sake of the preparation of societies for a life in peace.

34. Similarly, a close relation exists between the world economic situation, development and the strengthening of international peace and security, disarmament and a relaxation of international tension. It is imperative that resources released as a result of disarmament be used for promoting the well-being of all nations and contribute to bridging the gap between developed and developing countries, thus increasing favourable conditions for improving the situation of all members of society. In this context particular attention should be given to the advancement of women and the protection of mother and child.

35. The lack of progress in the establishment of the New International Economic Order has had a direct effect on the socio-economic situation of women. Recent studies on the impact of international economic problems on the employment and working conditions of women show that in fact the adverse effects on the wage levels and job stability of women are more extensive than on those of men. For example, women are the first to lose their jobs on plantations that produce crops for export and in the textile, clothing and electronics industries, which are more sensitive to price fluctuations and to protectionist measures recently introduced by some developed countries.

36. The realization of all the aims mentioned above would provide new possibilities for a more intensive promotion of the status of women. An improvement in the status of women is of over-all national importance, and responsibility for this rests upon the State and all sectors of society. Such an improvement can be realized only if it is carried out in accordance with national needs and conditions, as a sovereign right of each country, without any country imposing its own model.

37. In the traditional and agricultural sectors, the effects of such factors, when associated with rapid displacement and changes in women's basic tertiary activities and a lack of appropriate compensatory measures and especially with the lack of corresponding efforts for the integrated development of rural areas and more intensive integration of women in such development, are even more detrimental. In other words, the lack of access to land, credit and financial and technological resources worsens the impact of rapid displacements in the work activities of women.

38. On the one hand, the recent expansion of capital- and technology-intensive and large-scale agricultural estates, often operated by transnational corporations, adversely affects women's work in basic tertiary activities, such as those related to small-scale urban, semi-rural and agricultural trade, which are crucial income-generating activities and are essential for community self-reliance. Indeed, in many cases this process has actually jeopardized food production and the distribution of food and basic subsistence goods. On the other hand, in the modern sectors of developing economies, although the expansion of industries operated by transnational corporations has in certain cases increased employment opportunities for women, it has nevertheless also brought new problems both for women and for over-all development. Care should be taken so that the redeployment of industry in the developing countries is not used as a means of providing a cheap labour force, especially women, or that the redeployment of obsolete and "dirty" industries is not carried out in the developing countries. Industrialization should be carried out in accordance with the over-all national aims, priorities and aspirations of the developing countries, as a part of a process which will contribute to the transfer of technology to the developing countries. Women's right to participate in and benefit from the industrialization process on equal terms with men must be secured.

39. In fact, there has been some concern about future trends in export oriented industries and their impact on employment in developing countries. Such industries are said to be more sensitive to the needs of the international market than to those of the host countries. Although important for creating employment and providing foreign exchange earnings, in other respects their impact on the domestic economy is minimal, since virtually all their input is imported and all their output exported. The Governments of host countries seem to view such enterprises, for the most part, as short-run solutions to the problem of generating employment, but for

development in the long term Governments prefer industries that will engage highly skilled workers. If such long-term plans are actually realized, the employment of women in labour-intensive manufacturing might only be a temporary phase in the industrialization of developing countries.

40. As part of the industrialization and development process, activities of indigenous companies and corporations also have an impact on women and their employment options. Although, in some cases, cottage industries and other forms of small industry are replaced or absorbed by larger entities, these corporations often have a multiplier effect on female employment. Under some circumstances the employment options of women are narrowed by corporate development, while in other instances women thus displaced are eventually absorbed into the newly established larger industries.

41. The processes described above demonstrate that, while traditions, customs and practices greatly hinder the advancement of women, some serious constraints to the economic participation of women in national development are international in nature and derive from the pattern of relationships between developing and developed countries.

42. In many countries, at the national level, a comparison of the performances of men and women in every sector of economic and social development shows that the wide gap between the economic opportunities available to men and those open to women has not been reduced in proportion to the increases achieved in over-all economic growth, regardless of the levels of development, which vary from country to country, the intensity of the world economic crisis increasingly affecting working people in general. Even in countries where significant increases in general wage employment were obtained, women have failed to share equally in this increase, while men, due to greater job security, have developed opportunities for sustained employment in the labour force, learned skills and increased their relative wages. Women constitute a substantial and growing proportion of the underemployed sector of the population, especially in the area of intermediary services and activities of the so-called tertiary and informal sectors. In those sectors women workers, like men workers, are often underpaid and receive for the most part extremely low wages; they are also subjected to a high degree of job instability and have, in most countries, no legislative protection, and existing labour organizations do not always pay sufficient attention to their needs and demands. Moreover, in most countries, new incentives designed to improve their commitment to the labour force, such as occupational mobility, education or training and infrastructure assistance in the areas of credit and finance, have been inadequate.

## II. CONCEPTUAL FRAMEWORK

### A. The need to include new data and strategies concerning the participation of women in development in the Third United Nations Development Decade

43. The sharpening of the world economic crisis in many countries during the latter half of the Second United Nations Development Decade requires an in-depth reassessment of established strategies and imposes the need for undertaking additional and comprehensive measures, at national and international levels, with a view to the strategy for the Third United Nations Development Decade. The shortfalls of the Second United Nations Development Decade have been linked to major

problems related to external debts, insufficient increases in food production (a factor that has also affected industrialization) and inadequate levels and patterns of industrialization. Those failures were said to be further intensified by the low capacity of many countries, particularly developing countries, for absorbing their constantly increasing unemployment. Moreover, the major failures in productivity have been linked not only to key international factors but also to inadequate and/or non-existent national policies aimed at maximizing the training and utilization of human resources. In this respect, the need for an in-depth reassessment of strategies concerning the mobilization of women (approximately 50 per cent of the adult world population) has been consistently emphasized in recent studies and policy-oriented analyses, particularly at the regional and local levels. The discussion of women's issues at a recent conference on an area of priority in the new international economic order - namely, the World Conference on Agrarian Reform and Rural Development - has forged a new consensus and action proposals in this area.

44. These new developments are of particular relevance in overcoming the alarming shortfalls in the agricultural sector, where women constitute a large proportion of the labour force. In order to promote integrated rural development, to improve productivity in the food and other agricultural commodity sectors, the wages, conditions of employment and training of women, as well as their access to credit, land and infrastructural technology in rural areas, should be significantly improved; technologies adapted to the needs of rural areas should be developed and made accessible to women. Conditions where internal migration is the only possibility for employment could be eliminated by generating productive employment and development through more uniform geographical distribution of economic projects and social services. To this end, such adverse effects of technology transfer to rural women as may exist and such effects of migration as are adverse to women should be diminished.

45. The International Development Strategy for the Third United Nations Development Decade should formulate goals, objectives and policy measures which would contribute to the solution of international economic problems and sustained global economic development, including the accelerated development of developing countries and the reduction of the existing gap between developing and developed countries. It is therefore necessary to expedite the establishment of the New International Economic Order. This goal cannot be achieved unless the inequality between men and women is eliminated. In the formulation and review of strategy for the Third United Nations Development Decade, full consideration should be given to the conceptualization and review presented in the present Programme of Action as well as in the background documents before the World Conference. Furthermore, this new strategy should also include ways and means of developing new data that can more adequately measure the participation of women in the development process in every sector and at every level in order to provide a systematic and effective basis for the establishment of new national, regional and international policies to maximize and evaluate the utilization of the resources of women and the involvement of women as equal participants in social life and economic development - this being a pre-condition for the successful development of each and every country.

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B. The interrelationship of the objectives of the United Nations  
Decade for Women and the subtheme of the World Conference:  
"Employment, Health and Education"

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46. The experience of the Decade has clearly revealed that the objectives of equality and peace cannot be realized without an unequivocal commitment at national, regional and global levels to women's integration in all aspects of development. The objective of development, which incorporates the principle of socio-economic and political equality, is closely related to stability and peace, which is more than an absence of violence within or between countries. In selecting the subtheme of the World Conference: employment, health and education, it was recognized that these interrelated aspects of development are of crucial concern to the advancement of women. The principles of the right of women to work, to receive equal pay for work of equal value, to be provided with equal opportunities for training and education were clearly stated in the World Plan of Action. It was also stressed that the full participation of women in development required that they should be given adequate and equitable access to health, nutrition and other social services including family planning and child care facilities. In all countries there is need for continuing attention to the implementation of these principles. For the remainder of the Decade, they should be given a high priority in Governments' planning and programmes. The level of development depends upon international conditions and national efforts towards integrated development particularly in the fields of employment, health and education, these being fields of exceptional significance for the under-developed sectors, of which women constitute the major segment. In fact, the sectors of employment, health and education, especially for women workers in the agricultural and industrial sectors of the economy, offer a stark index of the levels and quality of development in any given country. As reproducers of the labour force, women's socio-economic and health conditions are crucial determinants of the prospects for development. Their employment and educational opportunities not only reflect the extent to which a given society offers women the possibility to develop their full potential and eliminates inequalities but also the extent to which countries are maximizing their endogenous technical and economic resources, especially in times of acute economic crisis which threaten world stability. The strengthening of regional commissions by adequate institutional arrangements which would also ensure intersectoral programming and co-ordination of activities for women is essential. The improvement of linkages among the organizations of the United Nations system with a view to co-ordinating implementation where there are separate programmes is also essential.

Part Two: The Programme of Action at the national level

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

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

47. The improvement of the status of women requires action at the national, local and family levels. It also requires a change of men's and women's attitudes towards their roles and responsibilities in society. The joint responsibility of men and women for the welfare of the family in general and the care of their children in particular should be reaffirmed.

48. Governments should explicitly state their firm commitment to accord high priority to legislative and other measures for accelerating the equal and full participation of women in economic and social development with a view to eliminating the existing inequalities between men and women in all sectors.

49. National strategies should as a matter of urgency integrate women into their efforts towards the New International Economic Order and a new international development strategy for the Third United Nations Development Decade by:

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

(b) Providing advisory services for accelerating national self-reliance in co-operation with United Nations organizations; also ensuring that women assist in determining that technology transfer has a positive impact on the socio-economic situation and health of women, as well as on their working conditions;

(c) Providing women in the most disadvantaged sectors of the population with the ways and means of increasing their access to infrastructure, basic services and appropriate technology in order to alleviate the heavy workload imposed by the basic requirements and demands of their families and communities, women should also be provided with opportunities to gain new skills and with job opportunities in the construction and maintenance of the above-mentioned services, as well as in other sectors;

(d) Adopting measures to make equal opportunities for development and services available to women in rural areas and to women in urban areas by reversing processes of unequal economic growth, implementing special investment and incentive programmes in disadvantaged sectors, controlling mechanisms for the transfer of resources from one sector to another and, where possible, preventing the rural sector from being impoverished to the advantage of the urban sector.

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



## National development plans and policies

Governments should undertake the following:

(a) The establishment of qualitative and quantitative targets for the second half of the United Nations Decade for Women: Equality, Development and Peace; projections for the planning cycles of 1985-1995 should be made where appropriate, and reviews conducted in 1985 and 1990. These should especially seek to remove the disparities between the attainments of men and women, between rural and urban women and between all women in underprivileged population groups, and other women in all sectors and particularly in the fields of employment, health and education;

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

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

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

(e) Initiate where necessary, as a result of socio-economic conditions, processes of integral agrarian reform, which will subsequently make it possible to implement measures for promoting the development of women in rural areas:

(i) To mobilize women, particularly poor women, in rural and urban areas;

(ii) To organize learning and productive activity and access to needed developmental services and inputs (e.g., education, primary health and child care, skill development, credit and marketing facilities);

(iii) To organize working women, including those in the unorganized sectors, for protection against exploitation, for socio-occupational mobility through education and training and necessary supportive services for children;

(f) Systematic efforts to promote and assist grass-roots level organizations as one of the instruments of development;

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

(h) Wherever possible time-tables should be established for the achievement of particular objectives;

(i) Where appropriate, initiate consultations between government and employer and employee organizations as well as community groups to examine and improve conditions for women workers.

## 2. National machinery

52. Where it does not exist, national machinery preferably at the highest level of government, where appropriate, should be established. By national machinery should be understood not only the establishment of central institutions at the national level but furthermore, where appropriate, the establishment of a comprehensive network of extensions in the form of commissions, offices or posts at different levels, including the local administrative level because of its better capacity for dealing with specific local situations, as well as working units in the relevant branches of administration, in order to ensure the effective implementation of action programmes ensuring the equality of men and women with a view to:

(a) Upgrading its capacity and role in national development plans;

(b) Achieving a more central location within the existing institutional arrangements for the formulation and planning of and strict compliance with policies and programmes and for monitoring their implementation and evaluation;

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

(d) Ensuring the full participation of women in measures taken by government or other agencies.

53. Effective institutional links between national machinery and national planning units as well as national women's organizations, should be established with a view to:

(a) Increasing their decision-making powers;

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

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

(d) Drawing up national programmes for women in the priority areas of employment, health and education so as to make possible their full participation at the national level. These should also aim at intensifying over-all efforts to promote technical co-operation among countries and development in the areas of science and technology, water and energy resources among others, in line with the strategy for the Third United Nations Development Decade and the programme of action for the New International Economic Order.

54. Women should be represented on the basis of equality in all bodies and institutions dealing with development so as to be able to influence national policies at their inception - all this with a view to advancing the status of women and their participation in development.

55. The national machinery should increase the participation of grass-roots organizations, such as women's and youth associations, rural workers' organizations, community organizations, religious groups, neighbourhood associations, as well as trade unions, both in decision-making and in the implementation of projects and in this regard should serve as a liaison unit between appropriate government agencies and grass-roots organizations.

56. The national machinery should implement effective programmes aimed at ensuring that women participate in and benefit from the implementation, at the national, regional and international levels, of the relevant recommendations of such major conferences as the World Employment Conference, the World Conference on Agrarian Reform and Rural Development, 3/ the United Nations Conference on Science and Technology for Development, 4/ and the International Conference on Primary Health Care. 5/

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

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

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

58. To ensure that the national machinery serves its purpose, it is advisable to carry out studies and interdisciplinary research on the actual status of women, drawing on the experience already acquired in some countries with women's studies programmes.

### Legislative measures

59. All remaining discriminatory legislative provisions in the social, economic and political spheres and in penal and civil codes should be examined with a view to

3/ See Report of the World Conference on Agrarian Reform and Rural Development (WCAARD/REP), transmitted to the General Assembly by a note by the Secretary-General (A/34/485).

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

5/ Report of the International Conference on Primary Health Care, Alma-Ata, 12 September 1978 (UNIDO/IOD.255).

repealing all laws and regulations discriminating against women with regard to rights concerning nationality, inheritance, the ownership and control of property, the freedom of movement of married women, the custody of children and the like, or which inhibit their effective participation in or planning, implementation and evaluation of economic transactions.

60. Governments should develop programmes to inform women of their legal rights and should point out ways in which women can use these rights. Where appropriate, Governments should establish commissions to assess women's legal rights and the establishment of priorities for legislative measures and to identify, specify and classify the necessary legislative measures that have not yet been enacted.

61. In countries where large sections of the population are governed by customary law, Governments should carry out investigations into the degree of protection or oppression and amount of discrimination experienced by women under customary law, in order to deal with or reject such practices by statutory legislation at an appropriate time.

62. Governments should implement the provisions of the Convention on the Elimination of All Forms of Discrimination against Women.

63. Procedures should be provided - or, where they already exist, strengthened - for effectively implementing social legislation, especially that affecting parents.

64. The protection of the social function of parenthood and of maternity should be guaranteed in legislation. Both in the public and in the private sector, the definition of maternity leave should be understood to be the period which is required by expectant mothers for the protection of their health before childbirth and by mothers for the recovery of their health after childbirth. Recognizing that the raising of children is a joint responsibility of parents and the community at large, efforts should be made to provide for parental leave, available to either parent.

65. Legislation should also be enacted and implemented in order to prevent domestic and sexual violence against women. All appropriate measures, including legislative ones, should be taken to allow victims to be fairly treated in all criminal procedures.

66. Educational and informational programmes on the socio-economic implications of laws should be launched among various professional groups, especially the legal and judicial professions, in order to prevent, where possible, the law from being applied inequitably.

67. Programmes of counselling and legal aid should be developed and implemented to enable women, especially those in the disadvantaged sectors, to have effective protection through legislation. Broad programmes to publicize legislation should also be implemented to make women and, in particular, those in the poorest sectors aware of their rights and obligations and of the institutional guarantees therefor.

68. The necessary steps should be taken to ratify or accede to all international instruments of the United Nations and its specialized agencies that deal with women's rights, in particular the Convention on the Elimination of All Forms of Discrimination Against Women. Those affecting the poor, such as those concerning the rights of rural and agricultural women workers, are particularly important.

4. Participation in the political and other decision-making processes, and participation in efforts to promote international co-operation and strengthen peace

Participation in the political and other decision-making processes

69. Every effort should be made to enact, before the end of the Decade, legislation guaranteeing women the right to vote, to be eligible for election or appointment to public office and to exercise public functions on equal terms with men, wherever such legislation does not already exist. In particular, political parties should be encouraged to nominate women candidates to positions that give them the possibility equally with men to be elected.

70. Governments and the organizations concerned should foster knowledge of civil and political rights, promote and encourage political organizations which carry out programmes involving the participation of women and implement broad programmes for the training of political officials.

71. Governments and political parties should, where appropriate, establish goals, strategies and time-tables and undertake special activities for increasing, by certain percentages, the number of women in elective and appointive public offices and public functions at all levels, in order that women should be equitably represented.

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

73. Women should be equitably represented at all levels, especially the senior levels, in delegations to international bodies, conferences and committees dealing with political, economic and legal questions, disarmament and other similar issues. Governments should encourage and support increased employment of women at all levels, technical and professional, in the Secretariat of the United Nations and its subsidiary organs and specialized agencies.

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

75. Special attention should be given to ensuring that formal or informal practices which result in de facto discrimination against women in the selection of candidates for political office or in their exclusion from formal decision-making, particularly in bodies such as public councils, boards or informal committees, should be eliminated.

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

76. Women of the entire world should participate in the broadest way in the struggle to strengthen international peace and security, to broaden international co-operation and develop friendly relations among nations, to achieve détente in international relations and disarmament, to establish a new economic order in international relations, to promote guarantees of fundamental freedoms and human rights, and in the struggle against colonialism, neo-colonialism, racism, apartheid, foreign domination, foreign oppression, foreign occupation. High priority should be given to providing training and educational opportunities at all levels. These might include university or college courses, lectures on international affairs, panel discussions, conferences, seminars and other educational activities.

77. Solidarity campaigns with women struggling against colonialism, neo-colonialism, racism, racial discrimination and apartheid and for national independence and liberation should be intensified; such women should receive all possible assistance, including support from agencies of the United Nations system as well as other organizations.

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

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

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

81. Governments should also be made aware of the results of such studies so that they realize and prevent the negative effects on the status of women which are caused by the activities of transnational corporations, as is the case in South Africa where transnational corporations sustain the system of apartheid by their investments.

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

Measures relating to education and the dissemination of information

Independent organizations, including women's organizations at the national, regional and international levels, should study the ways in which the mass communications media, including the news media and advertising, treat the status of women and women's issues. Evidence that women are being treated in a sexist or demeaning way should be brought to the attention of the media concerned for correction.

Every effort should be made to encourage the fullest and most active participation of women at all levels of policy-making and decision-making within media organizations. Governments should use the opportunities they have by way of appointments to regulatory bodies and broadcasting networks to ensure that women are equally represented in senior decision-making.

Special efforts, for example, training programmes to sensitize media personnel at all levels, should be made to ensure that women are portrayed as persons in their own right and that the portrayal of women and women's issues reflects women's rights, needs and interests.

Educational programmes and campaigns using the media should be instituted in order to eliminate prejudices and traditional attitudes that limit the full participation of women in society. Such campaigns should also inform women and men of their rights and ways of exercising them. Women's organizations and other non-governmental organizations, political parties and trade unions should play an active role in the process of educating women politically in order to increase their capacities for participation in decision-making bodies. Special attention should be given to the role the media can play in reaching the migrant women. Women should also have access to training in the use of various forms of the media, in order to be able to present to as wide a public as possible their own perceptions of their needs, ideas and aspirations.

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

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

The mass media should promote the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace, as well as other international, regional and national programmes for women, so that the public is made aware of such programmes and thus participate to a greater extent in their implementation.

Bearing in mind the fact that one of the impediments to promoting the status of women lies in social attitudes and the evaluation of women in society, the mass media offer great possibilities as one means of promoting social change. They can

help remove prejudices and stereotypes, accelerate the acceptance of the new role of women in society and promote their role as equal partners in the process of development.

91. In all fields of activity, the mass media should become one of the basic means in society of overcoming the contradiction in, on the one hand, the presentation of women as passive, inferior beings having no social significance and, on the other hand, an accurate picture of their increasing role and contribution to society at large. The mass media should also recognize that both parents have equal duties and responsibilities for the training and education of children and for household duties. Governments, as communicators, in preparing communications to or about their countries should ensure that the contents reflect government commitment to status of women issues and concerns.

6. Improvement of the data base

92. All data-collecting agencies should give a sex and age breakdown of any information they gather, wherever relevant.

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

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

95. National and regional indicators should be developed and improved for determining the degree to which women have actually been participating in development, as a means of measuring their actual contribution to the development process. A set of statistical indicators should be established by which progress towards equality between the sexes can be monitored. In establishing such a set of indicators, Governments will need to take into account the current state of their country's statistical development as well as their individual policy priorities. A system should be devised for placing a monetary value on unpaid work, in order to facilitate its reflection in the gross national product.

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

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

98. Where appropriate, permanent advisory committees to national statistical authorities should be established to improve the quantity and relevance of data.



role of... concerning to the situation of women, their participation in development and equality between the sexes. The work of such advisory committees may be complemented from time to time by the organization of larger meetings of users and producers of statistics to address specific issues of mutual concern.

Research and testing of new or revised concepts and classifications should be designed or expanded to improve the usefulness and relevance of the statistics needed to describe the role and status of women, their participation in the development process and equality between the sexes. Such research and testing, whether carried out by the national statistical services or by university or other research groups, would need to involve both the users and producers of such statistics and would need to encompass both methods and procedures for data collection and those for the analysis and presentation of data.

#### Role of non-governmental organizations

100. There should be mutual co-operation between Governments and non-governmental organizations, women's and youth groups, employers and workers unions, voluntary agencies, community organizations, including religious groups, the mass communication media, political parties and the like, in implementing the Programme of Action for the Second Half of the Decade.

101. Governments should take account of the activities of non-governmental organizations and should support, where appropriate, the efforts of all relevant organizations, institutions and other associations concerned with the welfare and status of women.

102. Governments should recognize the importance of the role of women's organizations, encourage and assist them and provide them with financial and other assistance, particularly at the grass-roots level, to enable them to perform their functions which include activities such as:

(a) The mass mobilization of women and, in particular, poor women in rural and urban areas;

(b) The provision of all development services and facilities (education, health and child care, expansion of credit and marketing capabilities and facilities, information on social, political and economic rights, etc.);

(c) The establishment of organizations for women workers in non-trade-union occupations both in rural and urban areas as a means of protecting them against exploitation and providing the necessary auxiliary child care services.

103. With regard to the follow-up of the World Conference of the United Nations Decade for Women, Governments should:

(a) Make possible the publication and dissemination of the results of the World Conference and of the Forum of non-governmental organizations;

(b) Enable non-governmental groups to become involved in the realization of the Programme of Action for the Second Half of the Decade;

(c) Consider the role and resources of non-governmental groups in the implementation of international, regional and national plans for the improvement of the situation of women;

(d) Consider as a plan for the future, and establish strategies for their implementation, the input and particular recommendations of non-governmental groups;

(e) Give financial resources to non-governmental groups so that these groups can make a contribution towards the implementation of the Programme of Action.

104. Non-governmental organizations should support governmental efforts by:

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

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

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

(d) Promoting attitudinal change among men and women;

(e) Promoting solidarity among women's groups;

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

(g) Developing new analytical methodology;

(h) Launching programmes and activities to serve, in particular, rural women;

(i) Promoting public acceptance of family planning, including sex education;

(j) Informing their members of government policies and development plans as well as of international standards and programmes for improving the situation of women.

#### Grass-roots organizations

105. In accordance with the regional plans of action and with a view to implementing the World Plan of Action, Governments and agencies on other levels should, where appropriate, promote the establishment of grass-roots organizations of women as an integral part of their over-all development efforts and should provide adequate financial and personnel resources for such efforts to succeed. Such grass-roots organizations of women will serve as forums for women to develop self-reliance and will eventually enable women to obtain real access to resources and power and to shoulder greater socio-economic and political responsibilities within their communities and their societies.

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

Production

6. The objectives and priority areas of action for improving the employment, health and education status of women in every country should be promoted within the over-all context of national planning and development for the whole population. Improvement in the condition of women in these areas is also instrumental in the development of the country. Furthermore, the improvements in any one of these factors also affect the situation in other sectors. Recognition of this interrelated nature of the programmes is essential if their effectiveness is to be maximized. Socio-cultural values should not suffer as a result of physical economic development. Therefore, integrated and innovative programmes and new methodologies should be explored.

7. The programmes should also invariably include measures for building the capacities of women themselves by their training and information programmes and by their organizing themselves, with the assistance of Government and other socio-political forces, to make full use of new opportunities, policies and programmes.

8. Labour policies and action taken in favour of women workers should form part of over-all employment policies and measures for the entire working population, men and women alike, with a view to overcoming the problems that affect women only and preventing measures of protection which discriminate against them. Employment policies for underprivileged population groups, such as urban fringe groups, the low-income sector and indigenous population groups, should include references to the specific situation of women workers.

Employment

Objectives

9. To promote full and equal opportunities and treatment for women in employment, bearing in mind that this requires that both women and men have the possibility to combine paid work with household responsibilities and the caring for children. To ensure that women and men receive equal remuneration for work of equal value and equal educational and training opportunities in both rural and urban areas, so that women may obtain more highly skilled employment and become integrated into the development of their countries with a view to more rapid and balanced growth in agriculture, industry and other non-traditional sectors, with the aim of ensuring over-all working conditions for women, achieving more rapid and balanced growth in both agriculture and industry and integrating women in development.

10. To increase and promote employment opportunities for women as part of national efforts to bring about a more just international economic order, with a view to achieving national self-reliance, increasing economic and technical co-operation between developing countries and the full utilization of the labour force for their benefit and promoting the socio-economic development of their own countries.

11. To improve the working conditions and occupational mobility of women workers in lower and middle levels of the sectors in which the majority of women work.

112. To ensure equal rights and opportunities for the gainful employment of rural women both in agricultural and non-agricultural jobs under proper working conditions, improve the capabilities and productivity of rural women workers, increase food production, diminish migration in countries where this is necessary and whose population policies contain explicit provisions to this effect, promote rural development and strengthening of self-reliance programmes; to extend labour and social security legislation to women working in agriculture.
113. To promote effective policies for increasing employment opportunities, to improve existing ones and enable women to obtain jobs involving more skills and responsibility, particularly at the managerial level, in all sectors of the economy, to promote occupational mobility for women, in both rural and urban areas, by encouraging the provision of maternity protection, child-care facilities, technical training and health protection, with a view to achieving the industrialization targets for the third United Nations Development Decade.
114. To facilitate paid employment of women by encouraging increased involvement of males in sharing domestic and child care responsibilities.
115. To take measures for the implementation of legislation relating to working conditions for women.
116. To formulate and implement national and local training and employment programmes and projects which take particular account of the need to give women access to gainful economic activity and to improve their employment situation in priority areas for the economic and social development of their countries.
117. To adopt measures for ensuring that women's entry into certain sectors of the labour market does not result in lowering the working conditions, remuneration and status of those sectors.
118. To promote technology that will improve the labour productivity of women while decreasing their work time and to guarantee that women workers are the ones who benefit from such an improvement.
119. To review implicit and explicit job evaluation criteria with a view to overcoming difficulties and obstacles to the job advancement and careers of women.
120. To ensure that, in all sectors, the economic returns from women's work accrue directly to them.

#### Priority areas for action

121. Special action should be taken to institute programmes which 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, working conditions, job security and maternity protection.

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122. Information programming should be instituted aimed at making women, especially those in the rural areas and in socio-economically disadvantaged groups, aware of employment opportunities and of the opportunities for education, training and skill acquisition.

123. Measures should be taken to ensure that development agencies in different sectors of national planning include larger numbers of women in their staff as a matter of policy and, as part of that policy, allocate resources to programmes for women's employment and training, the provision of supporting services and other essential inputs.

124. Legislative and/or other measures should be adopted and implemented which guarantee women protection against any sexually-oriented practice that endangers a women's access to or maintenance of employment, that undermines her job performance and thus threatens her economic livelihood.

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125. 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 basis 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.

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126. Measures should be taken to ensure on a basis of equality of men and women the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction. Special protection should be provided to women during pregnancy in types of work proved to be harmful to them.

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127. Measures should be taken to ensure that migrant workers enjoy equal treatment and access to vocational training as nationals of the host country, and to improve the status of women who, in the process of migration, accompany the migrant workers as members of their family.

1. 128. Ways should be investigated in which the unpaid work in the household and in agricultural tasks which women and men perform can be recognized and reflected in official statistical data collections.

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129. Urgently needed infrastructure services should be developed and provided, such as adequate housing, safe water, energy and child care centres, for families and poor communities in rural areas and urban slums, in order to alleviate the workload traditionally imposed on women in their performance of tasks essential for the survival of their communities, and to increase their levels of gainful employment and productivity, it being understood that the benefits of higher productivity should accrue to women workers and their families.

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130. Where appropriate, flexible formal or informal training programmes should be designed and implemented for women in non-traditional areas in order to widen their employment opportunities and to enable them to generate income through the production of goods and services.

131. The access of women to special technical training programmes should be increased and women so qualified should be helped to obtain jobs suited to their individual skills; legislative measures should be enacted and appropriate legal assistance provided to prevent exploitation based on sex, race, age, marital status or motherhood in both the traditional and modern sectors. In addition, measures should be taken to ensure that women are introduced, on the same footing as men, to new types of training in the advanced technologies which are now being widely developed.

132. Measures should be taken to provide for part-time workers levels of remuneration and social security benefits which are proportional to those of full-time workers, and the same levels of working conditions and standards of protection.

133. Where necessary, measures should be taken to develop and/or accelerate much-needed changes in policies in the tertiary sector, which includes the informal subsectors of small-scale trading, domestic services and the like in both urban and rural areas, especially by (a) extending the coverage of labour legislation, in particular for domestic services workers; (b) guaranteeing the right to organize trade unions and other appropriate organizations, such as credit and marketing co-operatives controlled by the women concerned; and (c) increasing access to managerial and technical training and to financial resources, credit facilities and other inputs in order to improve the working conditions of women and increase their occupational and educational mobility as well as their productivity and economic returns.

134. Measures should be adopted which guarantee that, when transfers of technology take place, account is taken of the factors of production available in the country to which the transfers are made in order to avoid any labour force disruptions, which usually affect women more severely. Research should be promoted on appropriate endogenous technology which takes account of national characteristics and, in particular, those of developing countries. New programmes and appropriate policies should be developed concerning industrialization and the transfer of technology aimed at maximizing benefits and preventing adverse effects from the transfer of technology on both the employment, training, health and nutrition of women and over-all development. Standards should be instituted to ensure that technologies transferred are safe for utilization and recipient countries are alerted to the hazards of particular forms of technology.

135. Studies should be carried out on the policies, programmes of action and expanding operations of transnational corporations to ensure that they offer greater employment opportunities for women and to prevent their negative effects.

136. The access of women workers to recreation and culture should be increased since their double workload prevents them from having enough necessary free time; it is therefore essential that household chores and family care should be shared by men, and special emphasis should be placed on the obligation of couples to share household tasks with a view to facilitating the access of women to gainful employment.

137. Measures should be taken to ensure that in economic recessions the employment market is not less accessible to women than to men. Measures taken under social legislation concerning unemployment should not directly or indirectly lead to

inequality between women and men. Retraining facilities should be provided for unemployed women, preferably in growth sectors.

138. To ensure that women and men are able to harmonize their occupational activities with their family life, child-care facilities and amenities for adolescents should be provided, the length of the working day reduced, and flexible working hours introduced.

139. The number of women at the decision-making level in both national and international workers' organizations and advisory bodies should be increased at least until the proportion corresponds to the number of women carrying on an occupation.

140. Equal employment opportunity programmes should be developed to promote the access of women to all levels of management and decision-making positions and effective programmes should be devised that will promote the access of women and girls to non-traditional skilled trades.

## 2. Health

### Objectives

141. To improve the physical and mental health of all members of society through:

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

(b) The formulation of demographic policies;

(c) An improvement in health care for women throughout their life cycles;

(d) The increased participation of women and men, not only as beneficiaries of the promotion of health but also in the formulation and implementation of policy decisions regarding health at community and national levels;

(e) Studies of the causes of diseases, the establishment of clinical and epidemiological research programmes and the organization of services to deal with national problems;

(f) The development of policies and programmes aimed at the elimination of all forms of violence against women and children and the protection of women of all ages from the physical and mental abuse resulting from domestic violence, sexual assault, sexual exploitation and any other form of abuses;

(g) Training human resources for health programmes of the required quantity and quality;

(h) The inclusion of the mental health aspect, as well as programmes for curbing the abuse of alcohol and drugs, in over-all health programmes for women.

Priority areas for action

142. Promote primary health care with the participation of the communities as the overriding health priority and as a fundamental vehicle for achieving the health goals and objectives of the World Plan of Action.
143. Give high priority to meeting the health needs of women within primary health care, with particular attention to the special needs of women in rural and depressed urban areas and monitor health programmes in order to secure that women's health needs are properly met.
144. Formulate official policies to involve women in the planning and execution of health programmes at all levels, particularly to increase the participation of women at decision-making levels.
145. Ensure accessibility for all women to maternal health care (including care during pregnancy and childbirth and post-natal care), nutrition (including measures to control nutritional anaemias), family planning, prevention and treatment of infectious diseases - including sexually transmitted and non-communicable diseases - and parasitic diseases, through the establishment of a comprehensive family health, nutrition, and health education network, in order to give women better access to health care.
146. Develop, implement and strengthen child welfare and family planning programmes and family planning information for inclusion also in school curricula for girls and boys on safe and acceptable fertility regulation methods so that both men and women can take the responsibility for family planning, to promote the health, safety and welfare of mothers and infants and to enable women to exercise the right to decide freely and responsibly for the number and spacing of their children. Family planning should be facilitated as one means of reducing maternal and infant mortality where high risk factors prevail, such as high parity, too frequent pregnancies, pregnancies at the extremes of the reproductive age, and the frequency and danger of secretly performed abortions.
147. To promote the physical and mental well-being of women, provision should be made for additional research over the next few years to facilitate analysis and assessment of the status of women.
148. Develop programmes to improve the training and utilization of community health workers, especially women, traditional medical practitioners and birth attendants and elderly village women; support women in their contribution to primary health care both within the family and the community, particularly with reference to self-care and self-reliance in health.
149. Draw the attention of doctors and other health professionals to the health needs of women in general, not only in relation to pregnancy and childbirth; emphasize preventive medicine and the need to share responsibility and decision-making with professionals in other disciplines and with women themselves.
150. Establish official incentive policies to give women greater access to training in the medical professions and in health-related research in accordance with local and national needs.



151. Develop simple economic, social and cultural indicators in order to obtain better data on trends in morbidity and mortality among women and their access to and utilization of health services. Establish a national basic health information system to provide up-to-date and reliable indicators of prevailing conditions, future trends and resource productivity.

152. Give high priority to the formulation and implementation of food and nutrition policies based on the needs of women, particularly pregnant and lactating women, and those of women and children of lower socio-economic status in both rural and depressed urban areas; establish educational programmes through vocational schools and community agencies to improve the quality, availability, preparation, preservation, rational use of and distribution of food, especially locally grown food.

153. Protect the health and safety of women and their families from contamination, spoilage and adulteration of foods, harmful additives and preservatives, mislabelling, deceptive packaging and irresponsible promotion of foods of low nutritional value and of breast milk substitutes. High priority should be given to the enactment and enforcement of comprehensive legislation, where appropriate, and the creation of appropriate standards of safety, health, product information and quality, including standards for the preparation, preservation, packaging and labelling of foods and other products sold in the markets. Women and men should be instructed as to the right and hygienic use of such products. Information as to the right to such protection should be widely disseminated through schools, the media, and village and community organizations.

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

155. Develop policies to ensure a safe working environment both in the home and in the work place and provide appropriate technology to relieve the workload of women. Carry out specific studies on labour hygiene and safety, particularly in branches of activity in which the health of women might be affected.

156. Introduce legislation aimed at eliminating occupational health hazards likely to affect reproductive functions, reducing environmental pollution, and controlling disposal of toxic chemicals and radioactive waste.

157. Promote extensive health education programmes, including special efforts to encourage positive traditional practices, especially breastfeeding, and to combat negative practices detrimental to women's health.

158. Formulate specific programmes for the prevention of maternal and infant mortality, giving priority to depressed rural and urban areas and to most vulnerable population groups.

159. Encourage the formulation and implementation of social support measures such as maternity and parental leave, child care, breastfeeding breaks etc. to enable women and men to carry out parental roles in the optimal and healthiest manner.

160. Direct special attention to the needs of elderly women, women living alone and disabled women.

161. Establish programmes giving full medical attention to adolescent women, since adolescence is a critical time in women's biological and psychological development and also involves a change in their relationship to the social environment in which they live.

162. Prevent mutilation practices which damage women's bodies and health.

163. Promote research into the extent and the causes of domestic violence with a view to eliminating it; take measures to eliminate glorification of violence against and sexual exploitation of women in the mass media, literature and advertising; provide effective help for women and children who are victims of violence, e.g. by the establishment of centres for treatment, shelter and counselling victims of violence and sexual assault.

164. Formulate a plan of action for the protection of women against abuse of alcohol, tobacco and drugs and also excessive use of certain medicaments, principally by informing them of the hazards these substances present for them and their children.

### 3. Education and training

#### Objectives

165. To provide equal access to educational and training opportunities at all levels of all types for girls and women in all sectors of society, thus enabling them fully to develop their personalities and to participate on an equal footing with men in furthering the socio-economic aims of national planning and to achieve self-reliance, family well-being and improve the quality of life.

166. To contribute to a change in attitudes by abolishing traditional stereotypes of men's and women's roles and stimulating the creation of new and more positive images of women's participation in the family, the labour market and in social and public life.

167. To take into consideration in educational programmes and methodologies the special perspective of education for non-violence, mainly with regard to relationships between women and men.

168. Include in educational programmes and methodologies a special emphasis on education against violence, particularly violence in relationships between women and men.

169. To provide for women and girls innovative programmes and methodologies which stimulate creative development, promote the right to freedom and develop the ability to communicate through the eradication of illiteracy, while at the same time upgrading functional skills and basic information about employment and health-related matters as well as their political, economic and social rights.

170. To establish transitional links between school life, apprenticeship and working life, whenever possible, in order to ensure for women and girls better interaction between education, training and employment.

171. Formulate and implement education programmes with final-year courses adapted to the specific needs of the economic and social development of the country, designed to improve and increase the access of women to gainful employment and give them opportunities to take part in non-traditional activities.

172. To increase the opportunities and facilities which promote participation of women in science and technology through education and training in these fields.

173. To devise means of encouraging girls to stay at school longer and to ensure that courses chosen by girls are in a range of fields including the professions, management, economics and the sciences which will enable them to achieve positions of influence in the decision-making process.

#### Priority areas for action

174. Education, specifically literacy, being a key to national development and a major requisite for improving the status of women, efforts should be made to establish targets for the abolition of differentials in the literacy and educational attainment rates for girls and boys within over-all national efforts to increase literacy and education for the whole population.

175. National educational accreditation and equivalency programmes should be designed to encourage the return of women and girls who have dropped out into the formal education system.

176. Promote education programmes for children, particularly those of pre-school age, as well as young people, aimed at strengthening women's contribution to society and at changing the traditional roles assigned by social and cultural norms to women and men.

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

178. Provide new formal and extracurricular education to enable women to combine their household duties with the opportunity to improve their educational level.

179. Encourage, through legislation, free and compulsory education for girls and boys at the primary level, with the provision of assistance to establish co-education when possible. Provide trained teachers of both sexes and, if necessary, transportation and boarding facilities.

180. Increase the enrolment of female students in education courses and, in particular, in science, mathematics and technical courses, and in management training courses in the areas of science and technology, especially by encouraging them to enrol in such courses.

181. Provide for equal access to all levels of general education, vocational education, and training for all types of occupations, including those traditionally accessible to men, and to new training schemes and other facilities such as on-the-job training, scholarships, inexpensive boarding and lodging facilities and accessible child care arrangements, ensuring equal job opportunities after completion of vocational education or training for both entry and re-entry, after a period of absence, into occupational activities.

182. Examine curricula and learning materials with a view to removing sex-bias and the stereotyped portrayal of the roles of girls and women and promote the development of non-sexist resources and curricular materials.

183. Establish targets for the nation-wide implementation of the learning materials developed to optimize the potential of women for countries which have started the work since 1975.

184. Include courses on women's issues in university degree programmes.

185. Develop programmes at the secondary, tertiary and adult education levels to encourage a basic understanding of human rights, including the Universal Declaration of Human Rights and other relevant instruments. Such courses should stress the fundamental importance of the elimination of discrimination on the basis of race and sex.

186. Train guidance counselors and teachers to assist girls and boys in choosing occupations according to their personal capacities and not according to stereotyped sex roles.

187. Design and promote teacher training courses to alert teachers to the stereotyped assumptions which inhibit choice in school subjects and to the need to widen the options available to women and girls in their future training and occupational choices. Provide, whenever possible, counseling services for the benefit of parents, teachers and pupils as well as for workers and employers.

188. Encourage parity of men and women in teaching and administrative positions at all levels of education.

189. Identify the situational constraints on different culturally or socially underprivileged target groups (e.g. girls of school age who are not attending school, illiterate adults or adults who are engaged in home responsibilities and need additional or diversified education, working women of different age groups in rural and urban areas, mature women and immigrant women) and formulate and implement programmes for such groups.

190. Monitor programmes and take measures for improving the data on drop-out rates of girls and women and their causes, and on course content and levels of skills acquired, in order to facilitate the introduction of remedial or accelerated measures and to generate greater commitment to the policy objectives within the system.

191. Where appropriate, provide for particular target groups, giving priority to those needing them most, counseling and supportive services and certain necessities (child care, earning and learning schemes, transport, clothing, books, supplementary nutrition, reading centres, special tuition in basic subjects such as mathematics, scholarships and stipends and the like), on the basis of situational analyses, and include resources for such services as priority items in educational budgets.

192. Provide for education for women in the context of life-long education in all major development sectors, in developed and developing countries, and take specific measures for obtaining the necessary funds and personnel.

193. Promote instruction and interdisciplinary research on women and the implications of the goals of the Decade as an input to the educational process, particularly in institutions of higher and teacher education, in order to draw on the experience acquired in some countries with women's status and to eliminate all attitudinal and conceptual biases and prejudices, especially those relating to class, that hinder understanding of the role and situation of women.

194. Urge Governments to encourage women to enrol in all their technical institutes and to promote, through every means available to them, the establishment of intermediate technical courses.

### C. Priority areas requiring special attention

#### Food

##### Objectives

195. To enhance and stimulate the key role performed by women in all phases of the process of food production and their contribution to the economic and social development of their countries, at the same time raising their status.

196. To ensure proper planning of the agricultural production sector so that the agricultural output covers as a matter of priority the supply of products that are socially and nationally necessary for the nutrition and food requirements of women in rural areas.

##### Priority areas for action

197. Governments should adopt the necessary measures to:

(a) Promote the incorporation of women in all phases of the agricultural productive process, including post-harvesting processing, up to and including the marketing of products;

(b) Provide women with the necessary skills and appropriate technology to enable them to participate better in the process of subsistence food production;

(c) Establish a link between food production and food consumption processes by providing information on the nutrients required for the development of the population and in particular of children and by making rural women aware of the need for proper nourishment. Eliminate inappropriate consumption patterns which have developed as a result of ignorance or manipulation by commercial advertising;

(d) Promote the participation of women, especially in rural areas, in agricultural policy-making, leading to the production of basic foods for family and national consumption;

(e) Ensure access to and use of appropriate technological model of agricultural production for both sexes without distinction;

(f) Stimulate the participation and full voting rights of women in co-operatives and other forms of organization relating to the production, processing, distribution, marketing and consumption of basic food products;

(g) Ensure access for women in conditions of equality with men to financing mechanisms covering all phases of production, up to and including the marketing of food products;

(h) Support forms of marketing of basic foods for family consumption which will be conducive to the opening up of priority markets for the sale of their products.

## 2. Rural women

### Objectives

198. Enhance the effective contribution of rural women to the economic and social development of their countries in cases where they are hampered by their inadequate access to appropriate technology, by the inadequate social infrastructures in rural areas and by the double workload they bear through their participation in working the land and their performance of household duties.

199. Improve the living conditions of women in rural areas, and to this end:

(a) Acknowledge the contribution which women make to the economic and social development of their countries, and take steps to ensure that rural women participate equally and effectively in the development process as beneficiaries and as agents for change by affording them participation as policy-makers, organizers and implementers of development programmes;

(b) Give rural women at all levels access to formal and non-formal courses in leadership and decision-making, as well as to programmes that teach skills appropriate to their lifestyle and skills which could be utilized, if necessary, for paid employment;

(c) Provide rural women with basic human needs, including clean water supplies, effective sanitation, adequate food and nutrition, basic health services, shelter and appropriate fuel supplies. They should have access to formal and non-formal education programmes, which should be available at minimum cost and inconvenience to already overburdened women. They should also have assured access to technology at all levels, particularly in relation to food storage and preservation, transport and marketing and labour-saving tools and devices;

(d) Provide rural women with access to improved transport and communication systems, and to all forms of media;

(e) Extend to all rural women free and equal access to credit facilities where these are available;

(f) Aid donor countries and recipient Governments should consult on ways of developing programmes at the village level for involving local women in their planning and implementation. Care should be taken to ensure that development assistance programmes do not exclude women from technological training.

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Priority areas for action

200. Governments should adopt the necessary measures to:

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(a) Eliminate from legislation on rural development, where necessary, provisions that discriminate against women;

(b) Make rural women aware of their rights so that they can exercise and benefit from them;

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(c) Ensure access for rural women to the use, enjoyment and development of land, in conditions of equality with men, by according to women the same practical and legal rights as those of men in access to ownership and the use and management of land, in the production of goods from land by means of agriculture or grazing and in the disposal of any such products or of the land itself;

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(d) Allocate sufficient financial resources to carry out research, especially field research, which will provide a sound basis for initiating, expanding and strengthening concrete and integrated actions aimed at promoting the development of rural women and their integration in economic and social activity in rural areas;

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(e) Examine carefully the possibility of devising statistics which measure rural women's contribution on an equal basis with men's, including labour in the sphere of agricultural production, unpaid family labour and food production for family consumption, as well as monitor the impact of development so that negative and unforeseen consequences, such as increased workload and loss of income earning opportunities, can be identified;

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(f) Provide rural women with the appropriate technology and suitable training enabling them to improve and promote their traditional small-scale in-home industries;

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(g) Encourage the participation of rural women, in all forms of social organization of labour, with a view to their achieving, inter alia, control over their wage levels, participation in the production process and greater equality in working conditions;

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(h) Foster the effective participation of rural women in the cultural, political, economic and social activities of the community;

(i) Create and strengthen the necessary infrastructure to lighten the workload of rural women, through, inter alia, the application of appropriate technology but ensuring that such measures do not result in occupational displacement of women;

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(j) Design and carry out literacy and training campaigns for specific rural areas, promoting the effective participation of women in such campaigns;

(k) Improve employment opportunities for women in agricultural and non-agricultural jobs in rural areas by providing training and ensuring an adequate allocation of material, technical and financial resources, so as to provide an alternative to migration to urban areas and ensure a balanced development in the other social services with a view to narrowing the existing development gap between rural and urban sectors, thereby preventing migration and its harmful consequences;

(l) Examine and strengthen rural women's participation and contribution in and benefit from development and diversification of the forest economy;

(m) Establish special schemes to provide basic education for children and adults in remote, sparsely populated or very underprivileged rural areas, for example, by setting up children's hostels which provide board and lodging;

(n) Increase rural women's access to rural services by broadening the range of agricultural training and extension programmes to support women's roles in activities of agricultural production, processing and marketing and by increasing the number of women in the training and extension programmes of development agencies at all levels;

(o) Promote the processing of agricultural products by national, community, State or mixed enterprises; create jobs for rural women and families in the agro-industrial sector; and design and implement national plans for the development of the agro-industrial sector and rural industries.

### 3. Child care

#### Objectives

201. To develop or extend government-supported early childhood services appropriate to the individual family's needs.

202. Enable women, and especially working women, to discharge their responsibilities with regard to their children, and combine their work outside the home with their responsibilities as mothers. Special efforts should also be made to enable fathers to assume their share of family responsibilities.

#### Priority areas for action

203. Governments should adopt the necessary measures to:

(a) Include provision of community-based, work-based and work-related child care services, out-of-school hours and holiday care, crisis care and care for those families engaged in shift work;

(b) Improve the existing services by improving the competence of the persons providing them, the quality of the services provided, health conditions and the material aspects of the services;

(c) Create new services suited to the needs and conditions of working women and undertake the necessary studies to determine the real nature of those needs;

(d) Provide the necessary services at the lowest cost so as to match the resources and possibilities of women with limited incomes;

(e) Involve mothers in the planning of those services, and in their provision and assessment on a continuous basis so that they can be developed;

(f) Encourage child care centres in shopping centres to cater for occasional care needs.



4. Migrant women

Objective

204. Migrant women, including wage earners and the family of migrant workers, should have the same access to education, training, employment and support and health services as the national population.

Priority areas for action

205. Governments should adopt the necessary measures to:

(a) Provide language and literacy training facilities in the community and at the work place. Access to these courses should be facilitated by income maintenance and child care services;

(b) Provide orientation and information programmes, including information on employment and training to all migrant women, in their own languages where necessary, to assist them in settling into the host country;

(c) Establish vocational training and counseling programmes, where necessary, including interpretation services;

(d) Ensure that social support and health services provide interpreters or bilingual workers;

(e) Encourage and assist union and employer organizations to inform migrant women about industrial legislation, procedures and rights;

(f) Provide culturally appropriate child care services to meet the needs of migrant and minority children and their families;

(g) Ensure migrant women, on a basis of equality with the national population, general education and vocational/professional training. Measures should be taken to improve the level of education and training of migrant women through language and literacy courses upon arrival in the host country. Special education and training facilities should be provided for marriageable daughters of migrant workers who are of compulsory school age but who for various reasons do not attend school in the host country. Special attention should be given to reaching migrant women, for instance through the mass media, notably radio. Supplementary training and special guidance is necessary for social workers and teachers. In most cases these will, of necessity, have to be women;

(h) Ensure, on a basis of equality with the indigenous population, equal health care for migrant women. Measures should be taken to improve the health status of migrant women, paying special attention to stress-related ailments caused by differences in cultural, social and religious conditions. Provide additional training for domestic health care work on the differing cultural and religious attitudes migrant women may have towards health and ill-health.

5. Unemployed women

Objective

206. Governments should take steps to ensure that unemployed women have access to secure employment.

Priority areas for action

207. Governments should adopt the necessary measures to:

(a) Provide formal and non-formal training and retraining to equip unemployed women with marketable employment skills. Such training should include personal and vocational development programmes;

(b) Guarantee to unemployed women social security benefits, adequate accommodation, and medical services on the basis of individual need.

6. Women who alone are responsible for their families

Objective

208. Governments should ensure that women who alone are responsible for their families receive a level of income sufficient to support themselves and their families in dignity and independence.

Priority areas for action

209. Governments should take the necessary measures to:

(a) Provide training and retraining for secure employment through programmes which should include income maintenance, child care, parental leave and personal and vocational development programmes;

(b) Assist women who alone are responsible for their families to obtain secure and appropriate accommodation;

(c) Guarantee favourable access to finance and credit, medical and health services.

7. Young women

Objective

210. Promote specific government policies for the education, health and employment of young women so that, in view of the role they play in revitalizing and carrying on systems of behaviour, attitudes and values, they receive the guidance and support they need, during the time when they are planning their future lives, to act wisely in crucial situations, such as the adoption of values and attitudes; the choice of a husband; the birth and raising of their first child; access to their first job; and election to office.

Priority areas for action

211. Governments should take the necessary measures to:

(a) Give special attention to the education of young women, who are the only human resource with a possibility of bringing about change in the future, with a view to ensuring that they are consciously involved in social and political development; that they enjoy and exercise the right responsibility, deliberately and willingly to found a family; and that they are given more and better opportunities to take part in the process of production;

(b) Give priority attention to young women in matters relating to food and health in general in order to improve the living conditions of present and future generations and to permit the exercise of the right to health.

Part Three: The Programme of Action at the international and regional levels

IV. INTERNATIONAL TARGETS AND STRATEGIES

212. International targets and strategies both at the regional and the global levels should be based on a clear recognition that peace, security and national independence are essential prerequisites for an environment wherein the rights, responsibilities and roles of women can be promoted and the three objectives of the Decade - equality, development and peace - can be attained.

213. The perpetuation of global economic inequalities and economic dependence, which are the product of an economic system that is unfair and incompatible with the development of countries, slows down the process of development of all nations, particularly of the developing countries, and inhibits the full utilization of the material and human potentials of those countries, including women. The elaboration of an international development strategy for the third United Nations Development Decade, formulated within the framework of the new international economic order and directed towards the achievement of its objectives, is thus of fundamental importance for the achievement of the goals of the United Nations Decade for Women. It is essential to establish goals envisaging the assumption by women of full economic, political, cultural and social responsibility.

214. Progress towards disarmament can greatly contribute to the achievement of an adequate economic, social and cultural environment and enhance the development process through the reallocation of resources, particularly to the developing countries.

215. One of the concerns of the international community has been the need to restructure and reformulate the policies of the economic and social sectors of the United Nations system so that it can help speed up the establishment of the New International Economic Order, the development of developing countries, and the promotion of the goals of the United Nations Decade for Women.

216. The restructuring has taken into account the need for decentralization of certain activities and the strengthening of regional programmes, particularly in the areas of economic and technical co-operation, in advisory services and training and research, data collection and analysis. The past few years have also witnessed the formulation by the regional commissions of regional plans of action for the integration of women into development and programmes aimed at implementation of some of their provisions. Of utmost importance, however, is the need to integrate women at both regional and global levels into the priority areas mentioned above in a programme of concerted and sustained international action for the second half of the Decade and beyond, until the plans to attain women's integration in development are fully implemented.

217. Member States are increasingly looking to the United Nations and to organizations in the United Nations system to take more dynamic international action in promoting women's full and equal partnership in development, both as contributors and beneficiaries. This is evidenced by the increasing number of resolutions, plans and policy declarations. Commensurate with the need for more dynamic programmes and policies is the need for co-ordination of activities of the various organizations in the United Nations system as well as the appropriate institutional arrangements, within them, involving, wherever necessary, structural

transformations. There is also a need for the development of relevant methodologies for integration of women in all their programmes and activities. In line with the integrated nature of the development process itself and with the need to reduce both isolated actions and overlapping of activities, the Programme of Action aims also at greater cohesiveness and co-ordination of efforts for the various organizations.

19. The Programme seeks to outline essential strategies and broad areas for international action. International action in this context includes regional action. However, some recommendations are addressed specifically to regional commissions and to other organizations concerned in the United Nations system for action at the regional, subregional and national levels in order to assist governments and supplement national programmes.

## V. INTERNATIONAL POLICIES AND PROGRAMMES

20. All organizations in the United Nations system, in closer co-operation with intergovernmental and non-governmental organizations concerned, should support efforts towards establishing, strengthening and implementing national, regional and global programmes aimed at women's integration in development, revising and redefining, if necessary, development concepts, objectives and policies to achieve them. These programmes at the international level should take into full consideration the essential linkages in the development process at national, subregional and international levels, and with adequate communication between institutions and machineries related to women and major planning units at all these levels.

21. In order to achieve the targets envisaged for the third United Nations Development Decade, all development planning should take due account of the potential contribution and the interests of women. This consideration will lead to more appropriate development programmes which will increase productivity, whilst at the same time guarding against the possibility of any adverse impact which the transfer of technology and the redeployment of industry may have. Development projects should strongly emphasize the indigenous capabilities of the developing countries and enhance their creative capacity.

22. New approaches should be developed for increasing the mobilization of women's resources both for advancing their socio-economic status and increasing productivity. To this end, they should offer, *inter alia*, special incentives to develop co-operative movements, particularly among women of the poorer sectors of society, aimed at developing co-operative technology enterprises for community self-reliance in water, energy, health, sanitation and housing, day care centres, and other basic services.

23. Multilateral and bilateral development and other organizations as well as governmental organizations working in the field of development should continue to provide development assistance to programmes and projects of developing countries which promote women's integration and participation in all aspects of the development process, also within the framework of technical co-operation among developing countries. In this connexion efforts should be made to utilize fully all available expertise in project design and implementation and to ensure high quality in the project results through, among others, flexible

implementation procedures. These programmes and projects should inter alia focus on efforts to strengthen developing countries' capabilities to plan and implement programmes for women, including capabilities to develop alternative technology, research and the application of renewable sources of energy.

223. The United Nations Voluntary Fund for the Decade for Women should continue to intensify its efforts to give special support to women most in need, and to encourage consideration of women in development planning. Contributions to the Voluntary Fund will need to be greatly increased during the second half of the Decade if demands now being made on its resources are to be adequately met. Adequate development funds should be available for activities specific to the acceleration of the full participation of women in economic and social development at national, regional and international levels.

224. Studies should be undertaken by the United Nations organizations concerned to identify new ways and means of facilitating the integration of women, especially of the poor sectors of society, into the mainstream of development, including women workers in agriculture and industry. The ILO, in co-operation with bodies such as UNCTAD, UNIDO and FAO, should develop studies to assess the working and employment conditions of rural women with a view to assisting Governments to revise national and international policies concerning wage and labour policies, as well as trade agreements and prices of those commodities where women's and men's wages are adversely affected by and also affect the exchange earnings of the developing countries as obtained from the export of such commodities. UNESCO, in co-operation with other United Nations organs and organizations concerned, should continue to prepare studies and sponsor projects with a view to assisting Governments to assess progress made and obstacles that women face in gaining access to and enjoying primary, secondary and post-secondary educational opportunities and to contribute to the development of research and teaching about women at the university level and in non-formal education. WHO, in co-operation with United Nations organs and organizations concerned should continue to assess progress made and obstacles women face in gaining access to health care, particularly progress in the development of primary health care.

225. The United Nations Secretariat should undertake a comparative compilation of national legislative measures which are aimed at promoting sex equality. Such a compilation would assist in the introduction of new laws designed to integrate women into all fields of activities by generating ideas and exerting persuasion. The compilation should be issued within the framework of the United Nations Legislative Series.

226. International and regional organizations should provide assistance, if requested, to national machineries for women, for improving their capabilities and resources to accelerate integration of women in the development process and take up programmes and projects for them.

227. In the framework of bilateral development co-operation efforts should be made, in conformity with national priorities, to strengthen national programmes aimed at the full participation and integration of women in all aspects of development, including participation of women at the grass-roots level. In all bilateral development activities women should participate in the preparation and implementation of programmes and projects.

228. The eleventh special session of the General Assembly on economic development should take into full account the women's role in economic development; the forthcoming United Nations Conference on New and Renewable Sources of Energy, the programmes for the International Drinking Water Supply and Sanitation Decade, and other forthcoming international conferences should also take into account issues of particular interest to women.

229. The United Nations and its organizations should, in co-operation with national Governments, develop strategies for increasing women's participation in the social, economic and political life, ensuring full and effective participation of women in all sectors and at all levels of the development process, including planning, decision-making and implementation, and, in keeping with these objectives, seeking to:

(a) Reduce the burden on women of tasks traditionally performed by them in the home and in food production and child care through appropriate technology and a fair division of labour between women and men;

(b) Counteract factors which tend to keep girls and women out of schools and training centres;

(c) Create new employment and occupational mobility opportunities for women;

(d) Increase the economic returns to women for their labour, and implement the principle of equal pay for work of equal value;

(e) Recognize the important contribution of women to economic development, raise the productivity of women's labour for their own benefit and the benefit of their own families, and at the same time undertake appropriate structural changes to prevent women's unemployment;

(f) Recognize the vital role of women in agriculture and guarantee them equitable access to land, technology, water, other natural resources, inputs and services and equal opportunities to develop their skills;

(g) Promote equal participation of women in the industrialization process, counteract possible negative effects of industrialization, and ensure that scientific and technological development will benefit both women and men;

(h) Ensure women's active participation in and access to primary health care, in the light of their specific health needs.

230. International programmes and policies - including regional ones - are grouped into five areas. Each is covered below in a separate section.

#### A. Technical co-operation, training and advisory services

231. Technical co-operation programmes for women should be conceived in the context of over-all development and not as welfare programmes.

232. Technical co-operation activities should be directed towards assisting and complementing Governments' efforts aimed at enhancing the development of human resources particularly among the most disadvantaged groups of population with a special emphasis on women.

233. All organizations of the United Nations system, including the regional commissions, should:

(a) Review existing and proposed plans and projects in this area with the aim of integrating the issues of concern to women in all programmes and projects in order to improve the effectiveness of those projects as well as to improve the status of women;

(b) Encourage and support Governments and non-governmental organizations, including research institutions, in elaborating appropriate technology projects and in identifying ways in which women can participate in and contribute to the effectiveness of development projects and improve their own economic and social condition;

(c) Organize seminars and workshops on the issues related to women and development and ensure that the topic of women and development be included in the substantive discussions of international conferences;

(d) Assist Governments in organizing more training courses with the assistance of the International Research and Training Institute for the Advancement of Women (INSTRAW) for improving women's planning, technical and managerial skills in different fields, especially of functionaries implementing programmes and policies for women. Promote fellowships and other special educational and training programmes to increase the capacity of women workers and planners so that they can gain better occupational and social status;

(e) Assist national and regional programmes benefiting women in rural areas. Programmes for women should be viewed as an investment in the process of development and women should be included as active participants in the design, planning and implementation of projects in all sectors and not simply as beneficiaries of services;

(f) Ensure that technical co-operation, training and advisory services by the organizations of the United Nations system are in conformity with national objectives and with policies outlined in the World Plan of Action and the Programme for the Second Half of the Decade.

234. UNDP should intensify its efforts to encourage and assist Governments to find innovative approaches to achieve their development goals through incorporating and benefiting women by:

(a) Instructing resident representatives to advise Governments on issues in country programmes of particular interest to women, and to monitor regularly existing programmes and promote project development, co-ordination and co-operation among United Nations and other organizations so as to further the achievement of the goals of the Decade;

(b) Continuing to promote regional, subregional and national projects through regional commissions, national machineries for women and research and training centres, especially activities leading to the introduction and development of new programmes in order to achieve the integration of women in development;

(c) Continuing its support for the Voluntary Fund for the Decade for Women.



235. Governments should formulate, as part of their development co-operation policies, guidelines for the implementation of the Programme of Action for the Second Half of the United Nations Decade for Women.

#### Mobilization of human resources

236. Efforts should be intensified within the programmes of organizations of the United Nations system to involve more men in programmes for attitudinal change in all the relevant sectors, particularly employment, health, education, rural development and political participation. Men should be involved in health programmes to ensure that the responsibility for improving the situation of their families and communities is not the sole responsibility of women.

237. The effective participation of women, particularly in the developing countries, in the programmes of organizations in the United Nations system should be encouraged, including their participation in interregional and regional seminars and meetings.

238. Women at all levels, especially those from grass-roots organizations, should be encouraged to play a more effective role at the decision-making level in international organizations.

239. United Nations organizations and Member States are urged to take the necessary measures to increase the proportion of women by nominating and appointing women, particularly from developing countries, for posts in decision-making levels in secretariats and expert bodies. Member States are also urged to increase the proportion of women on their delegations to all United Nations meetings, including meetings of preparatory committees for international conferences and to prepare women to take an active role in such conferences. In this regard, Member States in cooperation with United Nations bodies should make arrangements for the inclusion of women's issues in the agenda of such conferences.

240. Measures should be taken to reinforce efforts of Member States, specially developing ones, to develop and strengthen endogenous capabilities and capacities for the elaboration of policies for science and technology and for their application to the solution of problems of development, with special emphasis on disparities in the access of women to scientific and technical education and training.

#### Assistance to women in southern Africa

The recommendations are addressed to United Nations organizations, the specialized agencies, Governments, international and regional intergovernmental organizations, women's and anti-apartheid groups, non-governmental organizations and other groups.

The assistance provided will be channelled through the southern African liberation movements recognized by the Organization of African Unity. It is divided into the following categories of assistance:

- (a) Legal, humanitarian, moral and political assistance to women inside southern Africa and Namibia persecuted under repressive and discriminatory legislation and to their families and to women in refugee camps;

(b) Training and assistance to integrate women into positions of leadership and support within the national liberation movements in the struggle for liberation;

(c) Training and assistance for women to play roles in all areas after liberation in the reconstruction of their respective countries;

(d) International support for and co-operation with the southern African women's struggle;

(e) To disseminate information about apartheid and racism and its effects on women in southern Africa in particular, and to involve all women in efforts to eradicate apartheid and racism and to promote and maintain peace;

(f) To assist in the strengthening of women's sections where they already exist in the national liberation movements and the creation of such sections where they do not currently exist as a means of accelerating the achievement of equal opportunity for women and their full integration in national life. Such women's sections through the national liberation movements should, in consultations with the United Nations organizations, the specialized agencies, intergovernmental and non-governmental organizations, determine and make known their policy and programme priorities.

243. To call on Member States of the United Nations which have not yet done so to ratify the 1973 International Convention on the Suppression and Punishment of the Crime of Apartheid.

3. Assistance to the Palestinian women inside and outside the occupied territories

244. The United Nations organizations, the specialized agencies, United Nations organs and funds, Governments, international and regional intergovernmental organizations and other groups are called upon to provide assistance in consultation and co-operation with the Palestine Liberation Organization, the representative of the Palestinian people:

(a) To undertake studies and research pertinent to the social and economic conditions of the Palestinian women with a view to identifying their specific needs and to formulate and implement relevant programmes to meet their needs and to develop resources and potentialities of women;

(b) To provide legal, humanitarian and political assistance to Palestinian women in order to allow them to exercise their human rights;

(c) To establish, expand, and diversify educational and training programmes for Palestinian women with particular emphasis on expanding technical and vocational training;

(d) To safeguard and promote the Palestinian heritage and values as the core of the educational content with a view to preserving the Palestinian national identity.

(e) To eliminate all restrictive legal and social measures that hinder Palestinian women from having access to available employment opportunities and equal pay for equal work, and to provide them with equal training and employment opportunities so that they can contribute effectively to the formation of an integrated Palestinian labour force;

(f) To assist materially and technically women's organizations and associations, and to provide support to the General Union of Palestinian Women with a view to develop their institutional capabilities to undertake extension programmes, adult education and literacy programmes for women and child care services;

(g) To formulate and implement integrated health and nutrition programmes; to train Palestinian women in the various medical and paramedical professions and to strengthen existing health services provided by the Palestinian Red Crescent, particularly those related to maternal and child care;

(h) To collect and disseminate information and data about the effect of Israeli occupation on the social and economic conditions of the Palestinian women and their struggle for achieving self-determination, right of return, and right to national independence and sovereignty.

#### 4. Assistance to women refugees and displaced women the world over

245. Humanitarian assistance to and resettlement of refugees, regardless of sex, race, religion or national origin, and wherever they may find themselves, is an international responsibility which all nations concerned should help bear. Because the overwhelming proportion of refugees are women, who generally suffer more radical changes in role and status than male refugees, the United Nations and other international organizations are urged to address themselves specifically to the problems and vulnerabilities of women.

246. The following recommendations are addressed to the United Nations High Commissioner for Refugees and, within their competence or special interest, the organizations of the United Nations system, specialized agencies, international, regional and intergovernmental organizations, non-governmental organizations, women's groups and all other relevant institutions, competent associations, and governments.

247. The United Nations High Commissioner and other bodies mentioned in paragraph 246, as appropriate, in assisting women refugees, are requested to formulate specific programmes relevant to them in all phases of refugee life: relief, local integration, resettlement, and voluntary return to their homes. All governments concerned are invited to help, thereby easing the burden on countries of first asylum in particular. Third countries should be urged to receive refugees for resettlement without discrimination on the basis of sex or lack of qualifications. There is a particularly urgent need for senior level responsibility for the special needs of refugee women, including monitoring, in UNHCR and other agencies and organizations involved in refugee relief. These programmes should also apply to displaced women, wherever appropriate.

248. It should be recognized that in refugee situations and of displaced persons, women and children form the bulk of the refugees and have particular needs. Therefore special efforts are necessary to ensure their survival and well-being,

and to prevent their abuse and exploitation. The traditional disadvantages of many women in society are intensified in refugee situations as well as for displaced persons. This must be recognized in formulating any programmes of assistance. The assistance provided through the United Nations High Commissioner for Refugees or through bilateral intergovernmental channels as far as resources permit should include the following categories of assistance:

(a) Legal, humanitarian and moral assistance to women refugees ensuring for them the fullest respect for their human rights in accordance with the principles of the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights, to prevent exploitation of their ignorance of their rights and of their comparatively weak position;

(b) Special relief efforts directed to refugee women and children, and particularly to handicapped persons, to ensure that available aid reaches them;

(c) Assistance and counselling to women refugees at an early phase of their arrival in the country of asylum, with emphasis on the development of self-reliance;

(d) Special health care measures and health counselling, including family planning services on a nationally acceptable and voluntary basis for women refugees, as well as supplemental feeding programmes for pregnant and lactating women, provided through means relevant to their culture and traditions, and by women medical workers where necessary;

(e) Training and educational programmes, including orientation, language and job training, designed to facilitate the necessary adjustments of women refugees to their new life and the preservation of their cultural links with their country of origin;

(f) Special national and international efforts to facilitate family reunion and support for tracing programmes;

(g) Skill development programmes for refugee women so that they may learn to employ their potential for income-earning activity;

(h) The UNHCR should encourage Governments in whose territory abuses of women refugees take place to bring to justice the perpetrators of such abuses. Host country Governments should be encouraged to allow sufficient international personnel in refugee camps to discourage exploitation or any attacks upon women refugees.

249. Assistance should be provided in strengthening the counselling programme for women refugees, both in rural settlements and urban centres, and the design of special social work programmes to reach women refugees, where such programmes do not at present exist. Special orientation programmes should be provided for women refugees awaiting resettlement in third countries.

250. The role of women refugees in the operation and administration of refugee camps should be substantially expanded, including distribution of food and other supplies, and the design of training and orientation programmes. The UNHCR is urged to develop policies which actively involve refugee women in self-help programmes in an effort to utilize their skills and talents fully.

21. The United Nations system should give high priority in its public information activities to the need to assist refugee women and children the world over.

B. Elaboration and review of international standards

22. Every effort should be made by the United Nations and organizations in the United Nations system to encourage Governments:

(a) To sign and ratify or accede to the Convention on the Elimination of All Forms of Discrimination against Women adopted by the General Assembly in its resolution 34/180, of 18 December 1979, so that it will come into force at an early date within the period of this Programme;

(b) To sign and ratify or accede to, if they have not yet done so, all conventions of the United Nations and specialized agencies which relate to women. 6/

23. The Committee on the Elimination of Discrimination against Women should keep under review the reporting systems under the Convention on the Elimination of All Forms of Discrimination against Women once it comes into force. The Commission on the Status of Women should keep under review the reporting system for the implementation of the World Plan of Action and the implementation of the Programme for the Second Half of the Decade.

24. The United Nations and organizations in the United Nations system should, in the formulation of international standards in areas where they do not exist, take into account the needs of women.

25. The specialized agencies should submit reports on the implementation of the Convention in areas falling within the scope of their activities, when requested to do so, and should attend the meeting of the Committee on the Elimination of Discrimination against Women when invited to do so.

26. Measures should be taken by bodies and organizations in the United Nations system, particularly UNCTAD, UNIDO, the Centre on Transnational Corporations, the International Labour Organisation and the Food and Agriculture Organization of the United Nations, to include specific provisions relating to women in the international codes of conduct for transnational corporations and on the transfer of technology aimed at diminishing any adverse effects of redeployment of industry and technology.

C. Research, data collection and analysis

27. The United Nations, the specialized agencies, and the regional commissions should give high priority to undertaking multisectoral and interdisciplinary action-oriented research in relevant and important areas where information does not already exist on the ways of integrating women in development, with a view to formulating development objectives, strategies and policy measures responsive

6/ See, for example, Human Rights: A Compilation of International Instruments, New York, United Nations, 1978; and International Labour Organisation, International Labour Conventions and Convention on the Elimination of All Forms of Discrimination against Women, United Nations, New York, 1979; and International Covenant on Civil and Political Rights.

to the needs of women and men. Such research should utilize existing institutions such as the International Research and Training Institute for the Advancement of Women as well as more use of joint institutions which deal with questions concerning status of women. The research should be aimed at developing effective methodologies of planning for women's development and at evaluating the participation of women in the informal sectors of the economy; the health status of women; the double burden of working women and data on the degree of absence of women because of maternity, educational opportunities or lack thereof for women, in particular factors contributing to illiteracy, full access of women, including drop-outs among the female population, to all types and all levels of education; the conditions of the female-headed household; the participation in the formal sectors of the economy; political participation and the nature of the contributions of women's organizations. Emphasis should also be given to fuller and more systematic analysis of all the interrelationships between women's roles in development and demographic phenomena. Research should also be conducted on employment opportunities projected for a period of five or ten years after the Decade for Women, and on training/educational programmes that will meet the need for the specific work force so identified.

258. Taking into consideration that international migration has become an enduring process in the labour market, the special problems of migrant women, as related to their economic functions, legal and social status, difficulties arising from language barriers and the education of the second generation deserve special attention. The ILO, in co-operation with bodies such as UNESCO, FAO and WHO, should continue and develop studies to assess the employment, health and educational conditions of migrant women with a view to assisting Governments in reviewing their national and international policies concerning employment, social security, housing, social welfare policies, and the preservation of the cultural heritage as well as the use of mass media as supportive channels of information for migrant women.

259. The United Nations, in close collaboration with specialized agencies and regional commissions and on the basis of the work done by INSTRAW, should prepare and make available compendiums of statistics on women, containing the most recent data, time-trend analyses where available, as well as national and international measures designed to improve the situation of women. The Directory of International Statistics, prepared by the Statistical Office, Department of International Economic and Social Affairs of the United Nations Secretariat, should include a special section indicating where relevant data exist by which progress toward equality between the sexes can be monitored.

260. The Sub-Committee on Statistical Activities of the Administrative Committee on Co-ordination, in agreement with INSTRAW, should, as soon as possible, include in its programme of work consideration of statistics relating to women and develop short- and long-range goals for improving the quality and relevance of data pertaining to the conditions of women. Such discussions should include plans to update data concerning women with a particular emphasis on the development, evaluation and updating of estimates and projections of the participation of women in all areas of national life.

261. The United Nations should, in close collaboration with the specialized agencies, the regional commissions and national Governments encourage statistical operations and practices that are free from sex-based stereotypes and appropriate

research methodology that would have relevance to the participation of women in development and equality between the sexes.

202. The United Nations, with the concerned specialized agencies, should pay special attention to the industries in which the overwhelming majority of employees are female, analyse the causes of their existence and the possibilities of new technological patterns leading to deep changes in the respective branches.

203. At the regional level the regional commissions, in collaboration with the specialized agencies, should:

(a) Assist the countries of the region to establish indicators by which progress toward equality between the sexes can be monitored. In establishing such a set of indicators, Governments should be advised to take into account the social and cultural realities of the country, the current state of the country's statistical development as well as their individual policy priorities;

(b) Prepare for each region an inventory of social, economic and demographic indicators relevant to the analysis of the status of women in the region. For a better evaluation of development programmes, the utilization of, and access to, such data should be ensured;

(c) Assist countries in the development of surveys carried out as part of the national household surveys capability programme, including batteries of questions of special relevance to the participation of women in development and equality between the sexes;

(d) Increase their level of investment in long-range fundamental research on women and development, without violation of national priorities, so as to provide a sound scientific base for development planning.

#### D. Dissemination of information and experience

204. The respective specialized agencies of the United Nations, during the second part of this Decade, should give special consideration to the conditions of work of women, including the problems of working hours and working norms for women, and bring their conclusions to the attention of member States.

205. The United Nations and UNESCO should ensure the inclusion of women in the current work undertaken in preparation for the new international information order in both recipients and participants in information systems in which their problems and issues are considered. In the definition of new communication policies the participation of women and their positive and dynamic image must be emphasized.

206. The United Nations system should ensure that women's issues form an integral part of the existing international information systems and data banks (such as UNIS, INRES, INTIB, DIS), particularly the Information System Unit within the Department of International Economic and Social Affairs, in order to facilitate free exchange of experience and knowledge among international organizations and their member States.

207. The Joint United Nations Information Committee in carrying out its responsibilities for programmes of social and economic information should:

(a) Ensure that its annual plans of action take into consideration issues and topics of particular interest to women, matters which particularly affect women, as well as their participation in information activities such as press, publications, radio programmes, film and television projects, reportage of field trips, seminars, etc.;

(b) Advocate that an information component be built into projects such as those assisted by the Voluntary Fund for the Decade and by other organizations of the United Nations system, and which would be disseminated by the Department of Public Information, specialized agencies etc.;

(c) Ensure that guides and directories of the United Nations Information Centres contain relevant data and information about programmes and activities of the United Nations relating to women.

268. The United Nations and other organizations in the United Nations system such as UNCTAD, UNDP, UNFPA, UNEP, UNIDO, UNICEF, UNITAR, the ILO, FAO, UNESCO, WHO, and WFP, should include in their publications, media support activities, training programmes and seminars etc., specific guidelines on issues and topics of particular interest to women and those in which women could be successfully integrated. In particular, United Nations agencies concerned with development, education, employment, health, population, food production etc., should increase their information output on matters affecting women, especially in developing countries, with emphasis on reaching mass audiences in rural and isolated regions and countries where women tend to be cut off from the main media channels.

269. In its programme on major political, economic and social issues as well as on human interest stories, United Nations radio should include contributions and participation of women in all these areas. The present weekly radio programme on women should be continued through the Decade or longer as the need may be, with adequate provision being made to adapt it in different languages and distribute it more extensively. Co-production agreements between United Nations visual service and local networks to expand the number of films on United Nations topics should include co-production with women producers in developing countries on films related to women's issues.

270. The United Nations should issue booklets, pamphlets and publications with periodic progress reports on Decade activities and encourage the exchange of information and experience between women in Member States through study visits and the distribution of publications. The United Nations Handbook on the New International Economic Order should include data and information on aspects of women's participation. The Development Forum and other publications should contain items related to the Decade. The United Nations Information Centres should improve their library materials on women and disseminate information on women more actively, especially in developing countries. Information on women should be on the agenda of meetings of the directors of the Centres throughout the Decade.

271. The United Nations and organizations of the United Nations system dealing with development should strengthen their information components relating to women in development and highlight the communication component of development projects. Well-documented and built-in communication components should be included in all development programmes or projects for the integration of women in development, and more adequate evaluation of the uses of media in development support to spread knowledge and increase the possibility of transfer. The United Nations and



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rganizations of the United Nations system should collect and disseminate information on training programmes in development communication with special reference to programmes for women.

Information including detailed bibliographics of studies and other materials produced by the United Nations and its specialized agencies on women in the development process should be widely distributed to member nations and appropriate private research organizations to facilitate access to such information.

#### E. Review and appraisal

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activities of  
The United Nations system should continue to carry out a comprehensive and critical biennial review and appraisal 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 the carrying out of this review and appraisal should be played by the Commission on the Status of Women. The reporting system as well as the measures for dissemination of information should be designed for the effective use of the result of monitoring by all bodies concerned.

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The Commission on the Status of Women and the Branch for the Advancement of Women should be strengthened by resetting priorities within existing budgetary resources. The integrated reporting system should be improved, as should the Commission's ability to consider communications and the capacity for publicizing its work.

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With a view to achieving the full integration of women into the over-all development planning of the United Nations, the review and appraisal of progress made in implementing the World Plan of Action and the Programme of Action for the Second Half of the Decade should be part of the procedures for the review and appraisal of progress made in the implementation of international development strategy for the third United Nations Development Decade.

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The specialized agencies and organizations of the United Nations system as well as other intergovernmental and non-governmental organizations concerned should consider the Programme of Action for the Second Half of the Decade and assist in its implementation.

The existing special mechanisms within the United Nations bodies and existing specialized agencies should be strengthened to implement the Programme of Action, increase the incorporation of women's needs into all their programmes and activities and also to increase women's participation in and benefit from those programmes and activities.

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The secretariats of all organizations within the United Nations system as well as intergovernmental and non-governmental organizations concerned should amend recruitment, training, promotion and remuneration policies as necessary in order to ensure equal treatment and status for men and women employed by the organizations whether as temporary, fixed-term or permanent employees or as consultants. Such organizations should, when requesting data on women's employment in member countries with a view to publication, provide and publish comparable information on the situation as regards women's employment within the organization concerned.

279. Guidelines should be established wherever they do not already exist for the study of programmes and projects in respect of their likely impact on women, and measures should be taken for monitoring and evaluating such programmes with respect to their benefits to women.

280. Co-ordination and co-operation among the specialized agencies and United Nations bodies should be effected by increasing use of the Inter-Agency Programme for the Decade for Women and of the Branch for the Advancement of Women.

281. The regional commissions in their periodic reviews and appraisals submitted to the Economic and Social Council should report fully on specific aspects of the situation of women in every sector of their development programmes on the basis of replies to the questionnaire on the implementation of the World Plan of Action and the Programme of Action for the Second Half of the Decade. These should be supplemented by appraisals of specific sectors undertaken by the regional commissions and specialized agencies, reports of relevant regional meetings of the United Nations and other documents and independent research.

282. Regional commissions should submit reports regularly to the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat on this Programme as part of the over-all review and appraisal of the World Plan of Action. There should be a close co-ordination of the regional programmes for the advancement of women with United Nations Headquarters to ensure a better use of resources.

283. Regional commissions should ensure that the high-level regional intergovernmental and expert meetings which they periodically convene should include, in their over-all periodic appraisal, an assessment of the situation of women as a fundamental prerequisite for planning action programmes to meet the objectives of the third development decade and the New International Economic Order.

284. Special efforts should be made by the United Nations and regional commissions to assist Governments of Member States which have difficulty in providing resources to complete the questionnaire and submit data required for the review and appraisal.

## VI. REGIONAL POLICIES AND PROGRAMMES

285. The international policies and programmes outlined above have clear application at the regional level and should also be regarded as regional priorities. In addition, the regional commissions, in co-operation with the regional offices of the specialized agencies, have specific responsibilities to provide assistance to Governments and non-governmental organizations for developing policies, strategies and programmes for the second half of the Decade in the light of the review and appraisal of progress achieved in the first half.

286. The strengthening of appropriate regional action programmes for women should be based on the development of co-operation between the countries of the region with the aim of promoting the principle of self-reliance. The formulation of regional policies and programmes is a multidimensional process requiring the adoption of action-oriented measures that are both bilateral and multilateral in scope and which require an increase in financial, technical and personnel resources

to implement effectively regional programmes and priorities. To this end, regional commissions should adopt the following measures:

- (a) Integrate the recommendations of this Programme into the work programme of their respective sectoral units so that its implementation contributes to the development strategy of the third United Nations Development Decade;
- (b) Promote fellowship and other special training programmes, particularly in the tertiary sectors which comprise the majority of the female labour force both in rural and urban areas, so that women can improve and/or gain occupational and socio-economic status;
- (c) Strengthen the information and data collection systems with a view to providing better analysis of data on the situation and work of women, including, in particular, improved national, regional and subregional reviews of progress achieved in the implementation of this programme of action; and providing a basis for more effective advisory services to Governments regarding programmes for women;
- (d) Intensify their activities in promoting adequate national social infrastructure allowing women and men to discharge their dual role in the family and in society;
- (e) Undertake "skilled womenpower" inventories at national, subregional and regional levels so that trained women can have equal opportunities to be recruited in jobs related to main areas of the development process at national, regional and international levels.

Institutional arrangements

Measures should be taken for:

- (a) Strengthening the offices of the regional commissions by recruiting women for posts at a high level of decision-making and responsibility. Such posts should include those of programme officers provided for in regular budgets and not only from extrabudgetary sources, and responsible for implementing the programmes for the second half of the Decade. The regional commissions should establish posts at a high level to co-ordinate and implement policies and programmes relating specifically to the status of women;
- (b) The reinforcement of the regional centres for research and training.

B. RESOLUTIONS AND DECISION ADOPTED BY THE CONFERENCE

1. Family planning

Whereas women constitute half the population of the world but remain victims of sex discrimination, which is fundamentally unjust, an infringement of human rights and an offence against human dignity,

Whereas the International Conference on Human Rights held at Teheran in 1968 affirmed for men and women the "basic human right to decide freely and responsibly on the number and spacing of their children", 7/

Whereas the United Nations World Population Conference held at Bucharest in 1974 8/ expanded this right to include access to information, education and means for women to determine their own fertility,

Whereas the World Plan of Action for the Implementation of the Objectives of the International Women's Year adopted at Mexico City in 1975 9/ reaffirmed this right because it has a decisive impact on the ability of women to take advantage of educational and employment opportunities and to participate fully in community life as responsible citizens, and because of the well-recognized effects of family planning and child spacing on maternal and child health,

Whereas, despite these exhortations, millions of women throughout the world are still in need of family planning services, and

Whereas, inadequacies of Governments and societies to provide the family planning education and services desired by millions of women is one of the obstacles to the socio-economic development of their countries and the attainment of a better quality of life for their people,

Acknowledging that the International Conference of Parliamentarians on Population and Development held at Colombo from 28 August to 1 September 1979 has recommended an annual target of one billion dollars in international assistance to be achieved by 1984,

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

1. Calls upon Governments to take all appropriate measures, including legislative ones, within the framework of national policies, to provide information, education and means to enable women and men to exercise freely the right to determine their family size;

2. Recommends that contributing Governments should set aside an appropriate proportion of their resources for population programmes.

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7/ Final Act of the International Conference on Human Rights, Teheran 22 April-13 May 1968, United Nations publication, Sales No. 68.XIV.2, resolution XVIII.

8/ Report of the United Nations World Population Conference, 1974, United Nations publication, Sales No. E.75.XIII.3.

9/ 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, pp. 3 et seq.

2. Improving the situation of disabled women of all ages

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

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

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

Recalling resolution 13 of the World Conference of the International Women's Year entitled "Social security and family security for women, including the elderly and the handicapped", 10/

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

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

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

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

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

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

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

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

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

10/ 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,

2. Requests Governments, the United Nations and other concerned United Nations organizations, in order to ensure the implementation of the Plan of Action for the International Year of Disabled Persons, 11/ to give special attention to disabled women in order to promote their full participation and integration in all fields of normal life and to provide them with recreational activities;

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

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

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

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

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

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

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

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

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

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

4. Requests the specialized agencies, in particular the World Health Organization, the United Nations Educational, Scientific and Cultural Organization, the International Labour Organisation, the United Nations Industrial Development Organization, the High Commissioner for Refugees and other United Nations bodies

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11/ See document A/34/158.

programmes concerned to take into consideration, in their activities and programmes, the needs of disabled women of all ages and the necessity to improve their situation through preventive and rehabilitative measures, and to co-ordinate their activities in this area:

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

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

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

3. Migrant women

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

Affirming the need to establish international co-operation by resolving international problems of an economic, social, intellectual or humanitarian nature and by developing and encouraging human rights and fundamental freedom for all without distinction as to race, sex, language or religion,

Recalling the provisions of the Universal Declaration of Human Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination Against Women, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights,

Recognizing above all the economic and social contributions of migrant women workers as well as men to the economic and social rehabilitation and development of the host country,

Considering the Migrant Workers Convention, 1975, and the Recommendation Concerning Migrant Workers, 1975, adopted by the General Conference of the International Labour Organisation,

Aware of the special problems which confront migrant women and which call for special attention in addressing the general problems of migrant workers,

Expressing its deep concern at the fact that, despite the general effort made by the Member States of the United Nations, the regional intergovernmental organizations and the various agencies of the United Nations, migrant workers, and particularly women, are still not entitled in many countries to exercise their fundamental rights,

Recalling that the family is the natural and fundamental group unit of society and is entitled to protection by society and the State and that, in that context, the

families of migrant workers - both men and women - are entitled to the same protection as the migrant workers themselves,

Noting with appreciation the efforts of the United Nations Educational, Scientific and Cultural Organization in the field of education of migrant workers and their families,

Bearing in mind the need for the Governments of host countries and of countries of origin to co-operate with a view to finding satisfactory solutions to the problems of migrant workers, and migrant women particularly, and taking note of the efforts being made to achieve that goal by many countries,

Having taken note of General Assembly resolution 34/172 of 17 December 1979 on measures to improve the situation and ensure the human rights and dignity of all migrant workers and their families,

1. Calls upon all States, taking into account the provisions of the relevant instruments adopted by the International Labour Organisation, of the International Convention on the Elimination of All Forms of Racial Discrimination, and of the Convention on the Elimination of All Forms of Discrimination Against Women, to take all necessary measures to prevent and put an end to all discrimination against migrants and to ensure the implementation of such measures;

2. Recommends that all States concerned should adopt the following principles as a basis for their action relating to migrant women:

(a) The Governments of host countries should devote particular attention to the problems of migrant women when defining and implementing the measures aimed at eliminating all discriminations between man and woman as regards their access to the labour market;

(b) All appropriate measures should be adopted for preventing any and all discrimination, also de facto, against migrant women in connexion with the conditions of their stay and employment;

(c) The Governments of host countries should guarantee to migrant women equal rights to accede to orientation, vocational training and permanent education courses; they should furthermore enable migrant women to benefit, to the same extent as national women workers, from the facilities for vocational qualification and retraining granted by the competent national bodies;

(d) The Governments of host countries should promote, in co-operation with the countries of origin under bilateral agreements, all measures aimed at fostering the professional advancement of migrant women, should they change their type of employment in the host country and their reintegration upon their return to their country of origin;

(e) Should medical examinations be required as a precondition for entering the country or the employment market, the host country shall ensure that such medical examinations do not discriminate against women and do not affect their dignity;

(f) Both the countries of origin and the host countries should, through close co-operation between them, provide to migrant women, in a language understandable



to them, both before their departure and during their stay, the necessary information on the living and labour conditions in the host country, as well as on the rights and obligations provided for in the national legislation and on the legal and administrative procedures offering the best protection of their rights;

(g) The Governments of host countries should ensure full equality of access for migrants and nationals to health and social services and should furthermore encourage the development of a social service network capable of concretely assisting migrant women to adapt to the local social environment;

(h) Within this framework, the Governments of host countries should facilitate the access of migrant women to the services and facilities granted to married mothers on a basis of full equality with their nationals;

(i) In particular, the host countries should create reception centres, wherever they are necessary and in relation to the size of the communities of migrants, and should provide them with the necessary means for meeting the needs of migrant women;

(j) The Governments of host countries should adopt all necessary measures to the extent possible in their territories a normal family life for migrant workers, men and women, by reuniting families;

(k) The Governments of host countries should ensure to migrants full equality both with their nationals and between men and women, as regards access to social dwellings and to facilities for buying a home, in conformity with the laws of the host country;

(l) The Governments of host countries should promote the cultural development of migrant women and their communication with the social environment of the host country, above all through the teaching of the local language in order that they should be able to overcome the particular problems confronting them, and these Governments should make a particular effort to enable migrant workers, both men and women, to meet their educational responsibilities with respect to their children in a different living environment;

(m) The Governments of host countries and of the countries of origin should cooperate and adopt the necessary measures for maintaining the social, cultural and linguistic ties between migrant women and their families and their country of origin, also with a view to facilitate their reintegration if they should return to their home country;

(n) Within the framework of the measures aimed at protecting the rights of women, the Governments of host countries should actively endeavour to prevent and prosecute all violations of the rights of all migrant women without exception, also regarding violence, exploitation and ill-treatment to which they may be particularly exposed;

(o) All States should give the maximum possible publicity, also through the mass media, to all information aimed at promoting an increased awareness and a better understanding of the specific problems of migrant women, in pursuance of the principles contained in this resolution;

(p) The Governments of host countries should adopt, also in co-operation

with the countries of origin, all necessary measures for contributing to an improved protection of migrants from the exploitation connected with illegal migration, whose consequences affect particularly migrant women, taking into account the provisions contained in the International Labour Organisation Convention No. 143 and other international instruments of the ILO on the protection of migrant workers;

3. Further recommends, with a view to promoting the implementation of the above principles, that the Working Group to be established by the General Assembly at its thirty-fifth session to elaborate a draft convention on the protection of the rights of migrant workers and their families, should devote particular attention to the problems of migrant women.

#### 4. Elderly women and economic security

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

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

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

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

Recalling the spirit of resolution 13, "Social security and family security for women, including the elderly and the handicapped", that was adopted by the World Conference of the International Women's Year in Mexico City in 1975, 12/

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

Recalling the conclusions of the study prepared for the Secretariat concerning women and international conferences 13/ discussed at this Conference,

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

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

12/ 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, p. 85.

13/ A/CONF.94/19 and Corr.1 and 2.

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

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

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

#### 5. Battered women and violence in the family

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

Recalling paragraph 131 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year in section F concerning the family in modern society, 14/

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

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

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

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

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

1. Requests the Secretary-General of the United Nations, in co-operation

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

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

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

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

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

6. Review and evaluation of progress made in the implementation of the World Plan of Action at the national level

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

Noting that for the Conference the Secretary-General had prepared under agenda item 8 (a) extensive reports, which were presented as official Conference documents, 15/

Recognizing the valuable work done by the Secretary-General of the Conference in preparing these reports, based on the replies of 93 Governments to the questionnaire on the implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year, as well as on other relevant information,

Having noted that documents A/CONF.94/11 and Add.1 and Add.1/Corr.1 and 2 do not contain information on existing national machinery and legislation in a number of States Members,

Considering that these reports are a useful source to everyone interested in the situation and status of women at the mid-point of the Decade and also serve as baseline data for evaluating the progress during the second part of the Decade,

1. Invites delegations of countries which have not so far provided information on their national machinery and legislation to do so by 31 August 1980;

2. Recommends that the Secretary-General should seek to ensure that the

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15/ A/CONF.94/30, A/CONF.94/8/Rev.1, A/CONF.94/9, A/CONF.94/10, A/CONF.94/11, A/CONF.94/13 and A/CONF.94/25 with addenda and corrigenda.

documents on review and evaluation of the progress achieved in the implementation of the World Plan of Action at the national level, including the statistical annex, are published in a single document as soon as feasible after the Conference in a form easily accessible to the largest possible number of persons.

7. The role of women in the preparation of societies for life in peace

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

Proceeding from the lofty purposes and principles of the Charter of the United Nations,

Reiterating the validity of the World Plan of Action for the Implementation of the Objectives of the International Women's Year, 16/

Recalling the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975, 17/

Welcoming the United Nations Declaration on the Preparation of Societies for Life in Peace 18/ as consonant with the guiding theme of the Conference: "Equality, Development and Peace",

Recognizing that peace among nations is humankind's paramount value, held in the highest esteem by all principal political, social and religious movements,

Convinced that every nation and every human being, regardless of race, conscience, language or sex, has the inherent right to life in peace and that respect for that right, as well as for the other human rights, is in the common interest of all humankind and an indispensable condition of the advancement of all nations, large and small, in all fields,

Reaffirming the increasingly important role of women as agents of national and international political, social and economic changes in building more just national societies, and in the struggle for fundamental national rights and self-determination of peoples and against wars of aggression, in strengthening peace, stability and security, enhancing disarmament and establishing a new international economic order,

Convinced that colonialism, racism, apartheid, alien domination, racial discrimination, acquisition of land by force, foreign occupation, the armaments race and prejudices of all kinds impede the active participation of women in all fields of human endeavour,

16/ Report of the World Conference of the International Women's Year, Mexico 19 June-2 July 1975, United Nations publication, Sales No. E.76.IV.1, at seq.

17/ Ibid., p. 2.

18/ General Assembly resolution 33/73 of 15 December 1978.

Recognizing the efforts of women as individuals and in groups towards the promotion of friendly relations among nations, international co-operation and the attainment of international peace, as well as their great role, to be played at all levels, in educating, training, advocating and decision-making for peace,

Encouraging more active participation by women in international governmental and non-governmental organizations working for the strengthening of international peace and co-operation,

Noting the importance of the mass communication media and the schooling systems in determining the attitudes and values of the community, as well as their great potential as a vehicle for social change which can exercise a significant influence in helping to remove prejudices and stereotypes, thereby accelerating the acceptance of women's expanding role in society and promoting equality,

Believing that the family, as a basic unit of society, remains an important factor of social, political and cultural change,

1. States that peace is a precondition of life and survival and that the preparation of societies for life in peace calls for a special kind of education, the ultimate goal of which is to bring about a situation in which all the future generations will live in lasting peace and in their attitudes towards other nations will not have to overcome the legacies of ignorance and prejudice of the past epochs;

2. Considers that one of the tasks of States and international organizations in their endeavour to make the world involvement of women in all spheres meaningful is to pursue disarmament efforts, eliminate economic inequality, discrimination and exploitation, aggressive wars, colonialism, neo-colonialism, racism, apartheid, mass and flagrant violations of human rights and fundamental freedoms which contradict the purposes and principles of the Charter of the United Nations and the very notion of the preparation of societies for life in peace;

3. Recognizes that impeding the economic, social and political participation of women is contrary to the ideals of the preparation of societies for life in peace;

4. Stresses that preparation for peace starts with and in the family, where women and men should be encouraged to instil in their children the values of mutual respect and understanding for all peoples, tolerance, racial equality, sexual equality, the right of every nation to self-determination and the desire to maintain international co-operation, peace and security in the world;

5. Appeals to all women, including in particular those involved in the public and political life of their respective countries, to make every effort to discourage and eliminate incitement to racial hatred, prejudice, national or other discrimination, injustice or advocacy of violence and war;

6. Appeals also to women artists, writers, journalists, educators and civic leaders to act perseveringly and consistently with a view to implementing the noble ideas of preparing societies for life in peace, an important part of which is elimination of the bias and stereotypes prevailing in different quarters inter alia by the revision of textbooks and school curricula and the adaptation of teaching methods;

7. Calls upon all States, in a concerted effort, with due regard for the constitutional rights and the role of the family, the institutions and organizations concerned:

(a) To provide women with new opportunities to become more closely involved, both on a national and international plane, in the process of preparing societies for life in peace;

(b) To ensure that their relevant policies, including educational processes and teaching methods as well as information activities, incorporate contents compatible with the task of the preparation for peace of entire societies and, in particular, the young generations;

(c) To develop various forms of bilateral and multilateral co-operation, also international governmental and non-governmental organizations, with a view to enhancing the preparation of societies for life in peace;

(d) To utilize to the fullest the media channels in continuing the educational process of goodwill and understanding among all peoples;

8. Urges all Governments, national and international organizations, both governmental and non-governmental, the mass media, educational bodies and all individuals concerned, to strengthen their efforts to distribute information on women and their contribution to the promotion of the processes of preparing societies for life in peace;

9. Invites the Secretary-General of the United Nations to take due account in his report to the General Assembly, under resolution 33/73, of women's contribution to the implementation of the Declaration on the Preparation of Societies for Life in Peace.

8. Gathering of data concerning women through  
census questionnaires

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

Considering that one of the obstacles encountered in the majority of countries in the first five-year period was the difficulty of completing appraisal questionnaires,

Considering also that this difficulty has arisen because statistics concerning women are unavailable except in so far as women form part of family units,

Considering further that census and survey forms do not contain the necessary breakdown of data for evaluating the progress made by women towards development,

Decides to suggest to Governments and, through the Secretary-General of the United Nations, to international organizations that are co-operating in the formulation of generally accepted rules for the taking of censuses and surveys, that they should review and revise the forms and questionnaires so as to provide separate data on women that can be used for measuring their progress towards participation in development.

## 9. Intensification of drought control in the Sahel

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

Considering that, in Africa, the phenomenon of desertification and the encroachment of the Sahel are permanent threats to the countries south of the Sahara,

Considering also that, because of the resulting drought, living conditions are becoming steadily worse and thus damaging the health of, and demoralizing, the populations of these regions,

Considering further that, in such circumstances, women are the first to suffer from unemployment, migration and the abandonment of their families, for whom they become solely responsible, although they do not have the means or education necessary for their care,

Convinced that, in such a social and economic context, there can be no progress in the advancement of women in terms of the minimum objectives of the United Nations Decade for Women: Equality, Development and Peace,

Having regard to resolution CM/RES.808 (XXXV), which was adopted by the summit meeting of the Organization of African Unity held at Freetown (Sierra Leone) from 18 to 28 June 1980 and which called for increased assistance to the African countries suffering the effects of drought, desertification and other natural disasters,

1. Decides to request the United Nations and its specialized agencies to intensify their efforts to combat desertification and drought in the Sahel;

2. Suggests that this aim should be pursued not by the establishment of new bodies, but, rather, by providing the existing regional bodies engaged in this work, such as the Permanent Inter-State Committee on Drought Control in the Sahel and the United Nations Sahelian Office, with additional technical and material resources.

## 10. Assistance to Lebanese women

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

Proceeding from the objectives of the United Nations Decade for Women: Equality, Development and Peace and considering the international co-operation necessary to achieve these objectives,

Conscious of the problems of destruction, displacement, economic stagnation and social and family dispersion suffered by Lebanon during the last five years,

Recalling Security Council and General Assembly resolutions and, in particular, Security Council resolution 425 concerning the repeated Israeli attacks against southern Lebanon.



Emphasizing that the effects of such problems on the deteriorating living conditions, including job opportunities, health services and educational conditions, were and still are felt more deeply by Lebanese women in general and by women in southern Lebanon in particular,

Having regard to the recommendation concerning assistance to Lebanese women in general and women in southern Lebanon in particular 19/ which was adopted by the Regional Preparatory Meeting of the Economic Commission for Western Asia, held in Damascus from 10 to 13 December 1979, and which is included in its report to the World Conference,

Urges the United Nations and its specialized agencies to give the necessary attention to the needs of Lebanese women in general and women in southern Lebanon in particular, to study means of meeting those needs and to provide financial, material and technical assistance from various international sources.

19/ A/CONF.94/18, sect. III, para. 3 (e).

11. Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination

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

Reaffirming the objectives of the United Nations Decade for Women, i.e., equality, development and peace, the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975, the World Plan of Action and other relevant decisions adopted at the World Conference of the International Women's Year, 20/

Taking into account that secure peace and social progress, the establishment of a new international economic order as well as the full enjoyment of human rights and fundamental freedoms require the active participation of women, their equality and development,

Recalling General Assembly resolution 34/158 of 17 December 1979 and Economic and Social Council resolution 1980/36 of 2 May 1980 concerning the question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination,

Taking into account the views expressed by the Commission on the Status of Women at its twenty-eighth session,

Requests the General Assembly, in conformity with Economic and Social Council resolution 1980/36 of 2 May 1980 to further at its thirty-fifth session the elaboration of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security, against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination on the basis of the views and proposals contained in the Secretary-General's report 21/ concerning the nature and the content of such a draft declaration.

12. The situation of women refugees and displaced women the world over

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

Noting the report of the United Nations High Commissioner for Refugees, 22/

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

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20/ 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, pp. 2 et seq.

21/ E/CN.6/626 and Add.1.

22/ A/CONF.94/24.

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

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

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

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

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

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

Recalling the principles of the 1951 Convention relating to the Status of Refugees <sup>23/</sup> and the 1967 Protocol relating to the Status of Refugees <sup>24/</sup> and mindful of the need to apply them to refugees wherever they find themselves, without discrimination as to sex, race, age, religion or country of origin,

1. Urges all States to recognize their responsibilities and to share the burden of refugee assistance, whether in providing first asylum, permanent resettlement opportunities or financial support;
2. Strongly urges all States to co-operate with the United Nations High Commissioner for Refugees in order to assure full implementation of his mandate to protect women and children in particular, and further strongly urges States receiving refugees to protect their well-being and legal rights under international law and national legislation;
3. Strongly urges Governments to bring to justice those who abuse refugee women and children, and to take every possible step to prevent such abuses;
4. Urges the Office of the United Nations High Commissioner for Refugees, in co-operation with other concerned United Nations agencies and international and non-governmental organizations, to establish the programmes necessary for dealing with the special needs of displaced and refugee women, especially in the areas of health, education and employment;
5. Recommends that the Office of the United Nations High Commissioner for Refugees, in collaboration with other organizations within the United Nations system, should establish special health and nutritional programmes, particularly for pregnant and lactating women;
6. Requests that family planning information and methods should be available on a voluntary and nationally acceptable basis to both refugee men and women;
7. Urges the Office of the United Nations High Commissioner for Refugees to

<sup>23/</sup> United Nations, Treaty Series, vol. 189, No. 1545, p. 150.

<sup>24/</sup> Ibid., vol. 606, No. 8791, p. 267.

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

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

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

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

13. The situation of displaced and refugee women the world over

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

Noting the report of the United Nations High Commissioner for Refugees, 25/

Noting also with great concern that more and more refugees and displaced persons are being forced to leave their countries and that women and children constitute a vast majority in most cases,

Saddened to note that the influx of refugee women and children and displaced women has been increased by foreign aggression, racism, oppression, apartheid, colonialism, neo-colonialism, the use of inhumane weapons and methods of war and by indiscriminate hostilities,

Recognizing that the particular needs of displaced and refugee women, as mothers, emergent heads of single parent families and in the context of many societies, require a constructive recognition by all parties to their relief, repatriation and rehabilitation,

Aware that this recognition has not yet been accorded or acted upon because of the change in the pattern of refugee movements and the lack of studies for analysis,

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25/ A/CONF.94/24.

Recognizing also the particular vulnerability of displaced and refugee women to intimidation, exploitation, physical abuse and rape,

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

Recognizing that voluntary repatriation in safe and honourable conditions is the best and most humane solution to the problem of refugees,

Aware that because displaced and refugee women now are to be found in developing countries in South-East Asia, South Asia, the Middle East, Africa and Latin America, an excessively heavy burden is placed on the economies and the infrastructure of these developing countries,

Recognizing that these countries cannot by themselves bear the cost of providing adequate shelter, nutrition, health care, education and employment opportunities,

Noting with appreciation the role played by the voluntary humanitarian organizations, the United Nations system and in particular the United Nations High Commissioner for Refugees, the World Food Programme and the United Nations Children's Fund in rendering assistance to the best of their limited resources,

Noting also with appreciation the humanitarian aid extended both bilaterally and through the United Nations system by many Member States,

1. Condemns foreign aggression, racism, oppression, apartheid, colonialism, neo-colonialism and the use of inhumane weapons and methods of war, calls for a cessation of their use and for efforts to ensure that women and children are not the target of indiscriminate hostilities;

2. Calls upon all States to implement fully and immediately the relevant United Nations resolutions relating to the solution of various international situations which have given rise to the problem of refugees and by so complying to create conditions enabling the refugees to return to their homes in safety and honour;

3. Urges all States to extend at the regional and international level, through bilateral and international channels, all possible humanitarian assistance to ensure that the needs and interests of refugees in general and in particular of the majority constituted by women and children refugees are adequately safeguarded;

4. Demands that Governments bring to justice those who abuse refugee women and children and take every possible step to protect them by preventing such hostilities;

5. Urges the Office of the United Nations High Commissioner for Refugees, in mind its overriding commitment to ensure the survival of all refugees, to draw upon the expertise of all concerned United Nations bodies and, in consultation with the host countries, to carry out detailed studies and research leading to special programmes dealing with all facets of the relief effort which should be especially directed to the critical needs of displaced and refugee women;

6. Recommends that the Office of the United Nations High Commissioner for Refugees and other United Nations agencies concerned with relief efforts should ensure that the number of women at all levels in their staff, from policy planning to implementation in the field, are increased and equitably distributed.

14. Integrated approach to the health and welfare of women

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

Bearing in mind that one major aspect of the World Plan of Action for the implementation of the Objectives of the International Women's Year 26/ concerns the improvement of health, nutrition and other social services for women which are essential to the full participation of women in development activities, to the strengthening of family life, and to a general enhancement of the quality of life,

Reaffirming the relevant resolutions adopted at the World Conference of the International Women's Year, in particular resolution 15 entitled "Family planning and the full integration of women in development", 27/

Recalling that the United Nations Water Conference of 1977 set as a target the provision of an adequate supply of safe drinking water and sanitary conditions for all people by 1990, and further declared the 1980s as the International Drinking Water Supply and Sanitation Decade, 28/

Recalling also that the Declaration of Alma Ata 29/ adopted in 1978 states that primary health care is the key to the attainment of the world target of an acceptable level of health by the year 2000 that will enable all people to lead socially and economically productive lives,

Bearing in mind the need for equitable sharing of responsibilities between men and women in improving family health and welfare,

Recognizing that improved family health and welfare will, in turn, greatly enhance the opportunities for women to participate fully in the social and economic development of their countries,

Being concerned, however, that the progress so far achieved in these respects is still far from sufficient in many countries, particularly in under-served rural and urban areas,

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26/ 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, pp. 8 et seq.

27/ Ibid, p. 87.

28/ Report of the United Nations Water Conference, Mar Del Plata, 14-25 March 1977, United Nations publication, Sales No. 77.II.A.12.

29/ E/ICEF/L.1387, annex, sect. V.

1. Urges all Governments of the countries that have not yet done so to recognize the necessity to review, improve and co-ordinate all the programmes of action for the attainment of health and welfare of women;

2. Recommends that Governments should seriously consider formulating and implementing the necessary concrete measures to meet the specific requirements of women, including better access to education and training, the supply of safe drinking water, public health services and nutrition programmes;

3. Further recommends that Governments of the countries that have not yet done so should develop, in accordance with their national plans and policies, integrated programmes of family health and welfare, consisting of policies and measures relating to nutrition, environmental hygiene and sanitation, maternal and child health care, prenatal care and family planning, including provision for women and men to exercise their right to decide how many children they will have and the timing and spacing of their children's births. These integrated programmes should be incorporated as appropriate in the national plans of action;

4. Urges the organizations of the United Nations system, Governments and non-governmental organizations, to continue and intensify co-ordinated efforts to promote all such integrated programmes.

15. International Center for Public Enterprises in Developing Countries

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

Considering the growing role of the public sector which is becoming in some developing countries an ever more important factor of economic and social development, and a very significant device for co-operation among developing countries,

Considering also the role and position of women as a factor in development and the responsibilities of public enterprises for improving the situation of women,

Recalling the efforts of the International Center for Public Enterprises in Developing Countries, as a joint institution of developing countries, in the field of management policies, education and training of personnel, planning in public enterprises, financing, participation, transfer and development of technology, and development policies of the public sector in general and public enterprises in particular, in the framework of which the subject of the role and position of women as a factor of development has been integrated,

Stressing the importance of research which is oriented towards practical action in the integration of women in development,

Emphasizes the importance of co-operation among developing countries through the Center as an institutional form of technical and economic co-operation among developing countries, especially in furthering the advancement of the role and position of women as a factor of development in public enterprises in developing countries;

2. Requests the organizations and agencies of the United Nations system to continue to co-operate in the activities of the Center, especially in the implementation of the programme of the Center concerning women as a factor of development and the responsibilities of public enterprises in this regard;

3. Urges developed countries which have an interest in the subject of the management of public enterprises or which carry on activities in this regard to continue to co-operate with the International Center for Public Enterprises in Developing Countries also on this particular subject.

16. International Conference on Sanctions against South Africa

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

Referring to General Assembly resolution 34/93 C of 12 December 1979 concerning the International Conference on Sanctions against South Africa,

Gravely concerned over the status of women in southern Africa,

1. Urges that the proposed International Conference on Sanctions against South Africa should be held as soon as possible with a view to having economic and other sanctions against South Africa, under Chapter VII of the Charter, applied universally;

2. Considers it important that the said International Conference should pay special attention to the grave situation of women and children under the apartheid policy of the Pretoria régime.

17. International legislation to prevent the abandonment of families

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

Recognizing that freedom to move easily from one country to another in steady migration flows brings about considerable changes in the organization of society and, consequently, in the family,

Noting that, in many cases, such migration leads to the abandonment of families and directly affects women by forcing them to assume the responsibility of supporting their households,

Aware of the serious problems caused by such migration, which leads to the abandonment of minor children, who are left defenceless,

Bearing in mind that the majority of women do not have the necessary financial resources to appeal to foreign courts in order to claim their rights,

Decides to urge Governments to take the necessary measures, by concluding bilateral and multilateral agreements, to ensure that alimony will be paid to the abandoned wife in accordance with procedures decided upon by the Governments parties to the agreements.



18. Situation of women in Chile

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

Recalling the Universal Declaration of Human Rights, of 10 December 1948, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, all of which raise the fundamental human rights to the category of principles adopted by international law,

Further recalling resolution 34 of the World Conference of the International Women's Year, 30/

Noting that all Governments have an obligation to respect and promote human rights in accordance with the responsibilities they have undertaken under various international instruments,

Bearing in mind General Assembly resolution 34/179 of 17 December 1979, as well as resolution 21 (XXXVI) of the Commission on Human Rights of 29 February 1980, with regard to the violations of human rights in Chile, which, inter alia, noted with deep concern the conclusion of the Special Rapporteur that, in general, the situation of human rights has not improved and that it even has deteriorated in several spheres,

Deeply concerned to note that the whereabouts of many persons who have disappeared in Chile since 1973 because of repression for political reasons remain unknown, notwithstanding the fact that the international community has urged the Chilean authorities to put an end to this situation and to punish the guilty people,

Also concerned with the violations of human rights to which women are subjected in Chile and particularly the degrading conditions to which imprisoned and convicted women are subjected,

Observing also that Chilean women are denied the most elementary rights, as was made evident by the aggressive acts carried out against them in Santiago de Chile on 8 March 1980 on the occasion of the celebration of International Women's Day,

1. Strongly urges the authorities of Chile to respect and promote human rights in accordance with the obligations they have undertaken under various international instruments;

2. Reiterates the views expressed in the aforesaid resolution 34/174 and especially its deep concern about the violations of human rights to which women in Chile are subjected, in particular the degrading and humiliating conditions of imprisoned and convicted women;

3. Urges the Chilean authorities to investigate and clarify the fate of persons reported to have disappeared for political reasons, to inform relatives of the outcome and to institute criminal proceedings against those responsible for such disappearances and to punish those found guilty;

30/ 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, p. 112.

4. Appeals to the Chilean authorities to allow women to exercise their rights fully, in particular the right to carry on the struggle for equality, development and peace as well as to show themselves in favour of solidarity;

5. Invites the General Assembly to continue to pay careful attention to the situation of human rights in Chile and, through the Special Rapporteur, to observe developments in Chile, in particular those concerning the situation of women and children in that country.

#### 19. Situation of women in El Salvador

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

Bearing in mind the principles embodied in the United Nations Charter and the Universal Declaration of Human Rights,

Bearing in mind, in particular, Article 62, paragraph 2, of the United Nations Charter,

Considering that the serious violations of human rights and fundamental freedoms which have taken place in El Salvador as a result of attempts to curb popular unrest have led to the deaths of thousands of persons, including women and children,

Convinced that the extremely serious events taking place in that country are creating a climate of insecurity and that the civilian population and, in particular, women and children lack the most basic guarantees,

Deeply shocked by reports of the degrading and humiliating conditions to which women and children are being subjected and by the practice of harassing the families of persons who are being sought with a view to forcing the latter to give themselves up,

Deeply concerned about the danger faced by a large number of detainees, including women, who do not know what their fate will be,

Considering that any international assistance which encourages the arms race and involves the sending of military equipment and advisers to El Salvador aggravates the injustices and repression to which the people of that country are being subjected as they struggle to ensure respect for their most fundamental human rights,

1. Expresses deep concern about the serious situation of human rights and fundamental freedoms in El Salvador;

2. Urges the Salvadorian authorities to adopt the necessary measures to guarantee full respect for human rights and fundamental freedoms in that country;

3. Condemns the murder, rape and repression of women and children in El Salvador;

4. Urges the Salvadorian authorities to provide information on the situation of persons who have disappeared and, in particular, that of women detained for political reasons;

5. Requests the General Assembly at its thirty-fifth session to consider violations of human rights in El Salvador and to adopt measures that will quickly lead to the restoration of human rights and fundamental freedoms in that country.

20. Control of illicit traffic in drugs

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

Mindful of the legal action now being taken to control the illicit drug traffic,

Aware of the serious effects which the production and marketing of drugs is having on large sectors of the female population and on young people and children,

Convinced that, until now, Governments, international organizations and groups of individuals have had limited success in their efforts to control this traffic, which is harmful to the health of peoples and the security of States and encourages the proliferation of social evils in the most noble sector of society,

1. Calls on Member States to intensify their efforts to control illicit traffic in drugs by means of stringent legal measures at the national level, taking into account the need for the rehabilitation of drug addicts and for increased co-operation at the international level;

2. Invites the Governments of countries where such measures do not yet exist to exercise strict control on the cultivation of narcotic plants and on the manufacture of synthetic drugs.

21. Strengthening the women's programmes and appointment of women in the Secretariat of the regional commissions and agencies of the United Nations

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

Recalling General Assembly resolution 3520 (XXX) of 15 December 1975, which emphasized the importance of regular reviews and appraisals of the progress made in meeting the goals of the World Plan of Action for the Implementation of the Objectives of the International Women's Year,

Recalling also the declaration by the General Assembly of the period 1976-1985 the United Nations Decade for Women: Equality, Development and Peace,

Recalling also General Assembly resolution 3524 (XXX) of 15 December 1975, which recommended that all organs of the United Nations system as well as the specialized agencies should give sustained attention to the integration of women in the formulation, design and implementation of development projects and programmes,

Taking account of the efforts made by the regional commissions to promote programmes, and aware of the scope of the programmes undertaken and the limitations imposed on the regional commissions by the lack of sufficient funds and staff,

1. Urges the General Assembly to provide from the regular budget of the United Nations increased financial resources for programmes and personnel, including senior women programme officers currently supported by the Voluntary Fund for the United Nations Decade for Women, necessary for the effective implementation of the Programme of Action for the Second Half of the United Nations Decade for Women and resolutions adopted by this Conference;

2. Requests the Secretary-General, as an interim measure, to explore the possibility of redeploying vacant posts within the regional commissions to the women's programmes should resources not be readily available to permit the establishment of the required new posts;

3. Also urges the Secretary-General of the United Nations and the executive heads of United Nations organizations and specialized agencies to appoint more women to regular posts in their organizations, in particular in policy and decision-making positions at the regional level including the United Nations regional commissions and the regional offices of the United Nations Development Programme, the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organization, the World Health Organization, the Food and Agriculture Organization of the United Nations and the United Nations Children's Fund in accordance with General Assembly resolution 33/143 of 20 December 1978, which requested that the necessary measures should be taken to increase the number of women in regular posts throughout the United Nations system.

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

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

Considering the need to strengthen the capacity of United Nations bodies to promote the status of women, particularly for the United Nations Decade for Women and the Programme of Action for the Second Half of the Decade in implementation of the World Plan of Action for the Implementation of the Objectives of the International Women's Year,

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

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

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

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

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

### 23. Question of missing and disappeared persons

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

Bearing in mind the Universal Declaration of Human Rights and the International Covenants on Human Rights and the Convention on the Elimination of all Forms of Discrimination against Women,

Taking into account the Commission on Human Rights resolution 20 (XXXVI) by which a Working Group was established to examine questions relevant to enforced involuntary disappearances of persons,

Gravely concerned at the increasing number of missing and disappeared persons, including women and children,

Stressing that women and children are affected both as direct victims and as relatives of victims,

1. Calls upon all Governments to take whatever measures may be necessary in response to any reliable evidence of the disappearance of a person, including:

(a) The provision upon request of all information at their disposal relating to such disappearances;

(b) All legal, material and other assistance towards alleviating the situation of relatives and protecting them against persecution and harassment;

2. Requests all Governments to take the necessary measures to ensure security for all in order to prevent the disappearance of persons;

3. Urges the Commission on Human Rights to give full effect to its mandate, contributing to the solution of the problem of disappeared persons;

4. Draws the attention of the Working Group of the Commission on Human Rights to the effects on women, both as direct victims and as relatives of victims;

5. Appeals to all Governments to co-operate with the Commission on Human Rights' Working Group;

6. Requests the Secretary-General to transmit this resolution to the Working Group at its next meeting and to the Commission on Human Rights at its thirty-seventh session.

#### 24. Women in the United Nations Secretariat

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

Considering that the realization of the goals of equality, development and peace requires the full participation of women in both the formulation of policy and the implementation of programmes at all levels of activity of the United Nations and of the Member States, and recognizing that the United Nations cannot lead in this quest for the full participation of women unless it provides a model for such participation,

Remembering that the General Assembly in resolution 33/143 (Part III) established as a target for 1982 that 25 per cent of all professional posts subject to geographical distribution shall be held by women,

Noting that considerable progress remains to be made in the implementation of that resolution,

1. Calls on the Secretary-General and the heads of the specialized agencies and other United Nations bodies to designate co-ordinators in their respective organizations to:

(a) Review policies on the recruitment, promotion, career development, training and remuneration of women, with the objective of ensuring equal treatment of women and men in all spheres of activity;

(b) Ensure that women employed by the United Nations and its specialized agencies are not subject to sexual harassment in the workplace or otherwise on account of their sex;

(c) Receive information on kinds of grievances submitted by women to the panels or other bodies dealing with discriminatory practices within the United Nations system;

(d) Implement the recommendations of the General Assembly and the Joint Inspection Unit and, in particular, promote the recruitment and hiring of women in secretariat professional posts at middle and high levels, whether as permanent, temporary or fixed-term appointees, or as experts and consultants;

2. Urges that, in accordance with General Assembly resolution 33/143, the Secretary-General of the United Nations, all specialized agencies of the United Nations and United Nations bodies should set and pursue targets for the recruitment of staff which will ensure more equitable representation of women in professional posts subject to geographical distribution, in pursuit of the objective of 25 per cent by 1982, progressively raising that target beyond 1982, and giving particular emphasis to increasing the proportion of women at the higher levels;

3. Urges Member States of the United Nations to take into account the reports of the United Nations to redress the current imbalance in recruitment levels between women and men by all appropriate means, in particular by the dissemination of employment information through formal and informal networks to which women have access;

4. Requests that reports on the situation and the progress made in the implementation of the above measures should be submitted periodically to the General Assembly as well as to the meetings of the governing bodies of the specialized agencies, with specific proposals for the full achievement of the objectives mentioned above.

25. International Drinking Water Supply and Sanitation Decade

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

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

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

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

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

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

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

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

2. Urges Member States to commit funds and programme development efforts to the objectives and to co-ordinate the programme with other related sectors of the United Nations Development Programme in order to make it more effective;

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

4. Recommends that the United Nations Development Programme, as co-ordinator

for the United Nations Decade on Drinking Water Supply and Sanitation, should review in its annual report the progress in attaining the goals of this resolution, including in particular the extent of community participation by women and their involvement in designing, maintenance and utilization of water supply;

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

26. On the right of all countries to seek development assistance from any and all sources, free from threats and attacks

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

Noting that several developing countries have been subjected to threats, destabilization and even violent attacks aimed at preventing their acceptance of development assistance from certain other countries,

Considering that such attacks are contrary to the principle of the right of all independent States to determine their own foreign policies and to seek all peaceful means to develop their countries,

Being aware that such attacks damage women and children greatly, and seek to deprive them of development assistance which they desperately need,

1. Reaffirms the right of all developing countries to decide freely from which countries and international agencies they will seek development assistance;

2. Condemns all acts of destabilization, economic or political blackmail, threats, sabotage and violence against developing countries used as a method of intimidation in order to prevent them from choosing freely their sources of development assistance.

27. Special measures in favour of young women

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

Noting that the World Plan of Action for the Implementation of the Objectives of the International Women's Year states that national plans and strategies for the implementation of the Plan should be sensitive to the needs and problems of different categories of women and of women of different age groups, 31/

Recalling that the World Plan of Action also states that special measures should be adopted on behalf of women whose legal and social status is the result of particularly discriminatory attitudes, 32/

31/ 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, p. 14, para. 32.

32/ Ibid., para. 33.



old solution their  
Recognizing the importance of the younger age group, both quantitatively as a population group and qualitatively as a political force and agent of change and transformation to a society that is economically independent and socially more equitable,

nes  
Affirming the importance of ensuring the participation of young people and, in particular, young women in efforts to establish the New International Economic Order,

Urges States to identify the needs of the new generations of women, and to integrate within an all-comprehensive perspective general policies to promote the development of youth in all fields, to promote access by young women to education, health and employment, to stimulate their organization and participation in economic, political, social, cultural and professional processes, to promote their integration in the decision-making process to encourage their self-awareness and consciousness regarding their potential for development as human beings possessing equal rights with men and to make possible their active and responsible participation in the development of society.

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28. Convention on the Elimination of All Forms of Discrimination Against Women

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

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Welcoming the adoption by the General Assembly at its thirty-fourth session of the Convention on the Elimination of All Forms of Discrimination Against Women, 33/

mail, d of  
Taking into account the fact that a just and durable peace and social progress, establishment of a new international economic order as well as full implementation of human rights and basic freedoms require the active participation of women, their equality and an improvement in their status,

Confirming that elimination of apartheid, of all forms of racial discrimination, colonialism, neo-colonialism, foreign occupation and domination, strengthening of international peace and security, general and complete disarmament, co-operation among the women of the world irrespective of their social and economic systems are necessary for and contribute to the full implementation of the rights of women and men,

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Highly appreciating the contribution by women to the political, economic and social life of society,

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Noting however that, despite the resolutions, declarations and recommendations adopted by the United Nations and its specialized agencies for the purposes of promoting the equality of women and men, considerable discrimination against women still persists,

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Convinced that the entry into force of the Convention on the Elimination of All Forms of Discrimination Against Women will contribute to the attainment of the

33/ General Assembly resolution 34/180 of 18 December 1979.

basic objectives of the United Nations Decade for Women: Equality, Development and Peace,

1. Calls upon all States to sign and ratify the Convention on the Elimination of All Forms of Discrimination Against Women, and to take all the necessary measures for the effective implementation of its provisions and to publicize it;

2. Calls upon all States to continue to contribute to the cause of eliminating discrimination against women in order to achieve their full and equal participation in the process of social development;

3. Invites specialized agencies and non-governmental organizations to initiate and take part in action to publicize the provisions of the Convention nationally and internationally.

#### 29. Women living in conditions of extreme poverty

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

Considering that extreme poverty makes it impossible for the individual to enjoy the fundamental human rights and results in cultural, social and political exclusion,

Considering also that in many regions of the world, in developing and developed countries, the poverty of some sections of the population has worsened during the first half of the Decade for Women, depriving the women of all means of personal and communal development; this impoverishment is due mainly to the consequences of colonialism and neo-colonialism, inequitable international relations and the aftermath of uncontrolled industrialization and urbanization,

Recognizing that mankind is thereby denied the collaboration of millions of women capable of making a unique and vital contribution to development,

Believing that all national and international institutions and public opinion should be kept informed of the participation of the poorest women and the circumstances which continue to exclude them,

1. Urgently appeals to all women and all men to concern themselves primarily with the rights of women who, with their families, still live in intolerable conditions of poverty, and to all Governments to study and eliminate the socio-economic causes of their poverty;

2. Urges women to take more action in support of the efforts made by the poorest women in pursuit of their aspirations and interests and their right to a voice and participation in public affairs, to social progress, to development and to the enjoyment of world peace;

3. Appeals to all Governments to try to associate all under-privileged social groups still living in intolerable poverty with development efforts and to promote social justice through equal opportunity and equitable income distribution;

4. Urges Governments, governmental and non-governmental organizations, the United Nations and its specialized agencies to ensure as a matter of priority that all development programmes and projects allow for the needs of the poorest women, in other words, that such programmes and projects are designed with a view to eliminating that poverty;

5. Recommends that all States Members of the United Nations submit every five years to the Commission on the Status of Women as an item in its programme a detailed report on major socio-economic policies and programmes concerning the status of women and the results achieved, with particular emphasis on the progress made with regard to the poorest women.

### 30. Promotion of equality in education and training

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

Considering that the right to education is a fundamental human right which must be guaranteed, irrespective of sex, on the basis of equality, as a prerequisite for cultural, social, technological and economic progress,

Recalling that discrimination against women is incompatible with human dignity and with the welfare of the family and of society, prevents their participation, on equal terms with men, in the political, social, economic and cultural life of their countries and is an obstacle to the full development of potentialities of women in the service of their countries and of humanity,

Reaffirming the urgent need to continue to seek and implement effective programmes and objectives which provide women with the same opportunities as men to attend to and enjoy the benefits of education and, thus, contribute more fully to the achievement of the New International Economic Order,

Recalling the importance of education as a decisive factor in development,

Reaffirming that each country is primarily responsible for its development plans and programmes and, accordingly, for its educational plans and programmes, although it may benefit from international co-operation,

Considering that all people irrespective of sex should have equal access to all levels of formal and non-formal education and vocational training in all sectors of urban and rural economy,

Acknowledging that the introduction of training in new technology sectors should keep pace with advances in traditional sectors,

Noting that in many countries the level of education of girls and women is lower than that of boys and men, particularly in the technical field, whereas training of girls and women in new technologies is particularly important,

Aware that attitudinal and financial constraints constitute major impediments to the achievement of educational equality of the female population in many countries and that teachers and guidance counsellors have a special role to play in promoting a process of attitudinal change,

Recognizing the important role international, governmental and non-governmental organizations have to play in the promotion of educational equality,

Recognizing that as non-formal education also has an important role to play in the educational process, measures should be taken to ensure that such non-formal education programmes also have the objective of promoting educational equality of girls and boys,

1. Requests Governments which have not yet done so to adopt programmes for the elimination of illiteracy with the aim of eradicating it before the end of the century and, to that end, to adopt special innovative measures to eliminate the illiteracy among women, who are, in this respect, in the majority;
2. Also requests Governments to try to increase their education budgets up to an adequate percentage and, where they have not yet done so, up to at least 7 or 8 per cent of their countries' gross national product, whenever possible, according to their national plans and programmes, so that existing short-comings can be eliminated and education can contribute fully to development and become its driving force;
3. Further requests Governments which have not yet done so to introduce the necessary reforms in their national plans and programmes to ensure that education, and in particular that of girls and women, gives fresh impetus to the teaching of the sciences and to the strengthening of the ties between the educational system and the working world, taking due account of the aspirations and cultural values of each people, and accordingly, to ensure that educational planning promotes the participation and integration of all groups and institutions involved in formal or non-formal educational activities, and invites Governments to work towards ensuring conditions enabling national minorities to receive pre-school and elementary education in their mother tongue;
4. Decides to request Governments to devote particular attention to the promotion, organization and programming of vocational training for girls and women at both the elementary and advanced levels, especially in sectors traditionally reserved for men in order to ensure effective equality of opportunity, and to permit and encourage equal access to and acquisition of necessary qualifications and skills to enable the full and equal participation of girls and women in the economic and social development of their countries;
5. Urges Governments to develop, in particular, policies and programmes to enhance the enrolment of girls and women in all technical institutes, courses and training programmes, particularly those for the development, operation and management of new technologies;
6. Urges Governments and United Nations agencies concerned to promote, as a matter of priority, the increased and accelerated access of women, particularly in developing countries, to training in economic, scientific and technological fields, in order to facilitate their real and equal participation in the decision-making processes and the economic and social development of their countries;
7. Recommends that Governments should take steps to facilitate the access of women desirous of re-entering professional life to all levels of education, e.g. by developing informal, recurrent, continuing educational programmes together with

special counselling and facilities, taking into account the family responsibilities of such women;

8. Recommends that Governments should consider, in co-operation with the specialized agencies of the United Nations system, in particular with the United Nations Educational, Scientific and Cultural Organization, measures aimed at reducing and eliminating financial barriers to equal education of the sexes, such as free schooling at all levels and at all public educational institutions, free procurement of educational materials and special allowances for poor families, as well as scholarships for girls and women, wherever feasible;

9. Also requests States which have not yet done so to include in their national objectives and plans measures to increase educational services, in particular, for the most underprivileged sectors of the population in the rural and urban areas where women are primarily affected, such as the introduction of compulsory schooling at the primary level, open systems of education for adults, decentralization and expansion of facilities, promotion of boarding facilities, introduction, whenever possible, or development of free or inexpensive means of transportation and introduction of mobile or travelling schools;

10. Encourages Governments to take into account, in the organization of the educational systems of their countries, special living conditions of the female population, and to consider supporting measures such as the introduction of flexible time-schedules in the educational facilities and the establishment in sufficient number of day care centres for young children;

11. Recommends that Governments should take steps to increase the role of teachers and guidance counsellors in the promotion of educational equality of the sexes by inter alia: (a) increasing the number of teachers, guidance counsellors and administrators at all levels and ensuring a balance of women and men in these positions and increasing in particular the number of female staff, where women are still under-represented; (b) introducing and expanding in-service and pre-service training for teachers and vocational guidance counsellors (including those outside the school system) to sensitize teachers to the problems which impede educational equality, in particular to stereotyped assumptions which inhibit girls' educational opportunities and to enable them to widen educational and vocational choices of girls;

12. Urges Governments to take all necessary measures to eliminate stereotypes on the basis of sex from educational materials at all levels;

13. Urges Governments in a position to do so to provide special assistance to developing countries, if they so desire it, in the implementation of measures designed to promote educational equality, and as necessary to increase such assistance;

14. Requests the United Nations Educational, Scientific and Cultural Organization to make the necessary arrangements to ensure that, at the next General Conference, priority is given to matters relating to the education and technical training of women.

31. Women and discrimination based on race

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

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

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

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

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

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

Considering that the fundamental issue of abolishing discrimination due to race and its impact on economic development, peace and equality is comprehensively expressed in the World Plan of Action adopted in Mexico City in 1975, and in the Declaration adopted in Mexico City in 1975,

1. Reaffirms its condemnation of all racist régimes and of all countries which co-operate with these régimes, mostly in economic, military and nuclear fields;

2. Condemns also countries which practise forms of discrimination based on race other than apartheid;

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

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

5. Urges all countries which still have not done so to subscribe to and ratify the International Convention on the Elimination of All Forms of Racial Discrimination.

32. Condemnation of South African aggression against the People's Republic of Angola

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

Considering that the racist South African régime is oppressing the black

people of that country by the odious, inhuman, retrograde and reactionary system of apartheid and is illegally occupying the territory of Namibia, contrary to resolutions adopted by the United Nations and the Organization of African Unity and against the ardent and militant will of the Namibian people fighting under the leadership of the South-West Africa People's Organization.

Noting that the People's Republic of Angola is in many ways supporting the Namibian people's fight for liberation under the leadership of the South-West Africa People's Organization,

Aware that the People's Republic of Angola has on many occasions been the victim of South African aggression committed under the pretext of the hot pursuit of bands of the South-West Africa People's Organization,

Considering that the victims of those acts of aggression are generally Angolan people and Namibian refugees, and mostly women and children,

1. Decides to denounce the criminal acts of the cynical and reactionary apartheid régime before the international community;

2. Decides to express its solidarity with the Angolan people and its government, which, in giving assistance to the South-West Africa People's Organization, are subjected to violent, destructive and criminal attacks, murder and pillage by the racist South African régime.

33. Question of convening another world conference on women in 1985

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

Noting the progress achieved and obstacles encountered since 1975 in the attainment of the objectives of the Decade,

Noting also with appreciation the valuable expertise offered and the contribution made by intergovernmental organizations, non-governmental organizations and various women's organizations to the achievement of the objectives of the Decade,

Taking into consideration the proposals made in the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace 1981-1985,

Recommends that the General Assembly at its thirty-fifth session should consider the convening in 1985 of another world conference on women to review and appraise the achievements of the Decade.

34. Assistance to Sahrawi women

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

Recalling General Assembly resolution 34/37 of 25 November 1979,

Reaffirming the principles enunciated in the Charter of the United Nations and particularly the right of all peoples to self-determination,

Recalling General Assembly resolution 1514 (XV) of 14 December 1960 containing the Declaration on the Granting of Independence to Colonial Countries and Peoples,

Mindful of the profound concern of the United Nations, the Organization of African Unity and the non-aligned countries about the decolonization of the Western Sahara and the right of its people to self-determination,

Seriously concerned about the situation of the people of the Western Sahara, and especially Sahrawi refugee women, resulting from the continuing occupation of their territory, which constitutes a denial of their right to self-determination and independence,

Considering that Sahrawi refugee women are forced to live under difficult conditions because of that occupation,

1. Expresses its solidarity with and support for the just cause of the Sahrawi people's self-determination and independence;
2. Reaffirms that the Popular Front for the Liberation of Saguia el Hamra and Rio de Oro (Polisario), representative of the people of the Western Sahara, participates fully in any search for an equitable, lasting and definitive political solution to the question of the Western Sahara, in accordance with the resolutions and declarations of the United Nations, the Organization of African Unity and the non-aligned countries;
3. Expresses the hope that the efforts made in the Organization of African Unity will contribute to the realization of the inalienable national rights of the people of the Western Sahara and invites the Secretary-General of the Organization of African Unity to keep the Secretary-General of the United Nations informed of the progress made to that end;
4. Also expresses the hope that any settlement of the problem of the Western Sahara will make it possible to alleviate the particularly distressing living conditions of the Sahrawi women refugees;
5. Calls upon women throughout the world to redouble their efforts at the national, regional and international levels to help the Sahrawi women to regain their rights and dignity;
6. Invites the United Nations High Commissioner for Refugees to include in his assistance programmes practical measures for improving the living conditions of the Sahrawi women refugees and their children;



7. Appeals to the international organizations concerned to initiate assistance programmes for Sahrawi women and their children in the fields of education, training and health.

35. International assistance for the reconstruction of Nicaragua

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

Recalling the priority given by the Member States of the United Nations and its specialized agencies to the integration and participation of women in development,

Recalling also General Assembly resolution 34/8 of 25 October 1979 on international assistance for the rehabilitation, reconstruction and development of Nicaragua,

Bearing in mind resolution No. 4 on support for the development of women in Nicaragua adopted by the Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America,

Recognizing the efforts being made by Nicaragua to rebuild the country, overcome the serious economic crisis that affects it and eliminate the enormous foreign debt it inherited from the Somoza dictatorship,

Recognizing the outstanding role played by women in Nicaragua during the time when their country was endeavouring to regain its rights and the role they are now playing in the process of its reconstruction,

1. Urges the Member States of the United Nations to provide much-needed support for projects for national reconstruction, economic and social development and the achievement of the goals of the United Nations Decade for Women;

2. Urges the international organizations and, in particular, the United Nations Development Programme to provide Nicaragua with financial and technical assistance through their development assistance funds and programmes, placing special emphasis on women.

36. Women and development assistance programmes

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

Recalling General Assembly resolution 34/155 of 17 December 1979,

Recalling the objectives of 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, and subsequently endorsed by the General Assembly at its thirtieth session, 34/

34/ General Assembly resolution 3520 (XXX) of 15 December 1975.

Recognizing that women constitute a vast potential force for positive economic and social change,

Reiterating that accelerated development requires the real and effective participation of women and men in all aspects of the development process,

Aware that the review and appraisal process of the 1980 World Conference of the United Nations Decade for Women has shown clearly that women's potential has been underutilized in the development of their countries and that the effectiveness of development programmes and projects has been adversely affected as a result,

Emphasizing the need for women to be actively involved in development planning, policy and implementation at all levels,

Aware of the importance of multilateral and bilateral development assistance programmes in the development process,

Aware furthermore that many programmes have in the past ignored the contribution which women can make as active participants and that such programmes can have a detrimental effect on women's economic, social and political status,

Emphasizing that all training programmes should be linked with employment opportunities, particularly in developing countries,

1. Appeals to both recipients and donors to ensure that the interests of women are taken into account in all development programmes and projects and that such programmes and projects do not adversely affect women;
2. Calls on aid donors to make more resources available for programmes specifically designed to benefit women bearing in mind that women suffer particular disadvantages and that efforts to overcome these disadvantages require sensitive planning of projects, including projects for assisting women to develop decision-making and leadership skills;
3. Calls further on aid donors to provide capital funding for the implementation of projects in which women can develop skills while employed in income-generating activities;
4. Urges both recipients and donors of development assistance to involve women, including women who will be affected by such programmes, from the earliest stages and at all levels of planning and implementation of aid programmes;
5. Further urges recipients and donors of development assistance to examine and consult on ways to achieve these objectives and to establish mechanisms for their early implementation, such arrangements to be regularly reviewed and evaluated.

### 37. Health and well-being of the women of the Pacific

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

Recalling that the subtheme of the Conference is "Employment, Health and Education",

Gravely concerned that the continued testing of nuclear weapons constitutes a serious hazard to the environment and the health of present and future generations of mankind,

Reiterating its conviction that the cessation of nuclear-weapon testing in all environments would be a major step towards the attainment of world peace,

Considering that the continued nuclear testing in the Pacific Ocean constitutes a serious hazard to the health and well-being of the peoples of the Pacific,

Recognizing that the health of women and children is of primary importance for achievement of the aims and objectives of the Decade,

Calls upon all nuclear-weapon States to refrain from conducting any testing of nuclear weapons and other nuclear explosive devices in the Pacific and calls upon all States to support the conclusion of the comprehensive test ban treaty to bring about the cessation of all nuclear testing.

38. The International Research and Training Institute for the Advancement of Women

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

Recalling resolution 26 of the World Conference of the International Women's Year 35/ recommending the creation of the International Research and Training Institute for the Advancement of Women, and the subsequent resolutions of the General Assembly and the Economic and Social Council on the matter,

Recognizing the importance of the Institute as a centre for the collection and dissemination of information and data about women in their societies and as an international focal point for research and training geared to the full participation of women in development in all its aspects,

Recognizing the need for the expansion and strengthening of such an organization in order to assist in identifying, formulating and implementing new approaches in the fields of training, research and information for, by and about women in their societies,

1. Notes with satisfaction the establishment of the Institute in pursuance of resolution 26 mentioned above and the commencement of its operations and implementation of the work programme adopted by its Board of Trustees in October 1979, and the efforts made towards the appointment of the Director and the installation of the Institute in the Dominican Republic;

2. Recommends that:

(a) The Institute should identify and undertake research and training programmes in all regions and countries as appropriate thus facilitating the

35/ 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, p. 102.

implementation of the relevant parts of the Programme of Action adopted by the Conference and make them known through its information activities;

(b) Regional seminars should be instituted by specialized agencies and other United Nations bodies and organizations and by Member States, so that they can carry out training and research programmes on the needs of women, both at the national and regional levels;

3. Urges the specialized agencies and other United Nations bodies to co-operate with and assist the Institute in carrying out research, training and information programmes relevant to the needs of women;

4. Appeals to all Member States and concerned organizations to assist the Institute in its programmes by, inter alia, providing voluntary contributions to its Trust Fund.

39. Establishment and strengthening of machinery for the integration of women in development

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

Considering that the World Plan of Action for the Implementation of the Objectives of the International Women's Year provides that interdisciplinary and multisectoral machinery should be established to accelerate the achievement of equal opportunity for women and their full integration in development, 36/

Recalling that the World Plan of Action recommends the establishment within government of machinery with adequate staff and budget for the achievement of the objectives of the World Plan of Action,

Considering the report of the Secretary-General on the "Review and evaluation of progress achieved in the implementation of the World Plan of Action: national machinery and legislation", 37/

Considering also Economic and Social Council resolution 1980/35,

Aware that local, national, subregional and regional machinery has a role of prime importance to play in the integration of women in the development process,

Recognizing the need to promote women's organizations and to enable them effectively to play their role,

Recommends that:

(a) Appropriate machinery should be established wherever it does not yet exist and that financial, technical and human resources should be provided for it by international organizations and government agencies;

36/ Ibid., p. 14, para. 34.

37/ A/CONF.94/11 and Corr.1 and Add.1 and Add.1/Corr.1 and 2.

(b) Every effort should be made at the international, regional, subregional, national and local levels to ensure the full co-ordination of the activities undertaken in order to enable the machinery for the integration of women in development to achieve the priority objectives of the World Plan of Action.

40. Strengthening the role of the Commission on the Status of Women

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

Having considered the institutional aspects of carrying out the World Plan of Action for the Implementation of the Objectives of the International Women's Year,

Aware of the growing role of United Nations bodies whose terms of reference have a bearing on the implementation of the World Plan of Action,

Bearing in mind the useful contribution of the Commission on the Status of Women to the attainment of the objectives of the Decade and to the progress made, and the obstacles encountered in that field,

1. Requests the Commission on the Status of Women to pay particular attention to the implementation of the Programme of Action for the Second Half of the United Nations Decade for Women and other recommendations of the Conference and to the formulation of proposals and recommendations for the Economic and Social Council based on all the relevant information, and, for that purpose, to assume responsibility for co-ordinating the resulting material in conformity with the integrated reporting system;

2. Further requests the Commission on the Status of Women to contribute, through its work, to the establishment of the new international economic order and the formulation of the international development strategy for the third United Nations Development Decade;

3. Requests the Secretary-General to consider appropriate measures enabling the Commission to fulfil that function and strengthening the Centre for Social Development and Humanitarian Affairs so that it can effectively help the Commission on the Status of Women to carry out the tasks assigned to it in paragraphs 1 and 2 above.

41. Women and nutritional self-sufficiency

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

Considering that 85 per cent of women in many developing countries are engaged in agriculture and are the principal protagonists in the attainment of nutritional self-sufficiency at the family, community and national levels,

Considering that rural women produce at least 50 per cent of the world's food and that the purchase and preparation of food are left to women,

Recalling the conclusions of the World Food Conference held in Rome in 1974,

Recalling also the Programme of Action as adopted by the World Conference on Agrarian Reform and Rural Development which was endorsed by the General Assembly in its resolution 34/14 of 9 November 1979.

Recalling also the provisions of the Plan of Action which was adopted at Lagos in April 1980 by the Second Summit Conference of African Heads of State and Government on economic questions and which gives top priority to nutritional self-sufficiency,

Invites Governments to:

(a) Review the food situation from the point of view of food consumption, quality and distribution and identify nutritional needs at all levels, especially that of the community;

(b) Establish priorities and draw up programmes allocating the necessary resources for them in order to increase women's productivity with a view to ensuring adequate and proper food supplies for families and communities;

(c) Provide rural women with the necessary means and access to resources for agricultural production: instruction in appropriate technologies, highly specialized marketing and transformation techniques and practices ensuring optimum utilization of resources;

(d) Increase the number of nutrition and food hygiene courses in school, functional literacy and mass education programmes and use the most appropriate mass media to prevent food waste at all levels, from production to consumption;

(e) Promote the effective participation of women in rural organizations involved in the system of food production, distribution and utilization;

(f) Establish machinery at all levels to monitor and evaluate progress with a view to achieving nutritional self-sufficiency at the family, community and national levels;

(g) Strengthen international co-operation to remedy inequalities in food resources.

#### 42. Voluntary Fund for the United Nations Decade for Women

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

Recalling General Assembly resolution 31/133 of 16 December 1976 containing the criteria and arrangements for the management of the Voluntary Fund,

Recalling also General Assembly resolution 34/156 of 17 December 1979,

Conscious that, through financial and technical support, the Fund was designed to supplement development activities for women at the national, regional and global levels in co-operation with the appropriate organs of the United Nations system,

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Recognizing the necessity for continuing financial and technical support to development activities which respond to the specific needs of women in developing countries and the importance of incorporating concern for women in national, subregional and regional development plans, policies and programmes,

Noting the advice of the Consultative Committee on the Voluntary Fund that continuation of extrabudgetary posts financed from the Fund after 1981 is dependent upon the regional commissions making available senior women's programme officer posts from the regular budget of the United Nations,

1. Expresses its appreciation for the support given by the Fund to projects in developing countries;

2. Expresses its appreciation also to the regional commissions, the United Nations Development Programme and the specialized agencies of the United Nations system for their assistance in project development and execution;

3. Reaffirms the decision of the General Assembly in its resolution 34/156 of 17 December 1979 to review the decision concerning the location of the Fund at its thirty-sixth session on the basis of the report to be submitted by the Secretary-General on his consultations with the Consultative Committee, the Administrator of the United Nations Development Programme and other United Nations agencies directly concerned, as well as of the views to be submitted by Member States by 1 June 1981;

4. Expresses its desire that the activities developed by the Fund should continue beyond the United Nations Decade for Women;

5. Appeals urgently to all the regional commissions to make policy-level posts available to the women's programme from the United Nations regular budget;

6. Expresses its appreciation for the voluntary contributions pledged by States Members of the United Nations and appeals to States Members to consider bringing or increasing their support to the Fund.

43. Exploitation of the prostitution of others and traffic in persons

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

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

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

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

Noting that the World Conference of the International Women's Year in Mexico 1975 adopted a resolution on "Prevention of the exploitation of women and

girls" 38/ requesting the Secretary-General of the United Nations, in co-operation with other agencies, to undertake a world-wide survey of prostitution and the maltreatment involved in it,

Considering also that, although section II (Specific areas for national action), subsection I (Other social questions), of the World Plan of Action for the Implementation of the Objectives of the International Women's Year refers to this matter in three different places, 39/ the measures and decisions taken in this connexion have not yet had the desired effect,

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

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

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

1. Invites Governments to take appropriate measures with a view to ratifying the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others and to submit to the Secretary-General the information specified in article 21 of that Convention;
2. Urges the Governments of States Members to recognize that women and children are not a commodity and that every woman and every child has the right to legal protection against abduction, rape and prostitution;
3. Further reminds Governments that women and children prostitutes have the right to legal protection against maltreatment which they may be subjected to for the sole reason of their being prostitutes;
4. Reminds the United Nations, non-governmental organizations in consultative status and all international organizations that they should make concerted efforts to ensure the success of the campaign against this scourge;
5. Invites the Sixth United Nations Congress on the Prevention of Crime and the Treatment of Offenders to make concrete recommendations in regard to the relationship between development, prostitution and exploitation and traffic in persons;

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38/ 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, p. 79, resolution 7.

39/ Ibid., p. 30.



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

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

44. Women in agriculture and rural areas

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

Recalling resolution 21 of the World Conference of the International Women's Year 40/ and General Assembly resolution 3523 (XXX) of 15 December 1975,

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

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

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

Extremely concerned that the review and appraisal of the economic and social situation of rural women contained in the report of the Secretariat 41/ reveals that little or no positive improvements have taken place since the first half of the Decade,

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

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

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

40/ Ibid., p. 96.

41/ A/CONF.94/28.

3. Requests Governments to ensure that rural women:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

45. Apartheid and women in South Africa and Namibia

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

Noting with regret that since 1975 the status of women under the apartheid régimes of South Africa and Namibia has deteriorated,

Bearing in mind the provisions of the International Convention on the Suppression and Punishment of the Crime of Apartheid, 42/

Recalling the resolutions adopted and proposals made by the World Conference of the International Women's Year held at Mexico City in 1975,

Recalling also resolutions of the General Assembly of the United Nations, in particular resolution 3411 C (XXX) of 28 November 1975, by which the Assembly proclaimed that the United Nations and the international community have a special responsibility towards the oppressed people of South Africa and Namibia,

Recalling General Assembly resolution 33/189 of 29 January 1979 placing the effects of apartheid on the status of women in South Africa and Namibia on the agenda of the World Conference,

Noting that attempts being made by women throughout the world to implement programmes under the United Nations Decade for Women have not dealt satisfactorily with problems faced by women under the oppressive racist régimes of South Africa and Namibia,

Further noting that the Plan of Action for the Integration of Women in Development for the region of the Economic Commission for Africa 43/ did not satisfactorily attend to problems faced by women under the oppressive racist régimes of South Africa and Namibia,

Also noting that the peoples of southern Africa and the world are facing the threat of world instability and war because of the rapid militarization of South Africa and the arms race while the avowed principle of the Decade is peace,

Taking note of the reports of the Secretary-General on "The effects of apartheid on the status of women in South Africa and Namibia", 44/ "The role of women in the struggle for liberation in Zimbabwe, Namibia and South Africa" 45/ "Measures of Assistance to Women in Southern Africa" 46/ and the Declarations and recommendations of the Hemispheric Seminar on Women under Apartheid (Montreal) and the International Seminar on Women and Apartheid (Helsinki),

42/ See General Assembly resolution 3068 (XXVIII) of 30 November 1973.

43/ 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, et seq.

44/ A/CONF.94/7.

45/ A/CONF.94/5.

46/ A/CONF.94/6.

Reaffirming that, unless the peoples in South Africa and Namibia are liberated and are also able to participate in the global struggle for peace, equality and development, the over-all strategy objectives of the United Nations Decade for Women cannot be fully realized,

Considering that the observance of the United Nations Decade for Women must lead to an acceleration of concerted action by the women of the world for the complete eradication of apartheid in South Africa and Namibia through the assumption of power by the people,

Reaffirming that apartheid would have long been destroyed were it not for the economic and military assistance granted by the major Western countries to the régime of South Africa,

Again reaffirming that the States which give assistance to the racist régime of South Africa become accomplices in the inhuman practices of racial discrimination, massacres, detentions and death of thousands of women and children in these countries,

Further affirming its full solidarity with the women of South Africa and Namibia in their struggle for liberation under the leadership of their national liberation movements,

Noting with appreciation the sacrifices of the Frontline States of Africa in their support of the liberation struggles in South Africa and Namibia,

1. Rejects as inhuman and intolerable all policies designed to perpetuate apartheid, racial segregation or other policies based on theories that racial groups are or may be inherently superior or inferior;
2. Strongly condemns the imprisonment, torture and killings of school-children demonstrating for equality in education in South Africa as an outrage to the conscience of the world;
3. Pays tribute to the great sacrifices of the women and children in South Africa and Namibia in the struggle for the inalienable rights and their national liberation;
4. Calls upon the women of the world to pressurize their Governments:
  - (a) To sever all links - political, economic, diplomatic and military - with the apartheid régimes;
  - (b) To disseminate information on the effects of apartheid as widely as possible;
5. Urges the Security Council to enhance and intensify world-wide support for an effective oil embargo and comprehensive economic sanctions against South Africa;
6. Welcomes with gratitude the contribution by the Voluntary Fund for the United Nations Decade for Women to a legal defence fund for women suffering under the system of apartheid and colonial domination;

7. Condemns the vicious acts of aggression of the Pretoria régime against the Frontline States of Africa, and the killings of refugees, including women and children;
8. Urges all organizations of the United Nations system, Governments, international and regional intergovernmental organizations, women's and anti-apartheid groups, non-governmental organizations and other groups to give the highest priority to the questions of measures of assistance to women in South Africa and Namibia during the second half of the United Nations Decade for Women;
9. Endorses the comprehensive programme for measures of assistance to women in South Africa and Namibia as contained in document A/CONF.94/6;
10. Also endorses the Declaration and Recommendations of Helsinki and Montreal International Seminars on Women and Apartheid and commends them for the urgent attention of Governments and intergovernmental and non-governmental organizations;
11. Calls for the immediate release of all political prisoners in South Africa and Namibia;
12. Urges all trade unions to refrain from handling any merchandise, weaponry and any goods of economic value going to South Africa and Namibia;
13. Appeals to all Governments and organizations to support the various projects of the national liberation movements, and front-line States, especially those designated for women and children. More assistance should be channelled through the South African and Namibian liberation movements recognized by the Organization of African Unity;
14. Urges all concerned United Nations organizations to strengthen the existing voluntary fund to be used for the legal defence of political prisoners in South Africa and Namibia and assistance to their families;
15. Commends the Special Committee against Apartheid for giving special attention to the plight of women and children under apartheid;
16. Recommends the full utilization and strengthening of existing machinery to monitor, co-ordinate and follow up on the fullest implementation of the measures of assistance to women in South Africa and Namibia during the second half of the United Nations Decade for Women adopted in Copenhagen;
17. Appeals to all Member States of the United Nations which have not yet done so to ratify the 1973 International Convention on the Suppression and Punishment of the Crime of Apartheid.

46. The situation in Bolivia

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

Considering that the objectives of the United Nations Decade for Women include the integration of women in development, particularly at the political, economic

and social decision-making level, on equal terms in a world of more equitable economic relations, and the full enjoyment by women of their human rights,

Considering that, in Bolivia, under the leadership of a woman, Lidia Gueiler de Tejada, the foundations were laid to enable that country democratically to elect a government that was truly representative of the Bolivian people, but that that process was violently interrupted,

Resolves to condemn most vigorously any action designed to prevent the Bolivian people from achieving the goal it had freely set for itself and, thus, to hamper the full exercise by Bolivian women of their political rights and delay their participation in their country's development process.

47. Implementation of the goals of the United Nations Decade for Women within the framework of the United Nations efforts to achieve the New International Economic Order

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

Considering that inequality and the economic dependence of developing countries hamper the development of the national economies of such countries,

Emphasizing that the problems of women are also the problems of society as a whole and that they are intimately related to the level, structure and pace of over-all development, which has hindered progress in achieving legal equality of women and that the efforts and actions undertaken in a number of countries to promote the status of women have not produced in practice the expected results, primarily because of the lack of adequate economic and social development,

Bearing in mind the position adopted at the World Conference of the International Women's Year, held in Mexico City in 1975 and subsequently endorsed by the General Assembly, that the realization of the goals of the United Nations Decade for Women: "Equality, Development and Peace" depends largely on the establishment of just international economic relations as an essential precondition for the comprehensive economic and social development of the developing countries and the world as a whole,

Considering that a number of conferences were subsequently held within the United Nations system as well as by the non-aligned and other developing countries at which the recommendations of the Mexico Conference were further elaborated, thus creating a basis for the adoption of political decisions at the national and international level, with a view to improving the economic situation in the world, including improvement of the status of women,

Recognizing the need to accelerate the over-all development of developing countries, specially in those areas that will strengthen the basic productive capacity of their national economies, i.e. the development of the food and agro-industrial sectors, basic industries, science and technology, indigenous energy sources, fertilizers, agricultural machinery and transport services, in order to adequately satisfy the nutrition, health and educational needs of all women and men on an equal basis, as well as to provide a high level of employment within the framework of their own national plans and priorities,

Concerned about the political as well as the economic and monetary crisis in the world that affects, above all, the developing countries and hence the majority of women, the consequences of which have also been reflected on women in the developed countries,

Convinced that current world economic and political problems cannot be resolved by methods used and measures undertaken so far, while the cumulation of these problems endangers international security and world peace,

Reaffirming that the international community has accepted joint responsibility for development and therefore has launched co-operative efforts in the two United Nations Development Decades and is now engaged in economic negotiations that will lead to the full achievement of the New International Economic Order,

1. Calls upon all States Members of the United Nations:

(a) To integrate, in all plans and programmes, at the national and international level, the aims established by the World Plan of Action for the Implementation of the Objectives of the International Women's Year, further elaborated by the World Conference of the United Nations Decade for Women in the Programme of Action for the Second Half of the Decade:

(b) To create, by utilizing their national resources and promoting collective self-reliance, conditions for economic and social progress, and in that way to improve the economic, social and political status of women,

2. Urges all Governments, especially those of the developed countries, to conduct in the spirit of constructive co-operation the round of economic negotiations related to the international development strategy for the third United Nations development decade and to bring the global negotiations to satisfactory agreements, with the object of restructuring the world economy and eliminating economic causes that threaten world peace, so that the objectives of the United Nations Decade for Women can be achieved:

3. Requests the Secretary-General of the United Nations to transmit to the eleventh special session of the General Assembly on development and international economic co-operation the final documents of the World Conference of the United Nations Decade for Women, as a component part of the documents for this session and for the strategy for the third United Nations Development Decade.

48. Expression of thanks to the host country

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

Having met in Copenhagen from 14 to 30 July 1980 at the invitation of the Government of Denmark,

Having reviewed and evaluated the progress made and obstacles encountered in the attainment of the objectives of the United Nations Decade for Women,

Having adopted a Programme of Action designed to achieve in the second half of the United Nations Decade for Women the objectives reflecting the aspirations of the women of the world,

1. Respectfully presents its thanks to Her Majesty Queen Margrethe II of Denmark for having graced the opening meeting of the Conference with her presence and for having made an inaugural address:

2. Expresses its profound gratitude to the Government of the Kingdom of Denmark for having made it possible for the Conference to be held in Copenhagen and for the excellent facilities generously placed at its disposal:

3. Requests the Government of Denmark to convey to the authorities of the City of Copenhagen and to the Danish people the gratitude of the Conference for the hospitality and warm welcome extended to the participants in the Conference:

4. Decides that, the Programme of Action adopted by the Conference shall be known as the "Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace".

#### DECISION

##### Credentials of the representatives to the Conference

At its 19th plenary meeting on 29 July 1980 the World Conference of the United Nations Decade for Women: Equality, Development and Peace approved the report of the Credentials Committee (A/CONF.94/L.24 and Corr.1 and 2).