

Organization of Iran had also undertaken a series of studies, including a study of the laws currently in force, with a view to ensuring full legal equality, and a revision of all school textbooks, so as to reflect a more active and intelligent image of women. The text of the Declaration on the Elimination of Discrimination against Women would be distributed in all colleges and secondary schools throughout the country, and a simplified version of that text would be distributed to workers. In 1975 a seminar would be held each month in one of the provinces of Iran with the participation of men and women from various sectors. In co-operation with universities and research institutes, study groups had been set up to examine the various aspects of the problem of the advancement of women and their integration in the economic and social development of the country. In addition, courses on the status of women would be given at the main universities.

53. She expressed the hope that close co-operation between all sectors and at all levels would make it possible to

remove all obstacles and achieve final success. The success of that undertaking, which could make 1975 a turning-point in the history of mankind, would exert a decisive influence on the solution of a multitude of problems facing mankind, such as those of population, family planning, the struggle against illiteracy, the eradication of poverty, and so on.

54. Mr. HUME (United States of America), speaking on behalf of the sponsors of draft resolution A/C.3/L.2110, introduced a change in the last part of the third preambular paragraph of that text, which should read: "the lack of information on persons, civilians as well as combatants, who are missing or who died in action in connexion with the conflict". He also announced that Bangladesh and Honduras had become sponsors of the draft in question.

The meeting rose at 1 p.m.

2072nd meeting

Thursday, 24 October 1974, at 10.45 a.m.

Chairman: Mrs. Aminata MARICO (Mali).

A/C.3/SR.2072

AGENDA ITEM 12

Report of the Economic and Social Council [chapters III (sections D to F), IV (section J), V (sections A to C, D, paragraphs 436 to 478, 487 to 492 and 494 to 506, and E), VI (sections A.1 to 5 and 7, E and G) and VII (sections 1 to 3)] (continued) (A/9603, A/9637, A/9707, A/9733, A/9764, A/9767, A/9785, A/C.3/L.2110, 2111, 2113, 2115 and 2116)

1. Miss TROPP (United Nations Educational, Scientific and Cultural Organization) said that the root of the problem of the status of women lay in women's long history of under-development, a situation from which they could emerge only by a massive effort of self-help. There were three fundamental prerequisites for the promotion of women: first, they must develop an awareness of their condition and their current role in society, of their potential value and the type of obstacles to be overcome; secondly, they must decide to think for themselves, without adopting a male approach to problems; thirdly, they must seek and take every opportunity to express their personality.

2. More than 60 per cent of the world's illiterates were women, and the ratio was rising steadily. The primary school drop-out rate for girls, particularly in the rural areas of developing countries, was often as high as 80 per cent. At the secondary school level, the range of courses available to girls in most nations was still very small by comparison with opportunities open to boys, especially in technical education. A recent UNESCO study on access of girls and women to education in the context of rural development

had shown that the main type of training for rural women was related above all to their image as wives and mothers and only secondarily to their role in the processes of production.

3. As the Director-General of UNESCO had often said, the problem of development required psychological solutions before all else. For that reason, UNESCO strongly urged that women should develop an awareness of their condition and of their potential contribution to over-all development in their community. To stimulate such thinking, the first contribution of UNESCO to the International Women's Year, to be observed in 1975, would be the forthcoming issue of *Impact* entitled "Women as Innovators". Several other UNESCO periodicals would also be devoted to the role of women in those fields of human endeavour in which UNESCO was primarily concerned, namely, education, the social sciences, culture and communication. Furthermore, UNESCO was formulating a long-range programme of studies and publications on such subjects as women's attitude towards their condition, the educational problems confronting women in selected countries, the problems of working mothers and their role in early childhood education, the image of women in textbooks and in the mass media, and a study of the concept of equality which would include an investigation of the cultural and biological factors which conditioned children of both sexes to the roles they would eventually play as adults.

4. UNESCO would continue and expand programmes begun several years previously, such as experimental projects for literacy, technical education and the use of radio and television in the education of women. If the General

Conference so decided, UNESCO would follow up an investigation undertaken two years previously in collaboration with the ILO in five developing countries on the relationship of educational and employment opportunities open to women, in order to assist those nations in gearing women's education to actual employment possibilities.

5. Finally, it should be stressed that none of the objectives of the International Women's Year could be achieved without an intensive exchange of information and experience. In that respect, UNESCO, with the approval of the General Conference, would initiate a programme to take an inventory of the innovative measures undertaken by Member States for the advancement of women, and would make the results of that study available to women from different cultures.

6. Mr. HAUGSTVEDT (Norway) said that his Government hoped that, through the observance in 1975 of the International Women's Year, the status of women would be recognized by the United Nations, Governments, non-governmental organizations and private institutions as a matter of major importance to the entire international community. It was imperative to bring about a radical change in the traditional attitudes towards women in order to eliminate discrimination on grounds of sex and to ensure the full integration of women in the over-all development process. He stressed the importance of the World Population Conference held at Bucharest in August 1974, where the status accorded to women in society had been recognized as a key factor in creating a climate conducive to the implementation of various population programmes.

7. The success of the activities being undertaken for the International Women's Year would depend to a great extent on the co-operation initiated by Governments at the national level. Norway's preparations for the Year included the establishment of a national committee composed of representatives of close to 50 organizations encompassing political parties, national women's organizations, universities, government agencies, trade unions and employers' organizations. The national committee had established a working group responsible for co-ordinating the various activities. In its budgetary proposals for 1975, his Government had proposed the appropriation of 300,000 Norwegian kroner, or about \$55,000, to activities to be carried out throughout the country in connexion with the International Women's Year. It was expected that local authorities would supplement that amount by earmarking funds for local projects. A commemorative stamp would be issued, and a school contest on the best treatment of the International Women's Year theme by school newspapers would be organized. As local elections would be held in Norway in 1975, the working group had met with representatives of the political parties to discuss the promotion of a just distribution of political assignments between men and women.

8. A bill to terminate legislative discrimination on the grounds of sex would shortly be introduced in the Norwegian Parliament. The bill provided for a general prohibition of discriminatory treatment of women, and, in that context, the appointment of an *Ombudsman* to review complaints of violations of the law was under consideration. His Government had also recommended that the

budgetary proposals for 1975 should include an appropriation of 100,000 Norwegian kroner (approximately \$18,000) to the United Nations fund for voluntary contributions to the International Women's Year (see Economic and Social Council resolution 1850 (LVI)), which would be earmarked for activities for the benefit of developing countries.

9. Mrs. SHAHANI (Philippines) said that despite the opposition encountered, the movement to accord women their worth and dignity as human beings could be considered one of the great socio-economic revolutions of the century. The General Assembly, in resolution 3010 (XXVII), had stated that the International Women's Year should be centred on equality, development and peace, and her delegation thought that each country should give meaning to that proposal within its particular cultural context and stage of development. Women constituted half the population, and if they were properly educated and trained, they could contribute substantially not only to an increase in the gross national product of their respective countries, but also to the quality of life in their communities. Women could certainly help to promote international peace and co-operation, and they could participate in the fight against racial discrimination and colonialism and assist peoples in the exercise of their right to self-determination. In all those fields, women could make a significant contribution, and, to that end, it was very important to achieve equality before the law, without discrimination on grounds of sex, since women should not be regarded as second-class citizens. Any legislation which still discriminated against women should be amended and revised, and such discrimination should be eliminated as a vestige of the past which no longer met current needs. It was perhaps more difficult to define the emotional and psychological aspects of equality between the sexes although, in the final analysis, equality between the sexes basically meant recognizing and respecting the dignity and worth of men and women as human beings. The pattern of domination and submission must be replaced by a more humane and equitable relationship of comradeship and partnership.

10. She then introduced draft resolution A/C.3/L.2113 and said that the delegations of Afghanistan, Chad, Cyprus, France, Federal Republic of Germany, Guatemala, Guinea, Guyana, Indonesia, Jamaica, Lesotho, Liberia, Mexico, Senegal, Sierra Leone, Somalia, Togo, Uganda and the United Kingdom had also become sponsors.

11. After pointing out the most important aspects of the draft resolution, she said that she had had the privilege of attending a seminar on national machinery to accelerate the integration of women in development and to eliminate discrimination on grounds of sex, held at Ottawa in September 1974 and jointly sponsored by the United Nations and the Government of Canada, at which it had been recognized that without efficient national machinery, programmes to improve the status of women could not be effective. The seminar had further recommended that the United Nations should continue to assist Governments in setting up channels of communication on questions relating to women. In that connexion, it should be noted that the UNDP Governing Council, at its eighteenth session, had asked the Administrator of UNDP to submit a report, at its

forthcoming session, on the involvement of women in development.¹ It was to be hoped that other United Nations bodies concerned with economics and finance would consider what role women could play in the mobilization of resources.

12. Her Government had been the first to make a contribution to the International Women's Year, which, although modest, showed the importance that her country attached to the integration of women in development. She hoped that other Member States would contribute to the fund for the Year, since the resources currently available were limited.

13. Mr. PERCY (United States of America) said that, among the draft resolutions approved by the Commission on the Status of Women at its twenty-fifth session, he attached special importance to the draft on the employment of women by the secretariats of organizations within the United Nations system (draft resolution IX),² since, as of June 1974, only 18 per cent of United Nations professional posts, 3 per cent of directorial posts and 3 per cent of the posts of Under-Secretary-General and Assistant Secretary-General had been held by women. In view of that situation, his delegation would seek to strengthen the resolution when the Fifth Committee, in its consideration of agenda item 12, studied chapter V, section D, of the Council's report, which related to the report of the Commission on the Status of Women. When the Economic and Social Council had adopted that draft resolution, which it recommended to the General Assembly in its resolution 1857 (LVI), it had not retained operative paragraph 3 of the original draft, an essential part of the text. That operative paragraph requested the Secretary-General of the United Nations as well as the executive heads of all organizations of the United Nations system to establish an advisory committee to assist in the formulation of measures and policies aimed at achieving the objective of an adequate balance between the numbers of men and women, particularly in policy-making posts. His delegation would press for the creation of such a committee, since it would be the height of hypocrisy if the International Women's Year was observed in 1975 without prior action in the United Nations to put its own house in order.

14. The United Nations should realize that, as an institution, it had not complied with Article 8 of the Charter, which provided that the United Nations should place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. An effort must be made to implement the draft resolution of the Commission on the Status of Women if those provisions of the Charter were to be fulfilled and discrimination against women was to be eliminated. In order to do so, practical field experience in the form of assignment to missions should be made available to women staff members. More women staff should be involved in UNDP activities, and more women should be given responsible posts, including that of resident representative; such assignments would also set a good example for Governments. Moreover, UNDP should estab-

lish regulations requiring that determined efforts be made to recruit women for posts in programmes funded by the Programme. The United States had a great deal of experience in that regard and would be glad to share it with officials of the United Nations, including UNDP.

15. With the International Women's Year beginning very shortly, the United Nations had an opportunity to demonstrate that the equitable inclusion of women in policy-making roles was an attainable as well as a desirable goal. In addition, there were two steps which the United Nations should take as quickly as possible so that International Women's Year would prove a success: first of all, the Secretariat should accelerate planning activities for the Year, since there was as yet no agenda and the necessary staff had not yet been assigned, secondly, additional funds must be committed for the Year, since those available were very meagre. Only \$400,000 had thus far been allocated. Compared with the \$2 million spent for the International Year for Human Rights and the \$3,500,000 allotted for the World Population Year, that sum was, in the eyes of many, evidence of the secondary importance which the United Nations attached to the question of improving the status of women. His delegation was convinced that much greater funds were needed to ensure that the International Women's Year achieved its objectives, and he was pleased to announce that the United States was making a voluntary contribution of \$100,000; he hoped that other countries would also make contributions according to their capacity as evidence of their conviction that the integration of women was an essential factor in development. There was no question that all countries would benefit tremendously from the integration of women into all aspects of economic and social activity. His delegation was therefore pleased to co-sponsor draft resolution A/C.3/L.2113, which gave expression to those ideas.

16. Another very important topic dealt with at the twenty-fifth session of the Commission on the Status of Women had been the relationship of the status of women to population questions. His delegation supported the Commission's request in its draft resolution VI²—subsequently adopted in a modified form by the Economic and Social Council as resolution 1854 (LVI)—that the Secretary-General should undertake further interdisciplinary and cross-national studies based on the findings of the Special Rapporteur's report on the interrelationship of the status of women and family planning³ and the conclusions and recommendations of the seminars. The fact that 1974 had been designated as World Population Year was evidence of the concern felt by nations about population problems. One of the major successes of the World Population Conference had been the consensus on the value of women in population policy planning and implementation. The World Population Plan of Action⁴ approved by the Conference placed greater emphasis than had all previous drafts of the Plan on the view that family planning policies could be most effectively implemented if women, on whom the success of such policies largely depended, played an important role in their development and implementation.

¹ See *Official Records of the Economic and Social Council, Fifty-seventh Session, Supplement No. 2A*, para. 462.

² *Ibid.*, *Fifty-sixth Session, Supplement No. 4*, chap. I, sect. A.

³ E/CN.6/575 and Add. 1-3.

⁴ See E/5585 Corr. 1, chap. I.

17. Also of special concern to the United States was the current global food crisis, in which women could play a significant part since in many countries they were of fundamental importance in agricultural production and in virtually all countries women had the major responsibility for feeding the family. Once women were integrated into society, they could make a major contribution to the solution of both short-term and long-term food problems. Draft resolutions VII and VIII of the Commission on the Status of Women²—adopted in a modified form by the Council as resolutions 1855 (LVI) and 1856 (LVI)—concerning the implementation of a programme of concerted international action to promote the advancement of women and their integration in development and the status of rural women, especially agricultural workers, could, if implemented, bring about significant improvement in global agriculture and nutrition.

18. The United States had adopted a position in favour of improving the status of women in all phases of economic and social development, particularly in leadership positions. It strove constantly to implement its own domestic policy of non-discrimination in employment on the basis of sex. An effort was being made to implement the so-called Percy amendment calling for United States bilateral foreign aid programmes to be administered so as to give particular attention to those programmes, projects and activities which tended to integrate women into the national economies of their countries, thus improving their status and assisting the development effort.

19. The draft resolutions approved by the Commission on the Status of Women at its twenty-fifth session, which were evidence of the important work accomplished by the Commission, closely paralleled his country's goals and, in the opinion of his delegation, were relevant to the problems of all nations. His delegation endorsed not only those resolutions but also many of the other concepts set forth in the Commission's report, and it was confident that many other nations shared its position.

20. Mrs. TAKLA (Egypt) said that, in preparing for the International Women's Year, her country was conducting an information campaign based on the belief that there was a direct correlation between the moral and material standard of a country and the role played by its women and that only in weak societies were women weak. Egypt's own history proved that point, since, at the time when that country had been the centre of civilization, some of its principal figures had been women. The resurrection of the Egyptian woman had also been linked with the rise of modern Egypt. The women's emancipation movement had begun to emerge in the early part of the nineteenth century, but it had come up against the force of tradition and prejudice and the opposition of the occupying foreign Power to social reform.

21. In her opinion, three points should be stressed in connexion with the matter under discussion: first of all, that the status of women was merely a reflection between the rise of a society and the movement for women's emancipation; and, thirdly, that men and women should co-operate on an equal basis in integrating women into society so that they could contribute to the development process. Women had provided many examples of what they

could do if given the opportunity, but, in the present era of universality and interdependence, a great deal remained to be done.

22. The International Women's Year was a time to review and appraise the progress that had been made, particularly in the following three fields: the promotion of equality between men and women, the full integration of women into the development effort, and recognition of the importance of women's increased contribution to the strengthening of world peace. It was essential to give serious attention to such urgent situations as the fate and the sufferings of women and children who were subjected to repression, aggression, colonialism, alien domination, *apartheid*, racism and racial discrimination. A woman who was subject to such conditions could hardly be expected to contribute to development and peace. How was it possible to enjoy the benefits of certain rights while women and children were suffering under those circumstances? Her delegation trusted that the Secretary-General would focus his attention on those conditions as an obstacle to the realization of basic human rights and fundamental freedoms, including the promotion of the status of women. The plan of action to be drawn up at the international conference on women to be held during the International Women's Year and the activities undertaken during the Year should also be directed towards alleviating the sufferings of those women and children. She noted in that connexion that the Economic and Social Council had, on the recommendation of the Commission on the Status of Women, adopted resolution 1861 (LVI), which contained a draft resolution recommended to the General Assembly for adoption. The Programme for the International Women's Year (Economic and Social Council resolution 1849 (LVI), annex) also recognized the importance of women's contribution to the struggle against racism, racial discrimination and *apartheid*.

23. Discrimination against women was detrimental not only to the future of national societies but also to the future of the international community. Development could never be achieved without the participation of all sectors of the population, including women. In that regard, emphasis must be placed on resolution 1856 (LVI) of the Economic and Social Council, concerning the status of rural women, especially agricultural workers, and on the technical co-operation activities of the ILO and UNESCO in those fields.

24. As a result of the stand taken by the United Nations and the instruments it had adopted, many States had incorporated in their constitutions and legislation provisions aimed at establishing equality between men and women. In many cases, however, those provisions did not reflect the real situation. Negative attitudes towards equality between the sexes derived, *inter alia*, from a mental attitude influenced by certain traditions which left their imprint on children in the formative years. Thus, mass communications media should be used to influence the formation of new attitudes towards the role of women in present-day society and to provide information on the relevant activities of national bodies, the United Nations and the specialized agencies, and the intergovernmental and non-governmental organizations.

25. Religious beliefs were often alleged to have an unfavourable impact on the advancement of women. In

many cases that was a misconception, and a more accurate scientific study would serve to demonstrate the real effect of such beliefs on the role and status of women. To give a specific example: Islam had, for political reasons, been cited as hindering the advancement of women, but in actual fact, the advent of Islam had improved the status of women by ending the pagan practice of killing new-born female infants, giving women the right to inherit, stipulating the need for the consent of the bride before marriage, and encouraging the education of girls and women. It was therefore to be hoped that due attention would be given to a correct interpretation of the role of cults and beliefs.

26. Special attention should also be given to the ecological factors which shaped social ideas. Accordingly, the choice of apparatus and priorities should be left to the individual country.

27. Another important question was recognition of the right of women, not only to work, but also not to work outside the home and yet still be considered an important factor in the development of society. Home-makers had a significant impact on the economy and constituted the most effective "non-governmental organization" for furthering the cause of peace.

28. In Egypt, the Constitution guaranteed equal rights to all citizens regardless of race, sex, religion, language, origin or creed. Women occupied posts at all levels of the governmental apparatus, owned their own enterprises and were elected to the Parliament. There was a woman member of the Cabinet, and the Arab Socialist Union, the political organization, had a special division for women, with regional and local offices throughout the country. In every city council two seats were reserved for women. All the factories had female workers, and in some they formed the majority; their pay was equal to that of the men, and they were granted special maternity privileges. It was prohibited by law for women to perform dangerous tasks or heavy labour and, in some instances, to work on the night shift. None the less, much more still needed to be done: for instance, greater attention should be paid to women workers in rural areas.

29. In the area of education, there was complete equality in Egypt at all levels. The number of female students had increased markedly in recent decades. At the same time, men's attitudes were undergoing an important socio-psychological change. In contrast to what had occurred previously, most men today preferred to marry working women. During the October War, women had actively participated in the discharge of such technical and professional responsibilities as providing assistance to military and civilian victims of napalm and other weapons.

30. The leader of the present feminist movement in Egypt, Mrs. Gihan El Sadat, was the wife of the President; she genuinely believed in the role of women and was working with dedication to improve their status.

31. Despite the progress made, her country realized that there was still a long way to go. It therefore awaited the results of the International Women's Year with interest, and it intended to participate actively in the observance of the Year.

32. Mrs. BAILOR (Sierra Leone) said that her delegation welcomed the designation of the year 1975 as International Women's Year, and also the holding of a related international conference during the Year. In the past, the approach to the problem of women's role in society had been a legal one. The International Women's Year must serve as a point of departure for a positive action programme. While women certainly played an important role in all Member States, their efforts could be intensified. The aim must be to ensure that a woman's work was more productive, that her family responsibilities were less onerous and that her integration in development was further enhanced. At the same time, it must not be forgotten that most of the world's population lived in rural areas; her delegation therefore welcomed Economic and Social Council resolution 1856 (LVI).

33. A number of Member States had already taken positive action on behalf of women. France had perhaps taken the most decisive step by appointing Mrs. Francoise Giroud to the post of Secretary of State for the Advancement of Women. Other countries had drawn up programmes for women in the fields of nutrition, health, and agricultural production and distribution. In Sierra Leone, not only was priority being given to the well-established practice of ensuring equality of opportunity in education, training, employment and remuneration, but, in addition, a multidisciplinary project for the further integration of women in the over-all national development effort had been adopted.

34. Turning to draft resolution A/C.3/L.2113, she noted that subparagraph (b) of the first preambular paragraph, which referred to the Second United Nations Development Decade, was not directly matched with operative paragraph 2, which mentioned only the International Women's Year. With the object of remedying that defect, her delegation, after consulting the original sponsors of the draft resolution and obtaining their approval, was proposing an amendment (see A/C.3/L.2115) which would add a new paragraph 2 in the operative part, with the result that the present paragraphs 2 and 3 would become 3 and 4, respectively. Her delegation had accordingly become a sponsor of draft resolution A/C.3/L.2113, as amended by the new operative paragraph 2. She pointed out that the word "economic" in that paragraph should be deleted.

35. If women were to withhold their present contribution to development at the domestic, national and international levels, the world would be considerably impoverished from the social, economic and even political standpoints. The reverse would be true if women could make an even greater contribution and become fully integrated in the economic and social life of all States. The main obstacles to development could not be overcome without the participation of women, who in some countries outnumbered men by 2 per cent. Women were ready, and indeed anxious, to participate fully in development. The International Women's Year could be a spring-board for the new policy if the participants in it decided to make it one.

36. Mrs. REMPT (Netherlands) noted that the World Population Conference, held at Bucharest in August 1974, had reached the conclusion that it was impossible to find

lasting solutions for current population problems without the involvement and full support of women, who constituted one half of the world's population. Accordingly, the Governments of Member States should give careful attention to the implementation of the resolutions drawn up by the Commission on the Status of Women and adopted by the Economic and Social Council, particularly those relating to the integration of women in the productive and development processes. She welcomed the fact that the Commission on the Status of Women had not restricted its attention to the activities of the United Nations in that sphere but had also concerned itself with the role being played by other organizations within the system, such as the ILO and UNESCO.

37. The United Nations and related agencies should recognize and admit that the full integration of women in society was no longer an isolated problem to be remedied in an intermittent or piecemeal way, but that its topicality and importance called for an over-all approach. For example, UNDP should evaluate its development plans in the light of the role of women in their implementation—something which hitherto had rarely been done. It was obvious that neither the developing nor the developed countries could afford not to make full use of all their human resources and that many of the attitudes which constituted barriers to doing so were based on deeply-rooted prejudices which were resistant to change. It was to be hoped that the forthcoming international conference on the status of women, to be held in 1975, would help to eliminate those barriers which, besides perpetuating an inequitable situation, were a cause of economic and social backwardness.

38. In conclusion, she noted that recent reports on the status of women failed to include any reference to the impact of the activities of transnational corporations on the status of women in the regions in which those corporations operated; her delegation believed that special attention should be paid to that subject by the competent organs of the United Nations.

39. Lady GAITSKELL (United Kingdom) said that there was an acceleration in the emancipation of women in the United Kingdom. Ironically, the process had been hastened by the two world wars as a result of the work that women had then been called upon to do. At the present time, nearly half of all married women in the United Kingdom were in paid employment, so that the increased prosperity of families since the Second World War was due in part to the mothers at work. Paradoxically, greater opportunities for women could actually make their lives harder, in so far as they had to carry on their traditional duties in the home while expanding their activities in paid employment. A reality which could not be ignored was that mothers with young children presented special problems, and that young children themselves had special needs which mothers alone could meet. A more equitable distribution of the tasks both in the home and outside it was obviously needed.

40. Despite the large number of married women in paid employment in the United Kingdom, there was still discrimination in employment with regard to the level of the jobs open to them and in the matter of pay, and although sex disqualification for jobs had been illegal for

over 50 years, prejudice and the resultant psychological barriers held back the progress of women. That was demonstrated, for example, by the fact that only one seventh of the doctors in the United Kingdom were women, and although women were in the majority in teaching, very few reached the level of university professors. The reasons were to be sought in the roots of the traditional education of the two sexes, according to which certain scientific subjects, such as chemistry, physics and engineering, were unsuitable for girls.

41. The Labour Government was convinced that the movement towards equality for women required the active support and intervention of the State, and it had recently published a pamphlet called "Equality for Women". The Government proposed to introduce comprehensive legislative measures applying to areas such as employment, training, education and practically all aspects of social life. Every effort would be made to promote genuine equality between the sexes, and the necessary machinery to punish violations would be set up. The machinery and procedures for enforcing the legislation would be complemented by a new public body, the Equal Opportunities Commission. The Government hoped that the measures would come into force at the same time as the Equal Pay Act, i.e., in December 1975. The Government could also help in another way, by providing help and advice with family planning, a field in which women should be able freely to determine the number of children they wished to have, on an equal footing with men.

42. The full integration of women in the total development effort would require not only the elimination of all forms of discrimination against women, but also the integration of women into the decision-making process of national development. That would lead to a better utilization of the skills and talents of the entire population and thus benefit not only women but society in general. Although the problems of women cropped up in different forms in different countries, there were certain universal principles, beginning with the relevant articles of the Universal Declaration on Human Rights, which applied to women everywhere, regardless of where they lived or their level of development. The Declaration on the Elimination of Discrimination against Women (General Assembly resolution 2263 (XXII)) was a valuable instrument, and it should become a binding international agreement. But if it was to be effective, such an agreement must receive wide support, and the process of drafting a generally acceptable text was a lengthy one and should not be precipitately hurried forward. It was to be hoped that the celebration of the International Women's Year would influence Governments to study the text in detail and send their comments in good time for the next session of the Commission on the Status of Women, so that a text could be agreed upon for adoption in 1976.

43. Mrs. SHAHANI (Philippines) proposed that in the amendment submitted by Sierra Leone (A/C.3/L.2115) to draft resolution A/C.3/L.2113, of which her delegation was a sponsor, the word "further" after the word "Recommends", and the words "whatever their stage of economic development" should be deleted, and the word "all" should be inserted before the expression "Member States". The text of the new paragraph 2 would then read as follows:

"*Recommends* that all Member States include in their national development plans . . .". The delegation of Sierra Leone had indicated its willingness to accept that wording.

44. The CHAIRMAN said that if the sponsors of draft resolution A/C.3/L.2113 had no objection to that amendment, a revised version of the draft would be circulated.

It was so decided.

45. Mr. AZIZ (International Labour Organisation) said that, in accordance with a request of the Economic and Social Council, the ILO had submitted to the twenty-fifth session of the Commission on the Status of Women a report on its activities to promote the advancement of women.⁵ Since that time, the Governing Body of the ILO had decided to place on the agenda of the sixtieth session of the International Labour Conference the question of equality of opportunity and treatment for women workers. The conclusions that would be reached after discussion of the question would doubtless constitute the ILO's main contribution to International Women's Year.

46. The decision to include that question in the Conference's agenda had been based on a report on women workers which revealed that there was still a clear division of labour by sex and a marked tendency everywhere to recruit on the basis of sex rather than qualifications. The report stated that women made up more than one third of the work force in the world but that there had been little basic change in the pattern of women's economic activity over the last decade. It stressed that women's social function of reproduction must be fully protected, that was to say, that women should not be penalized because they were mothers. The session of the International Labour Conference to be held in 1975 would also have before it a survey of the application of the principle of equal pay in countries which had ratified the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value⁶ and in those which had not.

47. The ILO was also fully conscious of the importance of the question of the status of rural women, and it believed that that problem could only be approached in the framework of integrated rural development. Two primary considerations seemed to stem from the available data regarding women's participation in agriculture: the first was that women were rarely included in vocational, technical and professional training courses in the field of agricultural production and modernization; the second was that the mistaken concept that women were primarily concerned with home economics had severely limited women's contribution to rural development. In the ILO's view, home economics was not enough, and the contribution of women

to rural development was essential. The urgency of the problem had been recognized by the Conference and it had produced a draft recommendation which would probably be adopted as an international labour standard.

48. The Conference had also concluded that training for work, and guidance in choice of jobs, should be available to men and women throughout their working lives. A draft Convention and Recommendation to that effect had been prepared to complement existing international labour standards, with the aim of developing the worker's ability to participate actively in the process of change in the economy and acquire new skills and knowledge as they were needed.

49. A meeting of the ILO's Panel of Consultants on Women Workers' Problems had been held in 1974, and the Panel had concluded that the problem of equal pay for women had its roots in social attitudes that led to persistent discrimination and that strong measures were still needed to change concepts about the role of women. The Panel had proposed universal abolition of separate wage scales for men and women and had suggested that the ILO should re-examine its Convention No. 100 on equal pay to determine whether its provisions were still adequate. Immediately before or immediately after the sixtieth session of the Conference in 1975 it was proposed to hold a meeting on the same subject with non-governmental organizations concerned with women's problems.

50. A positive effort had been made also to improve the conditions of work of nurses, who were mainly women. The ILO was also making a study of women's rights and benefits under national social security régimes. It was preparing for late 1974 a seminar on the role of women's organizations with a view to co-ordinating measures to meet the problems of women. The analysis of government replies to the questionnaire on part-time employment had been completed. In the past 10 years there had been an increase in the number of part-time workers, both men and women, but particularly women, and Governments were giving increasing attention to that problem. However, the trade unions, for the most part, retained their basic reservations with regard to the part-time work of women, which, they felt, was not good for careers and tended to facilitate exploitation. They maintained that the real solution lay in shorter working hours for all.

51. Further progress had been made also under the World Employment Programme, and women's needs and problems in the employment field would be examined. An expert meeting on equal remuneration in the developed countries was to be held shortly, and a symposium on equality of opportunity in employment for the European region would be held towards the end of 1974. Women were specifically mentioned on its agenda.

The meeting rose at 1 p.m.

⁵ See E/CN.6/579.

⁶ International Labour Organisation, *Conventions and Recommendations, 1919-1966* (Geneva, 1966), Convention No. 100.