



WORLD CONFERENCE of the UNITED NATIONS DECADE FOR WOMEN:

**Equality,
Development
and
Peace**

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REVIEW AND EVALUATION OF GLOBAL AND REGIONAL PROGRAMMES OF
THE UNITED NATIONS SYSTEM (1975-1980)

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INTRODUCTION

1. The present report is prepared in compliance with General Assembly resolution 33/189 of 29 January 1979 which requested the Secretary-General to ensure that the World Conference of the United Nations Decade for Women of 1980 would have at its disposal the documentation referred to in the note by the Secretary-General prepared for the twenty-seventh session of the Commission on the Status of Women (E/CN.6/610). The note of the Secretary-General referring to the documentation for the World Conference under the agenda item on review and appraisal listed (para. 39 (b)) a report evaluating global and regional programmes in operation during 1976-1980 and their effectiveness in promoting the objectives of the Decade for Women and in assisting Governments to this end. The note further elaborated that programmes should be reviewed whether or not they were conceived as programmes designed specifically to assist women and that the report should identify major obstacles and constraints encountered at the regional and global levels and attempt to identify areas where such programmes needed strengthening, using the approved programme for the Decade and the Interorganizational (Interagency) Programme for the Decade as points of departure.

2. In compliance with the above mandate, the present report attempts to present a review and analysis of global and regional activities of the United Nations system during the first half of the Decade (1975-1980), in accordance with the recommendations contained in the World Plan of Action adopted at Mexico City in 1975. 1/ It cannot be considered an "evaluation" in the strict sense of the word, as a common set of criteria, or indicators, applied throughout the system has not yet been established. Nor is the period of time, which is less than four years, long enough to make an adequate evaluation.

3. This report is mainly based on information provided by a number of United Nations bodies and organizations. It should be read in conjunction with their background reports to the Conference and with the reports on "Recommendations relating to women and development emerging from conferences held under the auspices of the United Nations or the specialized agencies" (A/CONF.94/19) and on the "Review of the activities of the specialized agencies and organizations in the United Nations system aimed at the implementation of the objectives of the United Nations Decade for Women" (A/CONF.94/20).

Policy framework

4. The year 1975 will continue to be regarded as an important landmark in the attempt to reconsider and re-evaluate women's place in society. By the adoption of a World Plan of Action, the World Conference of the International Women's Year 1/ consolidated earlier concepts and policy statements of the United Nations

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

system on equality of rights and opportunities between women and men, the removal of discrimination based on sex and the desirability of involving women in the economic, social and cultural life of their communities, including the decision-making processes at all levels. By synthesizing the principles embodied in the existing United Nations and specialized agency instrument, the World Plan of Action, in one bold step, gave priority to and focused attention on action proposals for improving the condition of women. The over-all objectives of "equality, development and peace" gave a new dimension to the urgent need to create new economic and social norms in relation to women. By proclaiming a Decade for Women (1976-1985), it went a step further in ensuring that issues relating to women remained on national and international agendas for sustained action.

I. Joint interagency programme

5. The joint interagency programme originated with the recommendation in the World Plan of Action that all organs of the United Nations system should undertake joint and separate action by co-ordinating their activities through the existing machinery, especially the Economic and Social Council and the Administrative Committee on Co-ordination (ACC). It also endorsed existing programmes and strategies incorporated in the International Development Strategy for the Second United Nations Development Decade, Action to Combat Racism and Racial Discrimination, the World Population Plan of Action and the recommendations of the World Food Conference.

6. Thus, at a very early stage, the United Nations system was called upon to identify and evolve specific measures which would contribute to an over-all effort of all its organs/bodies towards the realization of the objectives of the Plan. During 1975-1979, therefore, the United Nations system attempted to focus its attention on subject areas relating to issues of special interest to women and to link these subject areas to the broader objectives of the Decade: "Equality, development and peace".

A. Principal objectives

7. The list of subjects proposed in the World Plan of Action included political participation, education and training, employment and related economic roles, health and nutrition, the family in modern society, population, housing and related facilities and other social questions. The subject areas listed in the World Plan of Action and their implementation posed within the broader priorities of the Decade were, by their nature, "multisectoral and interdisciplinary", as specified in the proposals for action at the national level.

8. In compliance with the recommendations of the World Plan of Action, the General Assembly ^{2/} invited all relevant organs of the United Nations system "to develop and implement, during the first half of the Decade ... a joint interagency medium-term programme for the integration of women in development".

^{2/} General Assembly resolution 3520 (XXX), 15 December 1975.

9. In the formulation of this joint programme, the first ad hoc interagency meetings, held at Geneva from 1 to 8 September 1976, selected the following five areas for concentrated action: national development planning and monitoring system; participation in political life; participation in economic life; education and training, maternal and child health, nutrition, health and social services. It was proposed that the joint programmes should be implemented when the World Conference on the mid-Decade would be held in two phases: the first covering the years up to 1980 and the second covering the years from 1980 to 1985. As it evolved, the joint interagency programme comprised nine principal objectives dealing with: the integration of women in development; their participation in political life and policy-making; their participation in economic life; their education and training; their participation in cultural and leisure-time activities; their attitudes and communication support; their health, nutrition and social well-being; their family and community life; and emergency situations.

B. Focus of its programmes

10. These principal objectives regrouped the subject areas proposed in the Plan of Action, translating them into over 500 programmes and projects encompassing the entire United Nations system. An attempt was made to cover almost all aspects of the participation of women in the family and community, economy, political, social and cultural life. However, this classification did not necessarily fit in with the programmes already planned or being planned by different United Nations organizations. It thus required that each organization undertake a separate exercise to incorporate a women's component into its programmes. Out of discussions and consultations an interagency programme 3/ emerged. A synthesis of activities (revised in 1978 4/), which attempted to provide a global view of activities and programmes "which had an actual or potential bearing" on the advancement of women and on their role as "participants and beneficiaries" in the development process, was compiled on the basis of information submitted by various organizations of the United Nations system. This synthesis provided an inventory of the programmes and activities of the United Nations system. In the introduction, it was indicated that "in many instances it was difficult to draw a clear line between projects which are 'exclusively designed for the benefit of women' and those that have an 'indirect benefit on their advancement'".

11. In compliance with the invitation of the General Assembly, interested organizations of the United Nations system have developed the requested programme, the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs being the focal point for its elaboration. The programme, which was initially conceived of as dealing with the integration of women in development, was enlarged to cover a much wider field and was geared to the World Plan of Action for the implementation of the Objectives of

3/ General Assembly resolution 32/138, 16 December 1977.

4/ Analysis of the revised synthesis of organizations' activities and programmes relating to the advancement of women (17 July 1977).

the International Women's Year for the United Nations Decade for Women, 1976-1985. Its purpose was to promote effective co-operation and collaboration among all organizations of the system in order to accelerate the system's response to the resolutions of the World Conference of the International Women's Year, held at Mexico City, while avoiding duplication of effort and wastage of the limited resources available.

12. The participating organizations in the United Nations system are, within the United Nations Secretariat, the Division of Human Rights, the Department of International Economic and Social Affairs (the Statistical Office, the Centre for Social Development and Humanitarian Affairs and the Centre for Housing, Building and Planning ^{5/}), the Department of Technical Co-operation for Development, the Department of Administration and Management, the Office of Personnel Services, the Economic Commission for Europe (ECE), the Economic Commission for Latin America (ECLA), the Economic and Social Commission for Asia and the Pacific (ESCAP), the Economic Commission for Africa (ECA) and the Economic Commission for Western Asia (ECWA). The United Nations bodies and specialized agencies include the United Nations Children's Fund (UNICEF), the United Nations Development Programme (UNDP), the United Nations Fund for Population Activities (UNFPA), the United Nations Research Institute for Social Development (UNRISD), the World Food Programme (WFP), the International Labour Organisation (ILO), the Food and Agriculture Organization of the United Nations (FAO), United Nations Educational, Scientific and Cultural Organization (UNESCO), the International Civil Aviation Organization (ICAO), the World Health Organization (WHO) and the World Bank.

13. The programme, as it stands, does not yet constitute a joint undertaking of a common programme by the relevant organizations as envisaged in the World Plan of Action. Rather, it provides an inventory of activities undertaken and planned by interested organizations of the United Nations system, as reported by them to the Centre for Social Development and Humanitarian Affairs in the spring of 1977. The programme, therefore, has yet to be implemented.

II. REVIEW OF PROGRESS ACHIEVED SINCE 1975

A. Policies and recommendations

1. International conferences

14. Consistent with the recommendations of the World Plan of Action and the views expressed at the World Conference of the International Women's Year, a great deal of attention was given to incorporating recommendations on issues of concern to women into the deliberations and recommendations of the world conferences held since 1975. A detailed analysis of the recommendations relating to women and development held under auspices of the United Nations system is contained in a separate report (A/CONF.94/19).

^{5/} Which became the United Nations Centre for Human Settlements (Habitat), located at Nairobi.

15. The Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975 and the World Plan of Action established strong links between the issues relating to women's advancement and the programme of action of the new international economic order. It pointed out quite clearly that the issue of inequality for women was closely related to the over-all economic problem of under-development which existed as a result of inadequate internal and international structures.

16. The focus of efforts since the 1975 Conference has been on economic areas which had hitherto received inadequate attention. In the same year, the General Assembly (on the recommendation of the Second Committee) adopted resolution 3505 (XXX) of 15 December 1975, subsequently resolutions 31/175 of 12 December 1976 and 33/200 of 29 January 1979, in which it requested studies and action programmes on behalf of women as a crucial measure to improve the performance of the developing countries in the priority areas of the new international economic order, such as food, trade, commerce, technology and science and redeployed industries. In compliance with these requests, the Secretary-General prepared a report analysing the implications of the extreme unequal exchange between women's labour input and their economic rewards, both in plantations for export and redeployed industries in developing countries. 6/ Other reports containing crucial policy recommendations and data analysis relevant to the new international economic order were also submitted to related United Nations conferences such as the United Nations Water Conference and the four preparatory meetings for the United Nations Conference on Science and Technology for Development. Concerning the new International Development Strategy, the Secretary-General of the World Conference was involved closely with the work of its Preparatory Committee. The Committee accepted the study on the effective mobilization of women in development, referred to above as basic substantive material for its consideration of policy and strategies on women in the Industrial Development Strategy. The United Nations Industrial Development Organization's first meeting on the role of women in industrialization in developing countries, held at Vienna in November 1978, laid the basis for a more concrete and coherent programme geared towards the integration of women in industrial development. In a number of other world conferences held since 1975, for example, those on primary health care, employment, technical co-operation among developing countries and the World Conference on Agrarian Reform and Rural Development (WCARRD), some steps were taken to link women's questions to global issues. However, there were very few occasions on which a substantive discussion, such as one on women and technology or on women and habitat, took place in plenary meetings, in the committees or in working groups. Thus, there was no further elucidation of the impact of those questions on women or of how their position in society affected these important issues of international concern.

17. Of special significance was WCARRD, in which, as a result of effective and systematic substantive preparation, issues relating to women were officially incorporated in the major background review paper as well as in the official agenda.

6/ Effective mobilization of women in development (A/33/238/Corr.1-6), December 1978.

This critical attention was given to the women's issues in the context of rural development. The various task forces involved were also crucial for channelling the relative success achieved. Although the substantive papers on rural women were not well incorporated into the final recommendations, the follow-up of specific recommendations made on behalf of women achieved, undoubtedly, a more legitimate basis.

2. Global plans and programmes and institutional arrangements

18. At the policy level, the executive organs of the United Nations bodies and specialized agencies made specific statements relating to the objectives of the Decade during the years 1975 to 1980. In the regular activities of the organizations, the emphasis varied, but in the main, their contents remained at the level of stressing the "need" to "introduce" or "incorporate" women's questions into projects and programmes.

19. An examination of selected policy statements, recommendations and resolutions 7/ reveals that action was aimed mainly at incorporating into the existing and future activity of the system what was variously described as "women's perspective", "women's component", "women's viewpoint" or "women's interests". To what extent were the policy statements reflected in the planning and programming exercise during 1975-1980? What was the general trend of the concepts introduced in such programmes, research, reports and studies? This section attempts to indicate the general direction of these issues.

20. In compliance with the recommendations of the World Plan of Action, a variety of "special" mechanisms emerged within the United Nations system. The approaches to creating new institutions differed, however, as is evident from the titles given to the special machinery set up by each United Nations body and/or agency. But more significantly, their "role" varied with the mandate of each organization and the extent and degree to which it was involved in implementing the objectives and aims of the Plan.

(a) United Nations: Centre for Social Development and Humanitarian Affairs

21. In the United Nations, the medium-term plan for 1976-1979 of the Centre for Social Development and Humanitarian Affairs defined the objectives of its Branch for the Promotion of Equality of Men and Women as being: (a) participation of women in policy formulation and decision-making and in development: to collect relevant data identifying obstacles to women's participation; /reporting also on the work of the United Nations Secretariat and the specialized agencies since 1946 on improving

7/ A/CONF.94/20 under "strategies and programmes".

the status of women⁷; to review and appraise progress made in the implementation of the objectives and targets of various General Assembly resolutions for the advancement of women and to evaluate the impact of activities undertaken since 1975 at the national, regional and international levels; to collect and analyse data on the interrelationship of the status of women, population changes and over-all development; to explore approaches to and methodologies for the development of social indicators on women in development; (b) the use of mass media educating public opinion: to study the influence of the mass media on traditional attitudes towards the roles of men and women in present-day society; (c) elimination of discrimination on grounds of sex: analysing comments of Governments on the Draft Convention on the Elimination of Discrimination against Women; to develop effective measures for the protection of women and children in emergency and armed conflict; and to analyse information on the implementation of the Declaration on the Elimination of Discrimination against Women and other related instruments; (d) promotion of the status of women in private law and of the equitable sharing of family responsibilities; (e) support for technical assistance activities in the areas of promotion of equality of men and women.

22. The Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs continued to be a focal point for the implementation of the World Plan of Action and continued to serve as the unit responsible for encouraging and mobilizing action at all levels, national, regional and international within the United Nations system. ^{8/} The Centre also carried out preparatory work for the establishment of the Voluntary Fund for the United Nations Decade for Women and the International Research and Training Institute for the Advancement of Women.

(b) Voluntary Fund for the United Nations
Decade for Women

23. In 1977, the Voluntary Fund established, during the International Women's Year and extended for the Decade 1975-1985, special criteria and arrangements for its management to assist "some countries, particularly the least developed ones, with limited financial resources for carrying out their national plans and programmes for the advancement of women and the implementation of the World Plan of Action". At the intra-agency level, the Voluntary Fund has supported staff of the regional commissions and assists projects and other activities.

(c) International Research and Training Institute
for the Advancement of Women

24. In compliance with resolution No. 26, adopted by the Mexico City Conference, which recommended the establishment of an International Research and Training Institute for the Advancement of Women, preparatory work was started in 1975 for its establishment. In January 1980, its programme budget was adopted for the biennium 1980-1981 by its Board of Trustees, convened for the first time at Geneva from

^{8/} Background paper submitted by DIESA.

22 to 26 October 1979. A number of financial, administrative and political reasons delayed the establishment of the Institute. The Institute is expected to move to the Dominican Republic, the host country, during the fall of 1980. In the meantime, the preparatory work is being carried out in New York at United Nations Headquarters with a small staff recruited on a short-term basis. The role of the Institute will be to stimulate and assist, through research, training and collection and exchange of information, the efforts of intergovernmental, governmental and non-governmental organizations for the advancement of women in economic, social and political areas. Its purpose is to support and strengthen these efforts by providing data, information, research and training.

(d) United Nations: Department of Technical
Co-operation for Development

25. During 1974, the Department of Technical Co-operation for Development (DTCD) designated "focal points" in various branches to promote "the integration of women in development". The focal points are responsible for initiating follow-up activities and co-ordinating actions on "matters concerning women in development within their respective offices". The "focal points" advise on the preparation of projects concerning women, the management of ongoing projects and evaluation of results. For example, the Department participated in a joint UNDP interagency assessment designed to increase rural women's participation in development.

(e) International Labour Organisation

26. In June 1975, the International Labour Organisation adopted a declaration and two resolutions on equality of opportunity and treatment of women workers, which laid down general principles and proposed, *inter alia*, specific policy measures to ensure equality of access to employment, education and training. The World Employment Conference of 1975 took these recommendations a step further by placing special emphasis on the need to improve the status of women, particularly in developing countries and especially in rural areas.

27. The ILO mid-term plan (1976-1981) reflected the recommendations embodied in the 1975 Declaration and resolution. The priority areas, as defined in the plan, included the need to increase employment opportunities for women in both developed and developing countries, the improvement and training of women workers' skills, practical measures for the implementation of the principles of equal pay and the elimination of discrimination against women in all systems including that of social security.

28. In April 1976, the ILO established an "office for women workers' questions", the main responsibility of which was to advise the ILO technical units to reorient their programmes to meet the needs of women workers and to co-ordinate all activities into a coherent programme. The office was also assigned the responsibility of co-ordinating its activities within the United Nations system and

promoting action by Governments, employers and workers' organizations. It attempted to ensure that issues concerning working women received due consideration in all aspects of ILO activities, including employment, training, labour legislation and administration, working conditions and social security. During 1978 and 1979, the office undertook original research, particularly in the statistical analysis of labour force participation rates in Asia, Africa, Latin America, the Organisation for Economic Co-operation and Development (OECD) and Council for Mutual Economic Assistance (CMEA) countries. Among all its activities, the office continued to act as a clearing-house to update information on women workers around the world.

(f) Food and Agriculture Organization of the United Nations

29. Following the eighteenth session of its annual conference 9/ on the integration of women in agricultural and rural development in 1975, FAO prepared an operational framework in the form of "guidelines" to facilitate the work of its offices in the field. These guidelines were intended to direct the attention of the experts to women's economic contribution and to initiate and develop projects with this in view. In 1979, the Declaration of Principles of the World Conference on Agrarian Reform and Rural Development (WCARRD) stated that "women should participate on an equal basis with men in social, economic and political processes of rural development and share fully in improved conditions of life in rural areas". Further, the Conference also recommended a series of special measures to ensure women's equality of legal status with respect to ownership and control of land and other properties, access to rural services and participation through collective action in decision-making and in education and employment policies. In April 1975, the Director General of FAO established an "interdivisional working group on women and development" (IDWG) 10/ to advise him on relevant policies and programmes for the purpose of "integrating women in the agricultural and rural development efforts". The working group, in turn, established four task forces (in different areas) to create awareness of the economic and social significance of the role of women in the four different areas of concern. The working group is serviced by a secretariat based on the Home Economic and Social Programme Services in the Human Resources Institutions and Agrarian Reform Division. More recently, as a follow-up to the World Conference on Agrarian Reform and Rural Development in 1979, a number of subgroups, including one on "women and development", was appointed to prepare operational guidelines for the reorientation of the activities of FAO in order to reach women more effectively in rural areas.

(g) United Nations Educational, Scientific and Cultural Organization

30. The draft adjustments to the medium-term plan 1977/1982 have led to a redefinition of the objectives concerning the status of women and the participation

9/ FAO/IDWG/WID - Director-General's Bulletin 76/18, April 1976.

10/ FAO, Council resolution 2/66, 1975.

of women in development through a more dynamic approach closely linked to the general problems of economic and social development. As a consequence, project proposals in UNESCO are systematically examined to ensure that they include elements which promote equality of education among men and women. While continuing and expanding its activities for equal educational opportunities for girls and women at all levels of education and training, UNESCO greatly increased its activities in the field of social sciences. It especially engaged in changing attitudes and bringing about socio-economic changes in the fields of culture and communications, particularly in the mass media, in the field of science and technology and in women's access to scientific education, training and careers. Under its approved programme for 1979-1980 and 1981-1983, UNESCO activities come under the threefold objectives of the Decade: the promotion of equality between women and men, the integration of women in development and the role of women in the strengthening of peace.

31. Resolution 16.1 adopted by the nineteenth session of the General Conference of UNESCO, invited the Director-General "to present at future sessions of the General Conference, through 1986, a special report describing progress made by UNESCO in attaining the goals of the Decade for Women in its areas of competence". It also invited the Director-General to consider setting up within the secretariat an intersectoral committee to co-ordinate efforts related to all the programme sectors, to stimulate future efforts at improving their status and to consider calling on an ad hoc advisory committee of experts to assist periodically in these tasks. The resolution invited the Director-General to include within all project documents for both regular budget and extrabudgetary activities an impact statement of how the project was expected to affect women as both participants and beneficiaries. The question of application, especially with respect to operational proposals, is under study, the indication, however, raises complex technical problems which there is reason to believe can only be solved or can best be solved if UNESCO sets up an integrated evaluation system. In the framework of activities such as education policies, planning, administration and management, all the studies carried out in co-operation with Member States for the development of education projects include analyses according to sex which are designed to detect any discrimination in that regard.

32. An intersectoral committee grouping the programme sectors was formed in 1978 and meets regularly. An advisory group of experts met in July 1979 to provide counsel for all of the UNESCO programmes on behalf of women.

(h) World Health Organization

33. Similarly, the WHO Assembly in 1978 requested the Director-General to promote the active involvement of women in the planning, decision-making and development processes of health service systems, particularly primary health care, to strengthen its programmes to the specific problems of women. The most important policy change in WHO during the first half of the Decade was the commitment made by member States to the "attainment by all peoples of the world by the year 2000 of a level of health that would permit them to lead a socially and economically productive life". Within this broader framework, the health of women was seen as

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an essential pre-condition for their full participation not only in their roles as workers and mothers, but also as full members of society. As a logical corollary, this means that the life and work cycle of women must be placed in better perspective on all health questions.

34. The World Health Organization set up an "interdivisional working group" in November 1976 which, until late 1979, analysed and reviewed the programme of activities and also established "focal points". In early 1980, a "resource person" was appointed by the Director-General to advise on matters concerning "women, health and development" and to support the existing regional focal points selected, special country level projects to examine the role of women in primary health care.

(i) United Nations Development Programme

35. In 1977, UNDP set up detailed guidelines on the "integration of women in development" for all field offices on the modalities and advantages of increasing women's participation in the programmes of technical co-operation. To ensure their implementation, a "special promoter of women's interests" was appointed in each of the four regional bureaux and headquarters of UNDP, so that proper programming attention was given to the needs and potentials of women, whether as participants in UNDP-supported activities or as beneficiaries. A feedback system was provided to enable the Bureau for Programme Policy and Evaluation to examine what was being done with respect to the integration of women at the project level. In addition, audio-visual information and training material to help planners increase and upgrade the participation of women in development were also being prepared. A more recent programme implementation report 11/ provided an evaluation of UNDP activities during the past five years. Among various recommendations, the report refers to "a major finding", which relates to the fact that "government interest in and understanding of rural women's role in development has reached a point where action is, in most instances, not only possible but opportune".

(j) World Bank

36. The World Bank adopted a policy line in 1977, the basic aim of which was to ensure that concern for women was an integral part of project design and that this concern was reflected in its negotiations with countries in the design and implementation of almost all World Bank-supported projects and their impact on women assessed as part of its costs and benefits.

37. In 1978, the World Bank appointed an "adviser", who is responsible for reviewing its projects at an early stage of formulation on "women and development". The office of the adviser has developed criteria for examining projects in order to determine whether the proposed project responds to women's needs and makes use of their abilities, finds new opportunities for their participation and provides for their sharing of the benefits.

11/ UNDP, "Summaries of action-oriented assessment of rural women's participation in development", Report of the Administrator (DP/453 of 14 March 1980).

(k) United Nations Fund for Population Activities

38. The UNFPA guidelines of 1979 also stressed some of these points in aiming at women, population and development activities. Taking all regions together and comparing the project support before and after 1975, it suggested that there was a noticeable shift to projects which combined action-oriented and relevant research concepts. Among others, family life education projects were given priority. Thus, nearly 40 per cent of the projects since 1975 were research-oriented as compared to 18 per cent before 1975.

39. According to its guidelines, UNFPA may support the establishment of "a focal point" at the national level. It may also sponsor and support women's programmes and to give special attention to the participation of women in population and other development programmes. Most UNFPA-supported projects benefit women "even if that is not included among the stated objectives of some of them e.g. maternal and child health and family planning programmes".

(l) United Nations Children's Fund

40. The emphasis in the policy of UNICEF prior to 1975 had been on women as mothers/nurturers and the mother/child relationship within the home milieu. The main concern of UNICEF was with health-care services, child-rearing and home improvement.

41. After 1975, the emphasis broadened from these traditional roles towards improving women's literacy levels and skills and adopting concrete measures to improve their economic contribution to the family described as "income generating activities".

42. In 1978, to co-ordinate its regular activities relating to women and children, UNICEF appointed a "senior adviser" in family/child welfare and community organization at the headquarters. Similarly, each of the six regional offices of UNICEF has one person specifically charged with the responsibility of advising on and/or implementing UNICEF policies on women in the region. The United Nations Children's Fund aims to reflect women's concerns in its regular activities and for this reason, some of the special women's programmes conceived after 1975 are being phased out.

(m) United Nations Industrial Development Organization

43. In 1975, UNIDO, in the Lima Declaration and the Plan of Action on Industrial Development and Co-operation adopted by the Second General Conference of the United Nations Industrial Development Organization, laid the basis for the development by the organization of programmes geared specifically towards the integration of women in industrial development. The organization is planning to undertake research on selected industries, such as textiles and food processing where women employees predominate, in order to analyse in depth their conditions of life and work in factories.

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44. The Industrial Development Board at its thirteenth session requested the Executive Director (a) to undertake studies relevant to selected industries such as electronics, food processing and pharmaceutical and textile industries and their impact on women; (b) to take the possible impact of redeployment on women and to submit the results of these studies to the Third General Conference of UNIDO.

45. In 1979, as a result of the recommendation made by the Seminar on the Role of Women and Industrialization, held at Vienna in November 1978, UNIDO established an "Interdivisional Working Group" on the "Integration of Women in Industrial Development". Its terms of reference are to co-ordinate activities within the secretariat relating to the "integration of women in development" and review and co-ordinate related activities with other United Nations agencies.

(n) United Nations Conference on Trade and Development

46. No specific policy lines with respect to the inclusion of issues relating to women were adopted by UNCTAD. At the fifth Conference, held at Manila in July 1979, one of its major resolutions (No. 112, para. 25) made indirect reference to women by addressing "disadvantaged social groups". Based on these resolutions, UNCTAD has initiated a study on the role of women in technological transformation. It has also stated its intention to promote the integration of women in development through its international programmes of training, especially in the field of certain areas of international trade. That report was intended for submission to the 1980 session of the Special Committee on Technology Transfer. Unfortunately, the report could not be completed on time.

(o) World Food Programme

47. Since 1975, WFP brought into focus the examination of the type of role women played as "beneficiaries" in WFP-aided projects. There were indications from WFP reports and studies that women's role and status would be a focal point for future planning and project orientation, wherein they would be considered as "active participants and agents of change". Thus, it may be seen that the institutional arrangements made to carry out programmes varied from one organization to another. While the World Bank, UNICEF and WHO appointed "co-ordinators", FAO, WFP, WHO and UNIDO established "interdivisional working groups" and UNESCO set up an "intersectoral committee" on "women's activities". The ILO established a special bureau to co-ordinate and promote activities relating to women workers' questions after 1975.

48. The funding agencies, such as UNFPA, owing to the nature of their mandates, did not set up any "focal points" as such, but supported the financing of such points at the national level. In 1975, UNDP created a task force on "women and development issues". Similar task forces were set up by WHO and UNICEF at regional levels. The Food and Agriculture Organization of the United Nations established a special subgroup on women and development.

(p) United Nations Institute for Training
and Research

49. The United Nations Institute for Training and Research has included, whenever possible, an integral component on the situation and role of women in various subjects under study. For example, in a series of science and technology working papers prepared by UNITAR in connexion with the Conference on Science and Technology for Development, it included four papers to be published in one volume, written by women and relevant to the role of women.

3. Regional plans and programmes and
institutional arrangements

50. The World Plan of Action gave high priority to regional action and to the role of the United Nations regional commissions for Africa, Asia and the Pacific, Europe, Latin America and Western Asia. The Plan stated that these commissions "should stimulate interest in the Plan and provide national Governments and non-governmental organizations with the technical and informational support they require to develop and implement effective strategies to further the objectives of the Plan in the region". 12/

51. The General Assembly also stressed the importance of regional action in its resolutions 3520 (XXX) of 15 December 1975 and 3490 (XXX) of 12 December 1975. In the former, it called upon the regional commissions to develop and implement as a matter of priority effective strategies to further the objectives of the Plan at the regional and subregional levels, bearing in mind their respective plans of action. In the latter, it called on organizations of the United Nations system including the regional commissions "to review annually the activities they have undertaken in accordance with the World Plan of Action ... and to integrate such reviews into the reports submitted to the Economic and Social Council".

52. The Plan of Action also recommended "that regional commissions establish machinery" to stimulate interest in the Plan and to provide Governments and non-governmental organizations with the support they need to carry out its objectives, possibly by setting up a "regional standing committee of experts" from countries of the region to act in an advisory capacity to the Commission both for current activities as well as for future planning.

53. Two regional plans of action for Asia and the Pacific and for Africa preceded the World Plan of Action. Two regional plans of action - for Latin America (November 1977) and for Western Asia (June 1978) - were adopted during the periods under review.

54. Three of the four regional plans of action, namely those of Africa, Latin America and Western Asia, incorporated provisions regarding the establishment of institutional arrangements and/or machinery to implement their aims and objectives.

12/ Ibid., pp. 38-39.

These arrangements were further elaborated or strengthened by the recommendations of the regional preparatory meetings held in late 1979 for the World Conference. 13/

55. The institutional arrangements of these three plans of action fall into two broad categories. Those at the intergovernmental level and those at the secretariat level. The salient features of the evolution of the regional institutional machinery are provided below under each of the sections dealing with the programmes and institutional arrangements of each region.

(a) Economic and Social Commission for Asia
and the Pacific

56. As a follow-up to the Regional Plan of Action for Asia and the Pacific, which was adopted by the Commission (ESCAP) at its thirty-first session, a Regional Seminar on the Participation of Women in Political, Economic and Social Development, with Special Emphasis on Machinery to Accelerate the Integration of Women in Development, was organized by the United Nations Centre for Social Development and Humanitarian Affairs in co-operation with ESCAP, and held at Kathmandu, Nepal, from 15 to 22 February 1977. The seminar aimed at exchanging views and experience on measures necessary for the implementation of the regional plan.

57. The seminar recommended that provisions should be made for adequate training programmes for women as an essential part of the integrated rural development programme and teams sent out for rural development should include experts on women's needs and interests.

58. Several evaluation studies undertaken by ESCAP 14/ pointed out that although many projects were undertaken on behalf of women throughout the region, most of them failed to achieve the main objectives of the regional plan of action. As they tended to concentrate on such development activities as cottage and handicraft industries which were traditionally female, they did not offer new economic opportunities to women, especially within the so-called male professions which require new technological skills. Moreover, such projects did not affect large numbers of people, both men and women, since the average participation in such projects was limited. Some benefits, however, were derived from such projects because they increased the awareness of both men and women about new possibilities for increasing their incomes. These positive impacts had wider repercussions at national levels only in those countries where strong political support was offered from the Government as well as from women's organizations in the form of market facilities that could absorb higher levels of productivity, better credit facilities and the introduction of technological changes that actually brought a raise in employment levels.

13/ A/CONF.94/15, p. 20.

14/ Studies submitted by ESCAP to the United Nations Centre for Social Development and Humanitarian Affairs in compliance with General Assembly resolution 33/200, 29 January 1979.

59. Obstacles leading to failures were related mainly to oversight in the planning stages with respect to women's needs relating to conveniences such as appropriate market hours and transportation facilities. Another aspect of the obstacles dealt with the inadequate specification of goals and priorities which led to diffusion of activities and funds. Finally, because projects were built almost exclusively around the so-called female areas, they actually helped to maintain women's low socio-economic status and increased segregation based on sex. Rather, they should have been used as entry points and as a means to achieve the ultimate goals for women's full participation within the entire range of the economic, social and political developmental process.

60. The Plan of Action for Asia and the Pacific, as stated earlier, did not contain recommendations for institutional arrangements at the regional level either for intergovernmental advisory committees or for the allocation of posts in the secretariat specifically entrusted with issues of concern to women. It recommended that a dynamic long-term programme should be drawn up by the units of the regional commissions primarily concerned, namely, the population and the social development divisions. The Executive Secretary was requested to seek adequate financial and staff resources for such a work programme.

61. On 27 February 1977, the Asia and Pacific Centre for Women and Development was established in Teheran, on the recommendation of ESCAP, as an autonomous research and training institution under its aegis (resolution 165 (XXXII)).

62. The Centre, within the framework of the regional plan of action and in accordance with its mandates, has carried out country level training courses; prepared a training manual for the training of rural aides; designed a curriculum for literacy corps training; organized workshop and consultations; provided technical and advisory services to member Governments on formulation of development planning, formulation of plans of action for women, establishment of national machinery for women, project design and implementation; established a clearing house of information; commissioned a number of case studies and research papers; visited and held consultations at the national and subnational levels and with non-governmental organizations and development assistance personnel in 12 regional member countries; and established its advisory committee with experts drawn from Fiji, India, Indonesia, Iran and Japan.

63. The Centre was moved to Bangkok in 1979 by a decision of the Governing Council of the Research and Training Institutions.

64. By a resolution of ESCAP, adopted at its twenty-fifth session at Manila in March 1979, the Centre is to be integrated into a new Asian and Pacific Development Centre (APDC), along with a number of other regional institutes, to be established by July 1980 in Kuala Lumpur.

65. A regional preparatory meeting for the 1980 World Conference of the United Nations Decade for Women was organized jointly by ESCAP and the Conference at New Delhi from 5 to 9 November 1979 in response to Economic and Social Council resolution 2062 (LXII) of 12 May 1977, which invited the regional commission to

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consider the holding of regional preparatory meetings on the themes of the Conference as a means of contributing to the Conference. The report of the regional preparatory meeting was circulated under the symbol A/CONF/94/15.

66. The meeting included a special recommendation on the establishment of appropriate regional machinery. The meeting urged that "the United Nations bodies should consider establishing units within the organizations wherever appropriate, if such did not already exist, for ensuring women's participation in development. Such units should be adequately staffed and equipped with adequate budgetary support ..."

(b) Economic Commission for Africa

67. The African Regional Plan of Action for the Integration of Women in Development was adopted by the Economic Commission for Africa (ECA) prior to the adoption of the World Plan of Action by the Mexico City Conference.

68. In 1975, the African Training and Research Centre for Women was established with the following objectives: (a) to carry out research in areas relevant to the integration of women in development with emphasis on rural areas; (b) to provide in-service training formally and on-the-job; (c) to organize the African women's development task force; and (d) to serve as an information and resource centre.

69. The establishment of the Centre and the proclamation of the International Women's Year gave impetus to the work of ECA relating to women.

70. In the period between 1975 and 1977, several seminars were sponsored by ATRCW in several African countries with a view to encouraging the establishment and/or strengthening of institutional arrangements and machinery by national Governments and to facilitate the integration of women into development.

71. The first regional conference was held at Nouakchott, Mauritania from 27 September to 2 October 1977 for the implementation of national, regional and world plans of action for the integration of women in development. Between 1977 and 1980, itinerant workshops and programmes to improve the situation of women were held in several countries in the region in response to the requests for assistance in in-service training of personnel for planning, implementing and supervising programmes in rural areas. In December 1977, a workshop of women's participation in handicraft and other small-scale industries was held in Kitwe, Zambia, to work out strategies for income-generating activities for women. During the period 1978 to 1979, major efforts of ATRCW were directed to the development of national and subregional machinery for co-ordinating work relating to the integration of women in development and to preparation, implementation and evaluation of project proposals by heads of national machinery in the three subregions, Eastern Africa, Southern Africa, Central Africa and Western Africa.

72. A workshop on the development of day-care centres in Africa was held in collaboration with UNICEF from 12 to 17 February 1979, to publicize the role of

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day-care centres in improving the access of women to economic opportunities and to discuss in what ways ECA and other interested agencies could assist individual countries to set up and improve the day-care centres.

73. Studies were undertaken on indicators of women's integration in development in Liberia; methods for and extent to which women have been integrated in national development planning in the United Republic of Cameroon, the Niger and Upper Volta; the involvement of women in mass media in Sierra Leone and the Niger.

74. The Second Regional Conference, which also served as a regional preparatory meeting for the 1980 World Conference, was organized in Lusaka, Zambia from 3 to 7 December 1979. The report of the Conference was circulated under the symbol A/CONF.94/17.

75. The organization and machinery to "widen opportunities for women to participate in development" was incorporated in the regional plan of action after ECA had already established a long-term programme for the integration of women in development. The Plan proposed additional machinery, spelt out its terms of reference and created an African institutional infrastructure.

76. The African Regional Co-ordinating Committee on the Integration of Women in Development advises the national commissions and women's bureaux as well as ECA in its work relating to women in development and co-operates with international and regional organizations. The African Research and Training Centre for Women 15/ has the responsibility of assisting and encouraging States members of ECA and voluntary agencies (including women's organizations) in strengthening the roles of women in development.

77. The subregional machinery consisted of the subregional Committees for the Integration of Women in Development which linked the machineries for the integration of women to the structure of the multinational programming and operational centres (MULPOCS) at Gisenyi, for the Economic Community of the Great Lakes, Lusaka for Southern and Eastern Africa, Njamey for West Africa, Tangier for North Africa, and Yaounde for Central Africa.

78. The Second Regional Conference organized by ECA 16/ also stressed the need for adequate machinery by proposing that "in view of the decentralization policy of ECA, the Centre (ATRCW), 17/ which is a part of the Division of Social Development, should concentrate on project development, conceptual clarity, the review and appraisal of progress and clearing-house functions. It also proposed

15/ This Centre was to emphasize itinerant national training (rural development, small industries, co-operatives and communications, research and collection of information, revolving fund and an African Women's Development Task Force.

16/ Lusaka, 3-7 December 1979.

17/ The African Research and Training Centre for Women has formulated a strategy to include a women's dimension in the regular activity of ECA. Furthermore, the Centre will endeavour to strengthen the existing regional research and training to implement its programmes.

that a "division for the integration of women in development should be established during the next half of the Decade". The functions of this proposed division would include assisting member States in designing and implementing programmes, promoting at the national, regional and subregional levels an interdisciplinary and multisectoral approach, assisting women in their efforts to mobilize and gain access to available resources (both in law and in fact) and offer necessary assistance to women in the new liberation areas in southern Africa.

(c) Economic Commission for Latin America

79. A regional Seminar on the Participation of Women in Economic, Social and Political Development was organized by the United Nations Centre for Social Development and Humanitarian Affairs in co-operation with ECLA in Buenos Aires from 22 to 30 March 1976, as a follow-up to the 1975 World Conference.

80. The seminar recommended that the special needs of women should be placed on the agenda of regional conferences and seminars and that the recommendations of these seminars and conferences should include special reference to the way in which they might affect women.

81. It made a number of recommendations to the specialized agencies, the Voluntary Fund, to the World Employment Conference, to the Habitat Conference and to the fourth United Nations Conference on Trade and Development. In its recommendations to ECLA, the seminar recommended more meetings at the subregional level, regional research projects which would include at least one country from each of the regional subgroupings and a special country study on the Caribbean. The seminar requested the establishment of a working group under the sponsorship of the United Nations, formed by experts appointed by the Governments to prepare a preliminary draft regional plan of action.

82. A regional Plan of Action for the Integration of Women into Latin American Economic and Social Development was adopted by the Committee of the Whole of ECLA on 21 November 1977. Thus, the period within which the formulation and implementation of programmes for the ECLA region could take place was much shorter.

83. At the intergovernmental level, the ECLA Plan of Action proposed on a permanent and regular basis at intervals of not more than three years, a United Nations Standing Regional Conference on the Integration of Women in Development and of Latin America to, inter alia, determine regional and subregional needs for technical assistance, to recommend action, to review activities of ECLA and United Nations agencies, to implement the regional plan etc.

84. Within the ECLA secretariat, the ECLA Plan of Action proposed to create (including Instituto Latinoamericano de Planificación Económica y Social (ILPES) and Centro Latinoamericano de Demografía (CELADES)) a "specialized interdisciplinary unit on women's integration in development" funded from the regular budget of the United Nations. Its function was to periodically evaluate the legal, economic, political, social and cultural status of women both of rural

and urban areas ...¹⁸ in the different countries. "This specialized interdisciplinary unit" was to ensure that all of the programmes of ECLA "reflect a concern for women's needs" and to ensure that the recommendations of the United Nations regional ¹⁸/ conferences on questions concerning women are implemented. The subregional offices of ECLA were to act as liaisons between the Governments of the respective subregions and the secretariat's specialized unit on women's problems.

85. Until January 1978, when a special unit was established in the Social Development Division, ECLA operated with limited consultant resources for carrying out studies on the situation of women and development, and on women and the family. Other projects included improvement and utilization of data and exchange of information, improving the methodological basis for census, data collection within the family, workshops, integrated projects for the Caribbean region and in co-operation with UNESCO, regional workshops on the effects of the media on the life of women. In projects carried out in co-operation with specialized agencies such as UNICEF, UNESCO, ILO and WHO, the activities of ECLA were primarily directed towards studies and organization of regional and subregional working groups.

86. The second ECLA regional conference was held in November 1979 and was aimed as a regional preparatory meeting for the World Conference of the United Nations Decade for Women. It took a very strong position on implementation of its plan of action, which was adopted in 1977. It also decided to focus on priority areas closely related to the new international economic order and the third development strategy. These priority areas include actions on review of national legislation with emphasis on civil law, family law, labour and agrarian laws and criminal laws; eradication of illiteracy, health and day-care for women workers especially in rural areas, technical co-operation programmes to benefit women and finally, those projects which are more directly involved with the New International Development Strategy. It recommended that higher-level government experts (SEGAN) formulate policies and projects involving women in the regional process within the objectives of NIEO.

87. It also recommended that "the existing committee of high-level government experts" should include in its periodic reviews an appraisal relating to the economic and social development of women in the regional development process to achieve the objective of the new international strategy. The permanent secretariat of the Latin American economic system (SELA) was also brought into the institutional framework to identify and generate economic co-operation projects which effect the position of women. The secretariat of ECLA would also act as the permanent secretariat for the regional conference and would regularly consult with its presiding officers. The Economic Commission for Latin America would also regularly convene interagency meetings on the implementation of the plan.

¹⁸/ The subregional offices of ECLA were to act as liaison offices between the Governments of respective subregions and the secretariat of the specialized unit on women's problems as regards programmes of technical assistance in collaboration with national bodies in charge of women's integration in development.

(d) Economic Commission for Western Asia

88. In line with the recommendations of the World Plan of Action, a regional plan of action was drawn up by a panel of experts at the initiative of the Economic Commission for Western Asia (ECWA). The plan was discussed and adopted at a regional meeting of government representatives held in Amman in June 1978. The recommendations of the plan were approved by the Commission in resolution 65 (V) in 1978. The plan provides comprehensive recommendations for national, regional and international action.

89. In its plan of action, 19/ adopted by the regional meeting held at Damascus, Syrian Arab Republic, from 10 to 13 December 1979, ECWA included the formation of "a special unit for the advancement of women" as a part of the secretariat of ECWA to undertake interdisciplinary studies, collect data and provide advice to the commission member States. It also proposed the setting up of "a committee to co-ordinate women's programmes" in consultation with the regional offices of UNDP and specialized agencies. The terms of reference of the proposed committee included monitoring "the advancement of women" and evaluating "the effectiveness of the technical assistance" provided by the United Nations organizations.

90. In the implementation of the regional plan of action, an important part of the work programme of ECWA was involved with two major projects, the issues of both of which were closely related to the proposed programme of the New International Economic Order. One project consisted of workshops on national development planning with a view to developing new ways of integrating women into the over-all priorities set by the various national and sectoral plans. It was scheduled to begin in November/December 1979 and was to be carried out in co-operation with ECA with 22 African and Arab-speaking countries participating in the project. The project also involved the preparation of training materials and collection and review of development-oriented studies on the impact of policies effecting women's activities. It is to be noted, however, that the duration of the workshop itself and the training delivered was to cover only a two-week period.

91. The second major project aimed at providing appropriate social services for rural women and was to be undertaken in two stages. The first covered an inventory and assessment of existing social services for rural women based on which revisions and new policies were to be proposed. The second was intended to promote curriculum development and training programmes. Eight countries in the region were official participants in the project, the duration of which would be 17 months. In addition to these two projects, ECWA was preparing a policy-oriented research project with two main objectives, first, to delineate the economic factors, especially the labour market sectors, and the social factors that contribute to reduce women's participation rates and secondly, to elaborate guidelines and recommendations for maximizing women's participation within what the project calls "optimal framework" to promote higher mobility in the workshops.

19/ See A/CONF.94/18.

92. A number of United Nations agencies and local voluntary organizations, particularly FAO, UNICEF, UNDP, UNTCD, UNESCO, UNFPA and the Voluntary Fund have promoted research for rural women and training courses for rural workers. In co-operation with ECWA, a regional workshop for women's extension courses was held at Baghdad in 1979, financed by the Voluntary Fund. However, a recent UNDP mission to select countries in Western Asia described the constraint of these programmes as being that they reached a very small percentage of the total population, they followed traditional patterns concentrating on sewing, embroidery and some home economics, with very little attention to functional literacy, nutrition, health education, child care or family planning and management, that women, although engaged in agricultural work, were not included in agricultural training programmes and that studies on the lives of rural women were still insufficient. 20/

93. In formulating its priorities, the regional preparatory meeting of ECWA 21/ also emphasized the significant role of setting up "special" mechanisms and structures for co-operation and co-ordination at the regional and international levels "in order to enhance the possibility of meeting increasing responsibilities in the future for implementing the programme of action". In this connexion, the meeting proposed the formation of a co-ordinating committee (for women's programmes undertaken by ECWA, regional offices of the United Nations specialized agencies, UNDP and the Arab League) and a special unit for women's programmes as part of the organizational structure of the ECWA secretariat.

(e) Economic Commission for Europe

94. It is to be noted that no regional plan of action was adopted for the region of the Economic Commission for Europe (ECE). However, a seminar on the Participation of Women in the Economic Evolution of the ECE Region was organized by ECE from 1 to 12 July 1979 at Paris. The seminar was aimed at drawing conclusions concerning the participation of women in the economic life of the ECE region and to look for ways and means of shaping the patterns of education, training, employment, earning and working conditions. The recommendations were to contribute - at a regional level - to the World Conference. The report of the seminar was circulated under the symbol A/CONF.94/14.

4. Formulation of international standards

95. The greatest achievement, perhaps, in the areas of international action recommended in the World Plan of Action, has been in the area of formulation of international standards. The adoption of the Convention on the Elimination of All Forms of Discrimination against Women by the General Assembly (resolution 34/180 of 18 December 1979) marked a milestone in the work of the United Nations

20/ "Integration of women in development in Arab countries", UNDP report submitted by an exploratory programme mission in 1977.

21/ See A/CONF.94/18.

in the formulation of international standards. The Convention will enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.

96. The Convention provides for the establishment, after the thirty-fifth ratification or accession of 23 experts, of a Committee on the Elimination of Discrimination against Women consisting initially of 18 persons. The question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, aggression, occupation and all forms of foreign domination was discussed in the Commission on the Status of Women at its twenty-seventh session, by the Economic and Social Council at its session in 1978 and by the General Assembly at its thirty-second session. In General Assembly resolution 32/142 of 16 December 1977 and in Economic and Social Council resolution 1978/29, the Commission on the Status of Women was requested to consider a report by the Secretary-General containing the views and proposals received from Governments, the specialized agencies and other intergovernmental and non-governmental organizations in consultative status with the Council regarding the nature and context of a draft declaration. In the light of these views, the Commission was to consider the question of elaborating a draft declaration with a view to submitting it to the World Conference. Accordingly, a report of the Secretary-General which contained the views and/or proposals on the nature and context of a draft declaration, including the text of a draft declaration as submitted by the German Democratic Republic, was prepared by the Conference secretariat. The Commission, at its twenty-eighth session, adopted a resolution recommending that the General Assembly should consider those questions at its thirty-fifth session in 1980.

5. Women in international secretariats

97. The World Plan of Action recommended that:

"Secretariats of the international organizations should set an example by eliminating any provisions or practices in their employment policies that may be discriminatory against women. They should also take all necessary measures to ensure that an equitable balance between men and women staff members shall be achieved before the end of the Second United Nations Development Decade and establish goals, strategies and time-tables to achieve this end. The equitable balance should apply to all substantive areas and to field posts where operational programmes are initiated and carried out."

Furthermore, international organizations were requested to review the implications of the Plan in the context of their own existing and new programmes and to make appropriate recommendations to their governing bodies on any revision of their financial and administrative arrangements that may be required to implement the Plan.

98. In compliance with the recommendations of the Plan of Action and of the resolutions of the Commission on the Status of Women and of the General Assembly, a number of efforts have been made to undertake a closer examination of the position of women in the international secretariat. For example, in 1975, the ILO Director-General appointed the Working Party on Equality of Opportunity and Treatment for Women which submitted a report in March 1977 documenting the disadvantaged position of women in the secretariat. The report noted that women comprised two thirds of the General Service category in Geneva and less than one sixth of the Professional and that within each category they tended to be recruited at lower grades than men and experience slower advancement.

99. Similarly, an FAO committee report noted "the relatively low numbers of women in the Professional category was largely due to the specific nature of FAO's activities". The committee agreed with the Director-General that member countries, particularly the underrepresented countries, should be encouraged to assist him in improving the recruitment of women in the secretariat. In a policy statement issued on 14 October 1977, the Director-General 22/ stated that "differential treatment based on sex has been eliminated from the staff regulations and staff rules but these changes in the statutory provisions, by themselves are not sufficient to bring about genuine conditions of equality ...". They must be accompanied by a change of attitude and perception on the part of the staff both men and women as well as changes in administrative and personnel policies and practices.

100. In July 1977, UNITAR convened a colloquium, which urged that the highest priority be given to the establishment of an effective mechanism of policy statements and guidelines for all the departments of the United Nations system indicating the measures to be taken to bring about an equitable balance between men and women at all levels. To this effect, the colloquium recommended that:

(a) Intermediate and long-term targets for the recruitment of women, including at the decision-making grades, to be identified by every organization or programme with a goal of 30 per cent of all Professional staff to be female by the end of 1980;

(b) Recommendations were also made for Governments to include an equal number of women and men in their nominations of candidates;

(c) Particular attention should be given to the assignments which were not to follow sex stereotyped roles given to women, both on appointment and subsequently, for promotion, widest possible training, and finally that for an interim period, preference should be given to women whenever two candidates for promotion (male and female) were equally qualified, in order to correct the present imbalance.

101. The Secretary-General of the United Nations laid down his policy on equality of men and women in the Secretariat in his bulletin ST/SGB/154 of 8 March 1977.

22/ FAO, Director-General's Bulletin, 14 October 1977, No. 77/57.

He recommended various administrative measures to promote equality of opportunity and treatment of women staff members, including the establishment of a panel to investigate allocation of discriminatory treatment; reviewing of promotion and assignment of responsibility and use of competitive examinations to determine objectively the qualifications for the advancement of women. Similar policy statements were made by the executive heads of the United Nations bodies and specialized agencies made similar policy statements aimed at concerted efforts to improve the position of women and at eliminating discrimination against women.

102. In December 1977, a report of the Joint Inspection Unit analysed the status of women in the "Professional category and above in the United Nations system" and put forward a number of recommendations based on questionnaires, replies and interviews with staff members. The report advocated the adoption of targets (wherever possible for each major unit), expressed in terms of actual percentage increases as well as over-all percentage goals for 1980 initially and subsequently until 1985. The report also pointed to the need for greater liberalization of the existing provisions concerning maternity leave, parental leave without pay, the option of part-time work and flexible working hours.

103. At its thirty-third session, the General Assembly, in resolution 33/143 of 20 December 1978, called upon the Secretary-General and all the United Nations organizations to put an end to discrimination based on sex, in conditions of employment, recruitment, promotion and training, and to ensure that the opportunities for employment and promotion of women in the United Nations are equal to those of men. The Assembly also requested the Secretary-General and the executive heads of the other organizations within the United Nations system to issue, with due regard to the principle of equitable geographical distribution, policy statements and directives necessary to foster these objectives and to ensure first, that women were fairly represented on personnel advisory and administrative boards, secondly, to review existing recruitment literature, publicity and promotion procedures, and internal training programmes and, thirdly, to review and revise, as necessary, their staff rules and procedures covering assignments of married couples to the same duty station, maternity leave, part-time employment and flexible working hours. The Administrative Committee on Co-ordination (ACC) was also invited to review the situation regarding the recruitment of, and career development opportunities for, women in the secretariats of the organizations within the United Nations system and to submit periodic reports to the Assembly incorporating specific proposals to achieve this objective, from the thirty-fourth session of the Assembly onwards.

104. In the same resolution, the General Assembly requested the Secretary-General "to take the necessary measures to increase the number of women in posts subject to geographical distribution to 25 per cent of the total over a four-year period in accordance with the principle of equitable geographical distribution ...".

105. On 8 March 1979, an information circular containing guidelines for promoting equal treatment for women and men in the Secretariat (ST/IC/79/17) was issued. This circular addressed itself to attitudes, behaviour and language that female staff members generally felt to be incompatible with their equal status.

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106. A report of the Secretary-General on personnel questions prepared for the thirty-fourth session of the General Assembly (A/34/408) showed that the percentage of female staff in such posts increased from 15.2 per cent in 1971 to 17.8 per cent in 1978 and 18.6 per cent in 1979. The report further stated that, in response to the request of the Assembly, the following guideline has been established for all appointments to posts subject to geographical distribution: at least two out of every five candidates appointed to posts in each department or office should be women. As regards the participation of women in the principal advisory and administrative boards, such as the Joint Advisory Committee, the Appointment and Promotion bodies, the Joint Appeals Board, the Joint Disciplinary Committee and the Panel, efforts were being made to ensure that a fair proportion of women were included among their members.

107. On the question of employment of staff members' spouses, which is allowed under the staff rules subject to certain limitations, a system-wide standard will be formulated by the International Civil Service Commission (ICSC) in the context of its recruitment standards and procedures. Efforts will also be made to accommodate spouses working in the Organization in case of reassignment of one to another duty station.

108. The Secretary-General of the United Nations and the executive heads of organizations in ACC have undertaken an examination of the pertinent staff rules with a view to determining ways and means of liberalizing maternity-leave provisions, in order to facilitate the employment of women by the United Nations. In this examination, account is being taken of the practice in Member States, particularly those that are hosts to the Headquarters of the United Nations, the specialized agencies and the International Atomic Energy Agency (IAEA). Pursuant to the Assembly resolution, it has been agreed by the organizations participating in the common system to extend the present arrangements for maternity leave with full pay from 12 weeks to 16 weeks, with effect from 1 January 1980.

109. The Secretary-General is reviewing staff rules and procedures covering part-time employment and flexible working hours. It should be noted that schemes for the application of both are already in use in some sections of the Secretariat. There are at present some staff members working on a part-time basis and using flexible working hours at Headquarters, at the United Nations Office at Geneva and at the United Nations Industrial Development Organization (UNIDO) in Vienna.

110. Following General Assembly resolution 33/143, the Joint Inspection Unit sent a questionnaire to United Nations agencies, which included questions relating to the setting up of targets. The analysis based on the replies will form part of a report to be presented to the General Assembly at its thirty-fifth session in 1980.

III. Projections into the second half of the
Decade 1980-1985

111. In the United Nations Centre for Social Development and Humanitarian Affairs, steps are being undertaken to develop further systematic research on interlinkages between the various factors having a bearing on the situation of women. Special research will be carried out in the subtheme areas of employment, health and education to provide improved knowledge and information required for formulating integrated policies, plans and programmes for women.

112. In accordance with Economic and Social Council resolution 1980/38 of its first regular session, 1980, the Advancement of Women Branch plans to strengthen its efforts designed to harmonize the activities of the various bodies of the United Nations system, using in particular the results of the review and appraisal of United Nations activities prepared for the World Conference of the United Nations Decade for Women and the report of the interagency programme, to be prepared during 1980. Efforts will be made jointly with other United Nations bodies to encourage and assist Governments and non-governmental organizations to implement the strategies to be adopted by the Conference, in particular those promoting the economic opportunities of women through provision of adequate health and educational facilities.

113. In the formulation of the international development strategy for the third United Nations development decade, the Preparatory Committee for the New International Development Strategy and the special session of the General Assembly on economic development were urged by the Commission on the Status of Women at its twenty-eighth session to consider the role of women in the development process, as well as the effects of development on the position of women. The Assembly was also urged to take full account of the results of the World Conference of the United Nations Decade for Women.

114. In collaboration with the International Research and Training Institute for the Advancement of Women, the United Nations Statistical Office, the regional commissions, UNDP and other governmental and non-governmental statistical and research institutions, the United Nations plans to develop more accurate methodologies for providing a proper data basis for planning and to facilitate assessment of progress as regards the status of women and participation in development. Joint studies aimed at the identification of new national and regional policies are planned with the regional commissions. For example, in its medium-term plan 1980-1987, the ILO 23/ specifically mentions "the integration of women in the planning and implementation of development programs and projects". The medium-term plan also underlines the increased participation of women in economic life as a part of the structuring of national and international economic change and development. Similarly, FAO, 24/ during its annual conference

23/ ILO, Medium-Term Plan 1981-1987 (GB.212/TFA/4/1).

24/ FAO, twentieth session of the Conference (C.79/9, July 1979).

in 1979, stressed that the over-all strategies to increase food production, improve nutrition in developing countries and to promote rural development "must pay particular attention to the poorest and most disadvantaged group, particularly women".

A. Subtheme areas: employment, health and education

115. In response to General Assembly resolution 33/185 on the subtheme of "Employment, health and education" which invited the United Nations system to take into account a broader approach to technical co-operation, research, data collection and analysis and dissemination of information in the subtheme areas of employment, health and education, the following action was taken by the United Nations bodies and agencies:

116. On employment questions during the next half of the Decade (1980-1985), the ILO 25/ plans to give special emphasis to the problems of working women. The realization of the nature and degree of discrimination in employment and the access to education and training, the examination of issues relating to equality of treatment between men and women and the facilitation of the entry of women into working life are some of the subjects that would be researched. The existing laws will also be reviewed and the possibility of the revision of the international standards such as the "Recommendations of workers with family responsibilities" will also be considered by the ILO Conference in 1980.

117. In future plans, the emphasis in employment questions in various United Nations agencies, such as UNFPA, UNICEF and UNESCO, has somewhat shifted from traditional training in handicrafts, sewing and embroidery and other such "feminine" skills to "income-generating" activities. For example, UNICEF has indicated in its recent report 26/ that it will promote and support income-generating projects. Similarly, WFP, in its report to its Governing Council on Food Aid in 1979, stressed the need for more income-generating activities for women in WFP-aided programmes and projects. For example, WFP might consider the possibility of projects on "food for skills" in addition to their food for work programmes. The priorities of the United Nations Voluntary Fund also relate to funding additional projects on income-generating projects for women.

118. In its global medium-term programme for family health (1978-1983), WHO has specifically referred to multisectoral strategies relating to family health. During 1980-1983, WHO will conduct regional reviews and collaborate with other United Nations bodies and agencies to strengthen programmes on women, health and development.

119. On health issues, UNFPA will be concerned with, in addition to the broader population issues, the use of alternative delivery systems including the use of

25/ ILO, Medium-Term Plan, *ibid.*, p. 2/7 and 2/8.

26/ UNICEF, "Women and children and development" (E/ICEF/U.490).

women's groups at the community level to provide family planning services. The United Nations Children's Fund, in its medium-term plan, has a similar approach to strengthen women's social services and facilities in the services relating to child-bearing, nutrition and maternal/child health care. The Food and Agriculture Organization is planning an extensive programme for nutrition for vulnerable groups in which women are specifically included.

120. The medium-term plan of UNESCO (1977-1982) has specified that it will concentrate on studies on women which would analyse the causes which lead to the inferior status of women and ways to deal with economic and social issues. Programmes and projects of UNESCO will examine the equality of access in education and training at all levels and the socio-economic changes required to achieve this aim. The recommendations of the Governing Council of UNDP also included, inter alia, specific suggestions about including training of women in all existing programmes and interorganizational consultations.

121. The activities of UNITAR planned in connexion with the second half of the Decade involve research, data collection and analysis, dissemination and exchange of information and seminars. The United Nations Institute for Training and Research is organizing a colloquium on the subject of creative women in changing societies, to be held from 9 to 13 July 1980 at Oslo. The objectives are:

(a) To identify the psychological and structural determinants that both allow and prevent creativity from flourishing in women;

(b) To address how contemporary political and other structures can be effectively utilized for the advancement of women and to explore alternative ones for the advancement of women;

(c) To publish the colloquium proceedings under the aegis of UNITAR.

122. The United Nations Institute for Training and Research also plans to continue co-operating with organizations both inside and outside of the United Nations system in work related to the advancement of women similar to the work of the seminar organized with the World Association of Former United Nations Internes and Fellows on women and political participation. A series of papers have been planned jointly by UNITAR and the Centre for Economic and Social Studies of the Third World (Mexico) on progress in the establishment of a new international economic order to include papers by women on such subjects as the condition of women and the exercise of political power in the context of the order. A project planned by UNITAR on intra-regional migration in the Commonwealth Caribbean and its implications for population and development policies and planning would deal with the situation of women and with the impact of this intra-regional migration on the lives and roles of women.

B. Analysis of trends

123. Since 1975, a number of reports and resolutions, studies and seminars, statistics and indicators have emerged from within the United Nations system which,

if put together, would amount to a new information base on the multiple roles of women. The main points of discussion and debate inside and outside the system have been linked to the themes of the increasing number of women at work, the difficulties inherent in their reproductive role as mothers and nurturers, the inadequacy of access to formal and informal education and training, the continuing marginalization of rural women and the intricate problems of involving women at the political level. These subject areas have appeared and reappeared on the agenda of various meetings in different forms during the first half of the Decade. Among the questions repeatedly raised are those related to the constraints in the existing economic and legal structure; the conspicuous absence of women in increasing numbers in decision-making levels; the ways of evaluating women's contribution to the economy; the effect of change in the status of women on work, family and society; the nature and types of skills, education and training for women; the roles women can play in the political process; ways of relieving the dual burden of women with family responsibilities; and finally, the situation of women workers in the United Nations system itself.

124. It is significant to note that during 1975-1979, a number of resolutions relating to women's problems were adopted by the General Assembly and the Economic and Social Council. The subject area of these resolutions provides a comprehensive picture of the economic, social and political aspects covered by the United Nations system. Within the broader framework of the objectives of the Decade: Equality, Development and Peace, these resolutions touched upon almost all aspects of the role, position and status of women. The underlying themes of the resolutions are mainly concerned with action to "eliminate discrimination" against women, specific policy measures proposed for the "advancement of women", and efforts for "their integration in development". It is too early to examine the impact of these resolutions on planning, machinery and legislation on action at the national level, except perhaps to add that if they were consistently adhered to and if the necessary support were made available, they could influence the direction of economic and social change at the national level.

125. At the programming level, however, since the inequalities relating to women in society were multidimensional, it was logical that the United Nations system should have adopted a multidisciplinary approach. This approach, however, has presented several difficulties, the most important of which was the multiple allocation of sectoral responsibilities within the United Nations system itself. Thus, women's questions have tended to be classified from a very early stage into such areas which fell within the mandate of a particular United Nations body.

IV. Conclusions

126. The above review reveals significant achievements in the implementation of a number of recommendations of the World Plan of Action both at the regional and global levels in the first half of the Decade. This period gave birth to the joint interagency programme for the advancement of women, the formulation of regional plans of action for Latin America and West Asia, in addition to those of Asia and the Pacific and of Africa which preceded the World Plan of Action and programmes and projects for achieving some of the proposals contained in the Plans. It

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witnessed 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.

127. New efforts and programmes were initiated in the economic fields by UNDP, FAO, UNIDO, UNCTAD and Science and Technology. Nevertheless, even in these cases, dealing with crucial development areas such as those identified by the new international economic order, these agencies' efforts were not, in most cases, followed by substantial increases in their institutional and financial resources. This could have been caused in part by the limited time within which to plan the necessary projections of the budgetary allocations to effectively carry out these new programmes. Even in the case of organizations such as the ILO, UNESCO, WHO, UNICEF and FAO which had been systematically undertaking programmes and activities for a much longer period of time, financial and personnel constraints might have presented obstacles to the implementation of a number of programmes.

128. 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 such as food, water, employment and industrialization. Even the inclusion of a special agenda item on women was included in the World Conference on Agrarian Reform and Rural Development.

129. By and large, some institutional arrangements were made in the form of focal points, unit or task forces to integrate the women's component into ongoing programmes. However, the review indicates that difficulties encountered often appeared to have been from lack of adequate personnel and financial and technical resources which would have enabled the implementation of integrated and multidisciplinary programmes. The review and appraisal of programmes achieved in the implementation of the World Plan remained a separate exercise from the review and appraisal of progress under the strategy for the Second United Nations Development Decade. While the need to integrate the former into the latter was acknowledged and the relevance of improving the conditions of women to the over-all development effort, in effect, few concrete measures for implementation were taken. Perhaps the existing or somewhat modified resources of the systems did not reflect the reality of needs arising from increased demands for action emerging from the World Plan of Action. While an overwhelming number of new and complex functions and responsibilities were added to previous programmes, both in the United Nations and in organizations within the system, the institutional arrangements were not commensurate to the demands placed on the small units which could ensure the implementation of the new proposals. Financial and personnel resources were not proportionally and significantly increased to comply with the increased General Assembly requests, in particular, those related to the contribution and participation of women to the establishment of the new international economic order.

130. It is not out of context here to point out that, in the establishment of the new international economic order and in the implementation of a number of other plans of action, a good deal of re-examination and restructuring and expansion of the organs/organizations within the United Nations system took place.

131. The establishment of some of the institutions, programmes and posts both at Headquarters and in the region have been dependent on extrabudgetary resources rather than on part of the regular budget of the United Nations, thus making their very existence somewhat precarious. Adequate institutional arrangements, which would ensure intersectoral programming and co-ordination of activities for women both at Headquarters and in the organizations of the United Nations, including the regional commissions, is essential. The implementation of the Plan of Action and the programme for the second half of the Decade would clearly call for effective mechanisms for the implementation and regular monitoring of the joint interagency programme.

132. A system is called for of harmonization of medium-term plans which are vertically compatible with over-all policies of the World Plan of Action and the programme of action for the second half of the Decade, as well as horizontally compatible with the medium-term plans of the organizations in the United Nations system ensuring effective interagency consultation.

133. The strengthening of regional commissions by adequate institutional arrangements which would also ensure intersectoral programming and co-ordination of activities for women is essential.

134. 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.

135. This review indicates that while the urgent need to strengthen women's roles in the various fields of economic development was recognized by the General Assembly and all the regional conferences in the first half of the Decade, in the second half, more intensive measures and institutional arrangements are needed to successfully integrate the programme into the Third International Development Strategy, as well as in all other relevant regional and global programmes.
