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MOBILIZATION AND INTEGRATION OF  
WOMEN IN DEVELOPMENT

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DEVELOPMENT AND INTERNATIONAL  
ECONOMIC CO-OPERATION:  
EFFECTIVE MOBILIZATION AND  
INTEGRATION OF WOMEN IN  
DEVELOPMENT

Effective mobilization and integration of women in development

Report of the Secretary-General

SUMMARY

In General Assembly resolution 42/178, the Assembly requested the Secretary-General to report on a variety of steps taken to encourage the effective mobilization of women in development. The present report describes actions taken by various intergovernmental bodies to address the integration of women in development, especially economic development, both in policies and in operational activities. It proposes several measures to enhance co-ordination at the intergovernmental level, including use of the biennial monitoring reports on the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women to keep a record of intergovernmental resolutions and decisions, and more co-ordinated examination of the advancement of women within the work of the Economic and Social Council as part of the implementation of Council resolution 1988/77. The report also describes actions taken by the secretariats of the organizations of the United Nations system, especially in terms of major surveys and in operational activities and their co-ordination.

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## I. INTRODUCTION

1. The General Assembly, in resolution 42/178 of 11 December 1987, entitled "Effective mobilization and integration of women in development", requested that a report on the implementation of that resolution be submitted to the Assembly at its forty-fourth session, through the Economic and Social Council. The Assembly requested that the report provide information on action taken by the following bodies:

(a) The Commission on the Status of Women to place appropriate emphasis on issues of women and development as addressed in chapter II of the Nairobi Forward-looking Strategies for the Advancement of Women; 1/

(b) The Secretariat to provide a focused and action-oriented approach in the preparation of the update of the World Survey on the Role of Women in Development; 2/

(c) The sectoral, functional and regional intergovernmental bodies of the United Nations in the economic and development fields to contribute actively to the work of both the Economic and Social Council and the Second Committee of the General Assembly relating to the integration of women in economic development, in line with the Nairobi Forward-looking Strategies and the system-wide medium-term plan for women and development, and the regional commissions of the United Nations to take action to increase the efforts to integrate women in the development process of their regions;

(d) Governments to implement fully the economic development objectives outlined in chapter II of the Nairobi Forward-looking Strategies and, in particular, to include measures for the involvement of women, both as agents and beneficiaries, in national development plans, and to review the impact on women of development policies and programmes;

(e) The governing bodies of the development assistance organizations of the United Nations system to continue and intensify efforts to promote the integration of women in development, including their participation in all phases of development programmes and technical co-operation activities;

(f) The Secretary-General, in exercising his responsibilities relating to the Administrative Committee on Co-ordination, and the Director-General for Development and International Economic Co-operation, in the light of his responsibilities under General Assembly resolution 32/197, of 20 December 1977, to ensure that the organizations of the United Nations system continue to implement fully the Nairobi Forward-looking Strategies and the system-wide medium-term plan for women and development, as agreed by the Economic and Social Council in its resolution 1987/86 of 8 July 1987, in their programme, operational and administrative aspects;

(g) The Secretary-General to include in the World Economic Survey a brief section summarizing relevant economic indicators reflecting the level of economic attainment of women worldwide, and to keep the section under close review and update it when necessary.

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The Assembly also requested that the report contain annexes showing an update of mandates governing the integration of women in economic development adopted by the General Assembly, the Economic and Social Council, the Commission on the Status of Women and by world conferences of the United Nations system, beginning with those adopted in 1986; a list of the titles of all subprogrammes and programme elements relating to the integration of women in development, as contained in the proposed programme budget and in revisions to the medium-term plan; and decisions taken by United Nations intergovernmental bodies other than the Commission on the Status of Women, the Economic and Social Council and the General Assembly relating to the integration of women in development, during the period 1986-1988.

2. In addition, the Economic and Social Council, by its decision 1987/182 of 8 July 1987, entitled "Co-ordination of intergovernmental activities to integrate women in economic development", requested the Secretary-General to report on existing arrangements among intergovernmental bodies to co-ordinate activities relating to the integration of women in economic development and to propose measures to improve those arrangements. The Council requested the Secretary-General to submit that report to the Council at its second regular session of 1988, but, on the basis of Council resolution 1988/60 of 27 June 1988, in which it called for a consolidation of reports, and in view of the close relationship with the issues raised in General Assembly resolution 42/178 of 11 December 1987, the requested information and proposed measures are included in the present report.

3. It should be noted that information on measures taken by Governments in relation to General Assembly resolution 42/178 (see para. 1 (d) above) will be included in their reports in the context of the review and appraisal of the Nairobi Forward-looking Strategies, scheduled to take place in 1990, and, therefore, has not been included in the present report.

4. To simplify presentation of the requested information, the report is divided between intergovernmental action and co-ordination, and action and co-ordination at the level of the secretariats of the organizations of the United Nations system.

## II. INTERGOVERNMENTAL ACTION AND CO-ORDINATION

5. Action for the advancement of women is intended to be part of the work of all intergovernmental bodies of the United Nations system, recognizing the cross-sectoral and multidisciplinary nature of the issue of women in development and the need to consider the issue in its economic as well as social context, as was noted in General Assembly resolution 42/178. Co-ordination of that action is a responsibility of the Economic and Social Council and the General Assembly. However, the number of intergovernmental bodies dealing with aspects of advancement of women either directly or by implication, is large, and the various decisions and recommendations made in different bodies are only infrequently subject to concerted intergovernmental review.

6. The existing consideration of women and economic development is highly segmented, as will be shown below:

(a) The only body dealing exclusively with the advancement of women at the intergovernmental level is the Commission on the Status of Women, whose central role in monitoring the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women to the Year 2000 was set by the General Assembly in its resolution 40/108 of 13 December 1985 and reaffirmed frequently thereafter. That monitoring, however, is primarily by means of its review of co-ordination reports, monitoring reports that form part of the reporting system established by the Economic and Social Council in resolution 1988/19 of 26 May 1988, and the review and appraisal to be issued every five years, the first of which will appear in 1990. It does not consider the work done by other intergovernmental bodies, whether substantive or operational. For example, it does not consider reports by the United Nations Development Fund for Women (UNIFEM) or the International Research and Training Institute for the Advancement of Women (INSTRAW), the other two United Nations entities concerned with the advancement of women;

(b) The Economic and Social Council currently considers some aspects of the advancement of women annually at its first regular session under an agenda item of that title, based on the reports of the Commission on the Status of Women and the Committee for the Elimination of Discrimination against Women, as well as the report of INSTRAW. The Council also considers aspects of women and economic development on a biennial basis at its second regular session;

(c) The General Assembly annually considers the advancement of women in its Third Committee under the agenda items on implementation of the Nairobi Forward-looking Strategies and the status of the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180), among others. It also considers the report on UNIFEM. In the Second Committee, it considers biennially the issue of the effective mobilization of women in development. As will be seen, a number of subsidiary intergovernmental bodies deal with the advancement of women as part of their agendas, but the result of that work is reported under specialized agenda items. The information is not, in all cases, complete.

**A. Commission on the Status of Women**

7. The Commission on the Status of Women regularly deals with the issues of women and development as part of its agenda. At its session in 1987, the Commission recommended, and the Economic and Social Council adopted, by its resolution 1987/24 of 26 May 1987, a long-term programme of work of the Commission to the year 2000, based on priority themes, one annually under each of the objectives of equality, development and peace. 3/ The priority themes for the thirty-second to the thirty-sixth sessions under the objective of development were the following:

(a) "Problems of rural women, including food, water resources, agricultural technology, rural employment, transportation and environment;

(b) "Women and education, eradication of illiteracy, employment, health and social services, including population issues and child care;

(c) "Negative effects of the international economic situation on the improvement of the status of women;

(d) "National, regional and international machinery for the effective integration of women in the development process, including non-governmental organizations;

(e) "Integration of women in the process of development" (Economic and Social Council resolution 1987/24, annex).

8. At its thirty-second session, the Commission considered the first of those priority themes under the objective of development and recommended a draft resolution subsequently adopted by the Economic and Social Council as resolution 1988/29 of 26 May 1988 entitled "Rural women and development". The Commission also considered the first draft of the update of the World Survey on the Role of Women in Development (E/CN.6/1988/7) and made recommendations later adopted by the Council as resolution 1988/21 of 26 May 1988 entitled "Up-dating of the World Survey on the Role of Women in Development in the light of the deterioration in the status of women in the developing countries". It also made recommendations concerning programming and co-ordination for women and development that were subsequently adopted by the Council as resolution 1988/122 of 26 May 1988, entitled "System-wide co-ordination of activities to advance the status of women and to integrate women in development". 4/

9. At its thirty-third session, the Commission considered the second of the development priority themes and recommended several draft resolutions, all of which were adopted by the Economic and Social Council on 24 May 1989. They include resolution 1989/41, entitled "Women and development"; resolution 1989/42, entitled "Economic situation of women in Latin America and the Caribbean"; resolution 1989/37, entitled "Measures to facilitate the participation of women in development"; and decision 1989/127, entitled "Activities to assist women in the fight against the acquired immunodeficiency syndrome pandemic". 5/

**B. Sectoral, functional and regional intergovernmental bodies of the United Nations**

10. In the report of its twenty-fifth session, the Statistical Commission endorsed the programme of the United Nations Statistical Office, carried out in co-operation with INSTRAW, the United Nations Office at Vienna and other interested agencies, on developing statistics and indicators on women. That included statistics on the informal sector and women's contributions to development, and the preparation of a technical report on methods of compiling economic accounts and tables on women's contribution to production <sup>6/</sup> and further development of the women's indicators and statistical data base for statistical indicators to monitor the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women.

11. The Population Commission, at its twenty-fifth session, considered the report of the Secretary-General on the third quinquennial review and appraisal of progress made towards achieving the goals of the World Population Plan of Action, which included a section on the interrelationships between the status and role of women and population. As a result of its review, the Population Commission adopted draft resolution IV, entitled "Strengthening actions concerned with the fulfilment of the World Population Plan of Action", for submission to the Economic and Social Council. In the annex thereto, entitled "Conclusions and recommendations identified in the third review and appraisal of progress made towards the implementation of the World Population Plan of Action", in recommendation 4, Governments and international organizations were encouraged to give the needed support to strengthen programmes undertaken to improve the role and status of women. <sup>7/</sup>

12. The Committee for Development Planning highlighted the role of human resources development in development strategies in the report on its twenty-fourth session. <sup>8/</sup> In that report, special attention was given to the positive role of women in human development (paras. 94-95), and discrimination against women in access to health and education services (para. 114). In preparing for its twenty-fifth session (9-12 May 1989), the Committee established three working groups, including one on the international development strategy for the fourth United Nations development decade. The report of that working group highlighted the role of women in language similar to that used in the 1988 report of the Committee in a subsection entitled "Half our people, all our future".

13. For the eleventh session of the Committee on Natural Resources, the Secretary-General reported on the activities of the Department of Technical Co-operation for Development concerned with the integration of women in its development projects. The Department reported that, in the water sector, it had actively participated in the Steering Committee for the International Drinking Water Supply and Sanitation Decade, and in particular in its Task Force on Women and Water, which emphasized human resources development and community participation, including the training of women. The Department engaged in the promotion of women in development, through training and the introduction of appropriate technologies in fields such as water and energy. Those included the development of special wheelbarrows to help rural women transport water and the training of women as end users to maintain and repair water pumps and sanitation

units. An interregional seminar on the role of women in the water supply sector, held in Mali, concluded that the success of projects in that area depended on the involvement of the primary users (that is, community women, at all stages of the project cycle). 2/

14. At its tenth session in 1987, the Commission on Human Settlements adopted resolution 10/17 of 16 April 1987, entitled "Participation of women in the solution of human settlement problems", by which it urged:

"(a) That specific information concerning the role of women and their participation in the conception, execution and maintenance of human settlements be included in the reporting system used by the United Nations Centre for Human Settlements (Habitat);

"(b) The full implementation by Governments of measures to avoid the marginalization of women, particularly by creating conditions for access to employment, training, land, housing, credit, information and full involvement of women in policy- and decision-making;

"(c) The continuation of regional seminars initiated during the International Year of Shelter for the Homeless in order to exchange experiences on projects and to define and evaluate the role of women and the organizations that represent them, in the conception, financing and execution of such projects." 10/

At its eleventh session in 1988, by resolution 11/2 of 12 April 1988, the Commission recommended to the General Assembly the adoption of the Global Strategy for Shelter to the Year 2000, 11/ which was adopted by the Assembly at its forty-third session (resolution 43/181 of 20 December 1988). A section of the Strategy summarizing the fundamental objectives and principles that should form the basis of the Strategy is devoted to the need to enhance women's participation in shelter and infrastructure management as contributors and beneficiaries, and to put particular emphasis on the integration of women's activities with all mainstream development activities, on an equal basis with those of men.

15. At its forty-third session, held at Geneva from 11 to 21 April 1988, the Economic Commission for Europe (ECE) adopted decision B (43) of 21 April 1988, entitled "The Commission's contribution to the follow-up of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women". 12/ By that decision, the Commission recalled General Assembly resolutions 42/62, of 30 November 1987, on the implementation of the goals and objectives contained in the Nairobi Forward-looking Strategies for the Advancement of Women, and 42/178, of 11 December 1987, on effective mobilization and integration of women in development. The Commission considered Economic and Social Council resolutions 1986/64, of 23 July 1986, on the updating of the World Survey on the Role of Women in Development, 2/ 1987/25, of 26 May 1987, on the International Research and Training Institute for the Advancement of Women, and 1987/86, of 8 July 1987, on the system-wide medium-term plan for women and development and system-wide co-ordination of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women. The Commission requested the Executive Secretary of ECE to continue to assess developments with respect to the economic role of women in

the ECE region, in conjunction with the work of the Principal Subsidiary Bodies and with other research activities of the ECE secretariat, taking into account the relevant provisions of the pertinent resolutions of the General Assembly and the Economic and Social Council. The Commission further requested the Executive Secretary to report to it at its forty-fourth session on the implementation of the decision.

16. The Economic Commission for Latin America and the Caribbean (ECLAC) held the Fourth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean at Guatemala City from 27 to 30 September 1988. <sup>13/</sup> At the Conference, issues were discussed of concern to women in the region, especially the problem of international debt, and a regional approach of the Forward-looking Strategies was completed. It was noted that one of the effects of the economic crisis and of the debt had been an accelerated decline in the quality of life of the population of Latin America and the Caribbean, which had had a particularly dramatic effect on the living conditions of women. Regarding proposals for action, it was indicated that debt, trade and protectionism must be studied not as phenomena in and of themselves, but rather as obstacles to development. The Conference called for employment-generating programmes that gave preference to the employment of female labour and for measures to formalize informal employment, particularly in occupations performed by live-out domestics, women who work at home, rural workers and traders. It called for the adoption of regulations governing controls and the work day and the establishment of a system of payment in which remuneration would be based on one day's work (as a minimum) instead of on piecework. The Conference recommended that all benefits of social security be extended to women working on their own account. It concluded that special situations in the formal sector, such as those which apply to domestic employees and to women working in industrial free zones, must be regulated with a view to the establishment of maximum working hours, minimum wages, the right to days off and vacations, *inter alia*, and hence to the elimination of all aspects of servility. As regards the rural sector, the Conference called for the need to recognize the status of women farmers, peasant women working on *minifundios* and indigenous and creole women with small land holdings, and their right to have access to credit, agricultural training and technological advances and to own land. Other recommendations at the national level concerned the sectors of education, health, legislation, political and social participation and, at the regional and international levels, commitment to the goals of the Nairobi Strategies and the unity of objectives: equality, development and peace.

17. At its forty-fourth session, held at Jakarta from 11 to 20 April 1988, the Economic and Social Commission for Asia and the Pacific (ESCAP) emphasized the need for further integration of women in development efforts, in accordance with the provisions of the Nairobi Forward-looking Strategies for the Advancement of Women. The Commission noted the uneven progress attained in the integration of women in the mainstream of development, and the impact of economic difficulties that had further worsened their situation in some countries. It urged the ESCAP secretariat to undertake further activities to implement the Strategies, and in that regard, the secretariat was asked to prepare a report on action taken at the national and regional levels in the implementation of the Strategies for consideration by the Commission at its forty-fifth session. Further, the Commission stressed the need

for Governments to strengthen further the capabilities of their national mechanisms and focal points for the advancement of women, and drew attention to the important roles of both Governments and non-governmental organizations in addressing issues for women's advancement more effectively in their respective sectoral concern in development efforts. It emphasized the critical role of those organizations in mobilizing women towards greater self-reliance and as partners to complement the efforts of Governments to integrate fully women in development. The Commission called for continued implementation of the long-term project on a Women's Information Network for Asia and the Pacific and noted the increased attention given to the assessment of the impact on women in projects supported under development assistance programmes. 14/ In addition, the ESCAP Committee on Population and Social Development undertook a review of national action to implement the Nairobi Strategies during its meeting in Bangkok, held from 21 to 25 November 1988, and noted the importance of the Strategies as a practical guide for national priorities on women and issues of concern, taking into account differences in development policies, resource capabilities and administrative arrangements.

C. Governing bodies of the development assistance organizations of the United Nations system

18. The Governing Council of the United Nations Development Programme, at its thirty-fifth session, held from 6 June to 1 July 1988, adopted decision 28, entitled "Women in development", in which the Council noted with appreciation the progress made in the work of the Division for Women in Development; supported the emphasis that initiatives must be country- and culture-specific, action-oriented, and must respond to national priorities; recognized the importance of economic and social information disaggregated by sex; and expressed satisfaction with the staff training programme and the practical and positive outcome of project appraisals as regards the integration of women in regular UNDP projects. The Council requested a progress report on the continuing activities of UNDP in gender-responsive country programming, staff training, inter-agency collaboration and reflection of women-in-development perspectives in the work of the organization. 15/

19. The progress report (DP/1989/24), presented to the Governing Council at its thirty-sixth session in June 1989, highlighted the above aspects. Twelve country programmes were reviewed to determine the degree to which they provided opportunities or constraints for the implementation of the women-in-development policies of UNDP. Each country programme was examined with respect to the opportunities for women to participate in the country's priority sectors of development, and the provisions for that through the constituent projects of the programme. As an outcome of that analysis, approaches for a more responsive country-programming process for women-in-development were proposed. A review of projects from all regions was undertaken through the aggregate analysis of a specially designed project review form, which requested information regarding the proportion of women and men in the sector where the project was located; whether women-in-development issues were reflected in project objectives, outputs and activities; whether women were participants and beneficiaries of the project; and the actual number of women and men engaged as project personnel or involved in

training. The review form also invited comments, explanations and suggestions for improved gender-responsiveness. A correlation was found between the relative participation of women in the respective sectors and women in development being an active consideration in the project. The higher the female constituency in development considerations in project design, the greater the integration of women as participants and beneficiaries was in the projects. Women were registered to be beneficiaries and participants in 20 per cent of the projects located in sectors, where they now constitute a minority of the work force. That indicates that women, to some extent, enter new areas by way of development projects. The fact that they are not, as a general rule, excluded from new areas, may, in the longer term, have the effect of diversifying the future roles and activity profiles of women in the country concerned.

20. In addition, the Governing Council of UNDP, by its decision 86/34 of 27 June 1986, requested the Executive Director of the United Nations Population Fund to prepare a strategy for the systematic incorporation of women's interest in, and benefits from, population programmes. 16/ In 1987, the Fund submitted to the Governing Council of UNDP an implementation strategy to strengthen the capacity of the Fund to deal with issues concerning women, population and development (DP/1987/38). That strategy, with its four-year work plan, 1987-1990, and its budgetary requirements, was approved by the Governing Council in decision 87/30 of 18 June 1987. 17/ The following priority areas for action were identified in the strategy: staff training, monitoring of existing guidelines, instructions and procedures for inclusion of women in development criteria, increasing effectiveness of the special unit for women at the Fund's headquarters, paying due attention to relevant experiences of organizations engaged in operational activities within the United Nations system, including the possibility of instituting joint staff training programmes in that field.

21. During its 1988 session, the Executive Board of UNICEF endorsed the main recommendations contained in the "Progress report on achievements made in the implementation of UNICEF policy on women in development" (E/ICEF/1988/L.1). 18/ The progress report was based on the policy review approved by the Board in 1987 (E/ICEF/1987/L.1), whereby it adopted a comprehensive implementation strategy for action in this area. The strategy emphasized that programme support should respond directly to women's needs and concerns and that related issues should be incorporated into country programme formulation. A further progress report on the implementation of the policy, submitted to the Executive Board at its session in 1989, indicated that there was an increasing tendency to include women as a key target group in major sectoral programmes, that increased participation of women was essential to the long-term success of programmes and that efforts are proceeding to incorporate women's concerns into national and sectoral planning, avoiding the segregation of women's issues from mainstream development (E/ICEF/1989/L.1).

22. A policy paper entitled "Food aid strategies for women in development" (WFP/CFA:23/7) was endorsed by the Committee on Food Aid Policy and Programmes (CFA) at its twenty-third session, and its decisions and conclusions thereon constituted the guiding principles for the World Food Programme (WFP) activities on that question (WFP/CFA:23/20). 19/ Sectoral guidelines, which seek the practical

application of those policy principles at the project level, have also been elaborated and are to be submitted for review by CFA at its twenty-seventh session. Those guidelines were formulated to ensure gender responsiveness in each type of project that WFP normally supports, for example, land settlement, crop diversification, forestry, community development, mother and child health, and transportation infrastructure. In line with the CFA-approved policy principles, both within the context of the Joint Consultative Group on Policy (JCGP) and in the context of its own staff training programmes, WFP is strengthening staff capability at headquarters and in country offices to address gender issues throughout the project cycle. At the level of its own staff training programme, WFP has incorporated a training module on gender variables in project work into its regional seminars on the project cycle, which were held for the West African, Asian and Latin American country offices. Plans are under way to organize the project cycle seminar for East African country offices in the autumn of 1989, followed by the seminar for the Middle East in 1990. In addition, a WFP headquarters seminar on gender analysis was held in February in co-operation with UNDP. A JCGP Sub-Committee on Women in Development was established following a top management seminar attended by the executive heads of the JCGP organizations. Subsequently, a JCGP senior staff regional training seminar was held in the United Republic of Tanzania for the regions of East and southern Africa, and another in Santiago, Chile, for the Latin American and Caribbean region. Those seminars are expected to assist in the elaboration of joint or complementary mainstream projects that enhance women's output and incomes, as well as general health and social conditions, through a co-ordinated development assistance package consisting of food aid and technical and financial assistance. Although WFP-assisted projects generally involve substantial numbers of women in infrastructural works, agriculture, nutrition and health interventions because the resource - food - is essentially self-targeting on the poor, those projects also increasingly reflect sensitivity to gender as a significant variable in its development projects as a result of more systematic implementation of policy and sectoral guidelines, the staff training seminars and the more regular use of socio-economists in appraisal and evaluation missions. Progress in this area has been noted and encouraged by CFA at various sessions.

#### D. Co-ordination at the intergovernmental level

23. As noted above and as reflected in annexes I and III (see addendum to the present report), there are numerous intergovernmental bodies in the United Nations system that are concerned with activities related to the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and the system-wide medium-term plan for women and development.

24. The existing arrangements for intergovernmental co-ordination of action to implement the Strategies originated in General Assembly resolution 40/108 of 13 December 1985. By that resolution, the Assembly endorsed the Strategies and emphasized the central role of the Commission on the Status of Women in matters related to the advancement of women and called upon it to promote the implementation of the Strategies to the year 2000 based on the goals of the United Nations Decade for Women: Equality, Development and Peace, and the subtheme,

"employment, health and education", and urged all organizations of the United Nations system to co-operate with the Commission in that task. The Assembly also requested the Secretary-General to invite Governments, organizations of the United Nations system, including regional commissions and specialized agencies, intergovernmental and non-governmental organizations, to report periodically to the Economic and Social Council through the Commission on the Status of Women on the activities undertaken at all levels to implement the Forward-looking Strategies. The Assembly, by resolutions 41/111 of 4 December 1986, 42/62 of 30 November 1987, and 43/101 of 8 December 1988, further confirmed those arrangements for intergovernmental co-ordination to monitor, review and appraise the Strategies.

25. Implementation of the Nairobi Strategies and the system-wide plan have become a common priority for many of the intergovernmental bodies of the United Nations system. Representatives of the secretariats of such organizations regularly participate in the joint preparation of reports of the Secretary-General on priority themes for submission to the annual sessions of the Commission on the Status of Women, and they relate the outcome of such sessions to their respective intergovernmental bodies on sectoral issues of concern. As reflected in annex III (to be issued as an addendum to the present report) the co-ordination between the Commission, the Council and the respective agency may be seen in such resolutions as World Health Assembly resolution WHA 39.18, entitled "Implementation of requirements of the Nairobi Forward-looking Strategies for the Advancement of Women in the health sector", adopted in May 1986, and similar ones in other sectors adopted by the International Labour Conference, the United Nations Educational, Scientific and Cultural Organization General Conference, the FAO Conference and the General Conference of the United Nations Industrial Development Organization. While the interface between the Commission, the Economic and Social Council and the General Assembly and the respective intergovernmental bodies has not been formally institutionalized, the practice has been that, for the monitoring of the implementation of the Strategies and the plan (as well as the World Survey), there has been an increasing degree of co-ordination between such intergovernmental bodies.

26. Several measures could be undertaken, however, to improve those arrangements. First, as part of the biennial report on monitoring of the implementation of the Nairobi Forward-looking Strategies that will be presented to the Commission on the Status of Women in even-numbered years, an annex could contain a compendium of recent resolutions and decisions on women adopted by the intergovernmental bodies of the United Nations system (with full titles and relevant extracts from texts). That document could be available as a reference for other intergovernmental bodies, including especially the Economic and Social Council and the General Assembly. Annexes I and III to the present report to be issued as an addendum provide lists of mandates and decisions adopted by the major intergovernmental bodies in the United Nations system, relating to the effective mobilization and integration of women in development and constitute an example of what could be provided on a broader basis.

27. Second, while the substantive aspects of the advancement of women in the work of specialized subsidiary bodies of the Economic and Social Council, including operational bodies, should continue to be considered under those themes, it would

be possible to make reference to relevant portions of the reports of those bodies in the annotations to the agenda of the Council when it considers the issue of the advancement of women. That would be consistent with the role set out for the Council in its resolution 1988/77, of 29 July 1988, of providing a cross-sectoral review of major issues. It would permit the Council to review not only the work of the Commission on the Status of Women, the Committee on the Elimination of Discrimination against Women and INSTRAW, but also, if it chose, the relevant work of other bodies reporting to it. In addition to subsidiary bodies such as the Statistical Commission, the Population Commission and the Commission on Human Settlements, this could include such operational bodies as the UNDP Governing Council, the Committee on Food Aid Policies, the UNICEF Executive Board, the Board of the High Commissioner for Refugees and, as appropriate, specialized agencies that report to the Council on their activities. Should the Council decide to follow that procedure, it might wish to consider where the item on the advancement of women should be placed in its programme of work.

28. Third, the Secretary-General will, as in the past, continue to bring the Forward-looking Strategies to the attention of intergovernmental bodies when they deal with related activities mandated by the General Assembly. This would include activities such as those mandated in Assembly resolutions 42/104 of 7 December 1987 on the International Literacy Year (in co-ordination with the UNESCO General Conference); 42/186 of 11 December 1987 on The Environmental Perspective to the Year 2000 and Beyond (in co-ordination with the Governing Council of UNEP); 42/193 of 11 December 1987 and 43/182 of 20 December 1988 on the preparations for an international development strategy for the fourth United Nations development decade (in co-ordination with the Committee for Development Planning); 43/15 of 27 October 1988 on the prevention and control of acquired immunodeficiency syndrome (AIDS) (in co-ordination with the World Health Assembly); and 43/181 of 20 December 1988 on the Global Strategy for Shelter to the Year 2000 (in co-ordination with the Commission on Human Settlements).

### III. ACTION AND CO-ORDINATION BY THE SECRETARIATS OF THE ORGANIZATIONS OF THE UNITED NATIONS SYSTEM

29. As has been noted in previous reports on co-ordination in the area of the advancement of women, there is a high level of joint effort among the organizations of the United Nations system. The strong commitment for joint action was a major factor in the preparation of the system-wide medium-term plan for women and development and will be so in its implementation. A separate report was prepared on the implementation of the system-wide plan (E/1989/16) that was reviewed by the Commission on the Status of Women at its thirty-third session. With respect to the details of work by the individual organizations of the system in terms of the advancement of women, a cross-organizational programme analysis of activities of the United Nations system for the advancement of women has been submitted to the Council through the Committee for Programme and Co-ordination (E/1989/19). The information presented below should be seen as additional to that presented in the other reports prepared this year and emphasizes some of the areas of individual and joint action by organizations of the system which are particularly relevant for the effective mobilization of women in development.

#### A. Update of the World Survey on the Role of Women in Development

30. The original version of the World Survey on the Role of Women in Development 20/ was issued in 1986, based on a draft that had been prepared for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace. The General Assembly, by resolution 40/204 of 17 December 1985, requested the Secretary-General to update the Survey on a regular basis. The Assembly decided that the first update should be submitted to it at its forty-fourth session in 1989 and stated that the update should focus on selected, emergency development issues that had had an impact on the role of women in the economy at the local, national, regional and international levels. Additional guidance was provided by the Commission on the Status of Women and the Economic and Social Council on the basis of their review of the first draft of the update (E/CN.6/1988/7) and reflected in Council resolution 1988/21 of 26 May 1988. The updated Survey will be submitted to the General Assembly at its forty-fourth session through the Economic and Social Council.

31. While the original World Survey emphasized the important role played by women in the world economy, the first regular update focuses on the more complex questions of how women play their role in development, the factors that enhance or impede it and the kinds of issues that must be addressed if women's full and equal participation in the economy is to be achieved. The Secretariat has taken a more analytical than descriptive approach, which had been made possible by a dramatic increase in research on economic variables, taking the factor of sex into account. The Secretariat has sought to provide a focused and action-oriented approach in the preparation of the update, based on the requests of the General Assembly, the Economic and Social Council and the Commission on the Status of Women.

32. For that purpose, the Secretariat convened an Interregional Seminar on Women and the Economic Crisis, held at Vienna from 3 to 7 October 1988, to exchange

experiences among national experts on the impact on women of the current economic crisis. The discussions of that seminar provided the basis for chapter II, entitled "Women, debt and adjustment", in the first regular update of the World Survey. In addition to that chapter, prepared by the Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs (United Nations Office at Vienna), other organizations of the United Nations system prepared chapters of the updated Survey in their areas of competence. Those included the United Nations Statistical Office and the Centre for Science and Technology for Development, the United Nations Conference on Trade and Development (UNCTAD), INSTRAW, the International Labour Organisation (ILO), FAO and UNESCO. The Secretariat also held an Expert Group Meeting to Review the Final Draft of the First Regular Update of the World Survey on the Role of Women in Development from 13 to 17 February 1989 at Vienna, in which the author organizations participated. The final text reflected the recommendations made by the experts.

#### B. World Economic Survey

33. The 1989 World Economic Survey, to be submitted to the Economic and Social Council at its second regular session of 1989, 21/ includes a section on economic attainments of women, based on information received from concerned agencies of the United Nations system and research carried out by the Department of International Economic and Social Affairs. The Secretary-General plans to keep that section under close review and to bring it up to date when necessary.

#### C. Work of the regional commissions

34. The Economic Commission for Africa (ECA) is undertaking measures within its current work programme to promote women's activities in line with the Nairobi Forward-looking Strategies. 22/ The principal activities of its African Training and Research Centre for Women (ATRCW) have included enhancing the role of women in the informal sector, strengthening the capacity of national machinery for the advancement of women to incorporate gender issues in national development plans and promoting the access of women to scientific and technical fields and increasing women's managerial skills. The ECA work programme for 1990-1991 and its medium-term plan for the advancement of women for the period starting in 1992 follow the directives of the Nairobi Strategies and the system-wide medium-term plan for women and development (1990-1995).

35. A regional conference will be held in September 1989 by ECA/ATRCW to review and assess progress made on the implementation of the Nairobi Strategies. The conference will provide an opportunity to analyse the situation of women in Africa and policies and measures to advance further the integration of women in development in line with the Nairobi Strategies and the system-wide medium-term plan for women and development. Activities to integrate women in development have been incorporated in all substantive divisions of ECA. Research studies, such as women's role in agro-industries and the informal sector, have been undertaken to assess and improve the socio-economic conditions of women in Africa. During the past biennium, ECA has undertaken missions to review and monitor the implementation

of the Strategies. Annual reports were prepared on changing socio-economic conditions of women in Africa in the context of the Nairobi Strategies and were presented to the ECA Conference of Ministers in March 1988 and 1989.

36. ECLAC has undertaken numerous projects concerned with the effective mobilization and integration of women in development. 23/ Its affiliated Latin American Institute for Economic and Social Planning (ILPES), in collaboration with the Latin American Demographic Centre (CELADE) and the ECLAC Unit for the Integration of Women in Development, held a course for women planners at Santiago, Chile, in November 1986, which was attended by 40 professionals from planning organizations of all the countries of the region. During the past biennium, ILPES included among its new topics the incorporation of women into the development processes. A two-week workshop on Women, Development and Planning in the Andean Area was held from 16 to 27 November 1987 in Quito. It was organized jointly by the above ECLAC organizations and INSTRAW, in collaboration with the Ecuadorian Research and Training Institute for Women. The ECLAC Economic Development Division has carried out projects concerned with the integration of women into productive employment in the rural sector, and the joint ECLAC/UNIDO Industry and Technology Division has carried on studies on the participation of women in the industrial market of the region. In addition, the ECLAC Statistics and Qualitative Analysis Division has incorporated into its data bases information disaggregated by sex, obtained from census samples, population censuses, ongoing statistics and household surveys, which have facilitated the preparation of studies on statistical analyses of women in the labour market.

37. The Economic and Social Commission for Western Asia (ESCWA) identified and undertook technical assistance inter-disciplinary projects in areas of energy, industry, labour and statistics concerned with the non-integration of women in the development process of the ESCWA region and in fulfilment of the inter-sectoral nature of the Nairobi Strategies. 24/ All such projects of ESCWA were financed by the United Nations Development Fund for Women and are currently in progress. In addition, such areas were identified in the relevant regular programme activities of ESCWA for 1988-1989. Activities were started during the 1988-1989 work programme of ESCWA, especially on the topics of the Arab family, women in the informal sector and related issues concerning women. The projects would continue into the forthcoming biennium and medium-term plan so as to fulfil the Nairobi Strategies, which recommended the increase of women's economic participation along with the enhancement of their social and financial roles.

#### D. Programme co-ordination

38. The main means for programme co-ordination during the period 1990-1995 will be through the system-wide medium-term plan for women and development. For the period 1996 to 2001, it will be through the system-wide medium-term plan for advancement of women, the preparations for which are described in a separate report to the Economic and Social Council (E/1989/9).

39. On an institutional basis, the General Assembly, in paragraph 12 of resolution 40/108 of 13 December 1985, urged the Administrative Committee on Co-ordination (ACC) to review periodically the system-wide implementation of the Strategies and to hold regular inter-agency meetings on women within the framework of ACC. Since 1976, 13 such inter-agency meetings on women have been held on an annual basis, and since 1982, in conjunction with the annual sessions of the Commission on the Status of Women. ACC, through its Consultative Committee on Substantive Questions (Programme Matters) (CCSQ (PROG)) at its first regular session of 1986, urged its subsidiary bodies to include regularly in their agendas the question of the implementation of the relevant sections of the Strategies and to report thereon to CCSQ (PROG).

40. Among the substantive co-ordination bodies that have dealt with women and development as part of their agendas are the ACC Sub-Committee on Nutrition, the ACC Task Force on Rural Development, the ACC Task Force on Science and Technology for Development, the Inter-secretariat Group for Water Resources, the Inter-Agency Group on New and Renewable Sources of Energy, and ad hoc inter-agency meetings on aging, youth and the disabled.

#### E. Operational co-ordination

41. Operational co-ordination for women and development is pursued through the formal channels of ACC and through the regular activities of operational agencies that, in themselves, involve a considerable amount of co-ordination, especially with regard to staff training.

42. The issue of women and development has been on the agenda of the ACC Consultative Committee on Substantive Questions (Operational Activities) (CCSQ (OPS)) since its second regular session of 1986 under the agenda item entitled "New topics". The Committee recommended that, although the subject of women in development was covered in a system-wide medium-term plan then under discussion and in the inter-agency group on women, there was a need for closer monitoring of the involvement of women in the system's operational activities. It recommended that the substantive secretariat of CCSQ (OPS), in close liaison with CCSQ (PROG) and the inter-agency group on women, should carry out the following specific tasks:

(a) Keep itself informed and, as necessary, assist in the design of inter-agency planning and evaluation missions to be undertaken by UNDP/United Nations Development Fund for Women;

(b) Identify, in co-operation with the organizations of the system, suitable project types (sectoral or multisectoral) which could contribute directly to a strengthening of the role of women in development;

(c) Prepare draft guidelines leading to the increased involvement of women in the implementation of the development co-operation activities of the United Nations system (ACC/1986/14).

43. At its first regular session of 1988, the issue of women and development was on the agenda of CCSQ (OPS). The Committee noted that the Nairobi Forward-looking Strategies for the Advancement of Women had established ambitious objectives for the achievement of equality between women and men by the year 2000 and that the system-wide medium-term plan on women and development (E/1987/52), agreed by the Economic and Social Council in resolution 1987/86 of 8 July 1987, constituted a statement of the specific role of the United Nations system in the implementation of the Strategies during the period 1990-1995. The particular role of operational activities in the implementation of the Strategies and of the system-wide plan was stressed. It was noted that, although most activities in the plan would be undertaken by individual organizations, there was considerable scope for joint action, particularly in the implementation of subprogramme 5.4 (Technical co-operation, training and advisory services). The Committee noted that the full incorporation of women in the development process, both as agents and as beneficiaries, involved issues of both substance and procedure. It concluded that, while considerable progress had been made by individual organizations and by groups of organizations, there was still scope for improvement. The issue of training of staff, both at management and line levels, in how to incorporate women in development was considered particularly important. That issue was expected to be one of priority during the forthcoming decade, and the Committee agreed that it had a continuing role to play as the implementation of the system-wide plan proceeded, both in monitoring and in contributing to a better definition of the operational policy aspects. The Committee noted with considerable interest recommendation 13 of the ad hoc Inter-Agency Meeting on Women, held at Vienna from 24 to 29 March 1988, concerning the organization of a joint activity with interested agencies, preferably in 1988, to examine existing guidelines for the incorporation of women into development projects, with a view to improving the applicability and use of such guidelines at the field level. It noted also the work of UNDP in preparing a programme advisory note on women in development as a relevant input to the discussions of the issue. The Committee decided to follow closely the developments in this field, particularly regarding the implementation of the system-wide medium-term plan for women and development, and to include the item on its agenda at future sessions (ACC/1988/7).

44. At its second regular session of 1988, CCSQ (OPS) agreed to continue consideration of the important issue of women in development in relation to operational activities, and to review in 1989 the consolidated set of guidelines for use by field staff in the integration of women in United Nations development projects and programmes, which were to be prepared by UNDP jointly with United Nations agencies as a joint planning exercise under the aegis of the inter-agency meeting on women and as part of the implementation of the system-wide plan. In that connection, it was suggested that consultations on the guidelines be held not only with the focal points on women in the various organizations, but also with the heads of their operational divisions. It was noted that the views of the Committee would serve as an input to the review by ACC of the implementation of the system-wide medium-term plan for women and development.

45. The Inter-Agency Meeting on Women, at its thirteenth session at Vienna on 10 April 1989, discussed a draft report entitled "Women in development: guidelines by sector", prepared by UNDP. It was agreed that the approach and structure of the document were appropriate, and that, in order to finalize it, additional comments in writing should be sent to UNDP in the hope that the improved document might be available to the meeting on women in development, to be held in May 1989, organized by the Development Assistance Committee of the Organisation for Economic Co-operation and Development, as well as to the UNDP Governing Council and to CCSQ (OPS), as representing a preliminary consensus of the United Nations system on guidelines and checklists for formulation of projects on women in development. It was further agreed that the Inter-Agency Meeting on Women, at its fourteenth session, would consider the result of discussions in those forums to plan further stages, including the possibility of inserting guidelines on women in development into mainstream sectoral guidelines.

46. A co-ordination mechanism for operational activities outside of the ACC framework also exists in the form of the Joint Consultative Group on Policy (JCGP), which comprises UNDP, UNICEF, WFP and UNFPA, and has a Sub-Committee on Women, currently chaired by UNDP.

47. Another approach to co-ordination of operational activities is found in the training activities that have formed an integral part of the programme over the past year of the Division for Women in Development of UNDP. An effort was made to expand geographical coverage of training events through country-level and regionally organized workshops, as well as through the continued inclusion of women-in-development modules in regularly scheduled workshops of the Training Division in various geographical locations. Efforts were made to reach more levels of staff through training, targeting resident representatives and their deputies, as well as programme officers, national officers and junior professional officers. The emphasis on ensuring the participation of government counterparts and agency representatives in training workshops and seminars on women in development was continued.

48. At the national level, field office seminars/workshops were organized in Barbados, Bolivia, Colombia, Ethiopia, the Gambia, Iraq, Jordan, Malawi, Morocco, Peru and Uganda. Regional training workshops were conducted in Egypt, with the participation of all countries in the Arab States region; and in the Dominican Republic for countries in the Central American and Caribbean region. Regional workshops in Africa and Asia were held in 1988. Four training sessions for staff at UNDP headquarters have been conducted since the last report to the Council. Two workshops with regional participation were also held in New York, attended by resident representatives and their deputies.

49. It can be estimated that over 460 persons have been trained in women-in-development issues in the course of the past year. Of those, 280 are UNDP staff, 61 government representatives, 105 agency staff and 14 representatives of non-governmental organizations.

Notes

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

2/ United Nations publication, Sales No. E.86.IV.3.

3/ Official Records of the Economic and Social Council, 1987, Supplement No. 2 (E/1987/15), draft resolution VIII.

4/ E/1988/15, chap. I. The final version of the report will be issued as Official Records of the Economic and Social Council, 1988, Supplement No. 5 (E/1988/15/Rev.1).

5/ Ibid., 1989, Supplement No. 9 (E/1989/27/Rev.1), chap. I.

6/ Ibid., Supplement No. 3 (E/1989/21), para. 141 (g).

7/ Ibid., Supplement No. 6 (E/1989/24), chap. I, sect. A.

8/ Ibid., 1988, Supplement No. 6 (E/1988/16), chap. II?.

9/ For the report of the Committee on Natural Resources on its eleventh session, see E/1989/26. The report will subsequently be issued as Official Records of the Economic and Social Council, 1989, Supplement No. 8 (E/1989/26/Rev.1).

10/ Official Records of the General Assembly, Forty-second Session, Supplement No. 8 (A/42/8), annex I, sect. A.2.

11/ Ibid., Forty-third Session, Supplement No. 8 (A/43/8), annex I, sect. For the text of the Global Strategy for Shelter to the Year 2000, see A/43/8/Add...

12/ Official Records of the Economic and Social Council, 1988, Supplement No. 12 (E/1988/36), chap. IV.

13/ Report of the Fourth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Guatemala City, Guatemala 27-30 September 1988), LC/G.1539-CRM.4/14, "Women in Latin America and the Caribbean: Evaluation and proposals for action".

14/ Official Records of the Economic and Social Council, 1988, Supplement No. 14 (E/1988/35), paras. 554-560.

15/ Ibid., Supplement No. 9 (E/1988/19), part three, annex I.

16/ Ibid., 1986, Supplement No. 9 (E/1986/29 and Corr.1), annex I.

Notes (continued)

- 17/ Ibid., 1987, Supplement No. 12 (E/1987/25 and Corr.1), part three, annex I.
- 18/ Ibid., 1988, Supplement No. 8 (E/1988/18).
- 19/ Circulated to members of the Economic and Social Council under the symbol E/1987/80.
- 20/ United Nations publication, Sales No. E.86.IV.3.
- 21/ ST/ESA/211. To be circulated to members of the Economic and Social Council under the symbol E/1989/45 and subsequently issued as a United Nations publication.
- 22/ For the report of the Economic Commission for Africa on its twenty-fourth session, see Official Records of the Economic and Social Council, 1989, Supplement No. 16 (E/1989/35).
- 23/ For the report of the Economic Commission for Latin America and the Caribbean, see Official Records of the Economic and Social Council, 1989, Supplement No. 18 (E/1989/37).
- 24/ For the report of the Economic and Social Commission for Western Asia on its fifteenth session, see Official Records of the Economic and Social Council, 1989, Supplement No. 17 (E/1989/36).

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