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WORLD CONFERENCE
of the
UNITED NATIONS
DECADE FOR WOMEN:

**Equality,
Development
and
Peace**

Copenhagen, Denmark

14 - 30 July 1980

REPORT OF THE REGIONAL PREPARATORY MEETING
OF THE UNITED NATIONS ECONOMIC COMMISSION
FOR AFRICA
(SECOND REGIONAL CONFERENCE FOR THE INTEGRATION
OF WOMEN IN DEVELOPMENT)

Items 8 and 9 of the provisional agenda

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INTRODUCTION

1. The second Regional Conference for the Integration of Women in Development was held from 3 to 7 December 1979 at Mulungushi Hall, Lusaka. His Excellency Dr. Kenneth D. Kaunda, President of the Republic of Zambia, opened the Conference which was organized by the Economic Commission for Africa, in close collaboration with the Africa Regional Co-ordinating Committee for the Integration of Women in Development and in co-operation with the Government of Zambia.
2. The main purpose of the Regional Conference was to review the progress made and obstacles encountered in achieving the minimum objectives of both the World Plan of Action and the African Regional Plan of Action for the Integration of Women in Development and to draw up programmes and strategies for 1980-1985 in preparation for the World Conference of the United Nations Decade for Women: Equality, Development and Peace, to be held in Copenhagen in July 1980.
3. The Regional Conference was also held in accordance with a decision taken at the first Regional Conference, held at Nouakchott, Mauritania, in 1977, resolution 364 (XIV) adopted by the Conference of Ministers of the Economic Commission for Africa at its fifth meeting, held at Rabat in 1979, General Assembly resolution 33/189 of 29 January 1979, calling for the convening of regional meetings in preparation for the World Conference of the United Nations Decade for Women, and resolution 3520 (XXX) of 15 December 1975 in which the General Assembly stressed the importance of the periodic review and appraisal of progress made in the implementation of the objectives of the World Plan of Action and international action aimed at implementing the World Plan of Action and related resolutions of the World Conference of the International Women's Year.

ORGANIZATIONAL MATTERS

4. On 3 December 1979, the Conference adopted the following agenda:
 1. Review of progress made and obstacles faced by member States in the implementation of the World Plan of Action, especially with respect to the African Regional Plan of Action for the Integration of Women in Development
 2. Assessment of progress made since the Nouakchott Conference regarding national and subregional machineries and interagency co-operation to accelerate the integration of women in development
 3. Programmes and strategies for the years 1980-1985 with a view to promoting equality, development and peace in the African region
 4. Apartheid and the status of women in southern Africa
 5. Review of policies and programmes concerning children in Africa within the framework of the International Year of the Child
 6. Adoption of the draft report and recommendations
 7. Closure of the Conference
5. Under the Chairmanship of the Hon. Mrs. B. Chibesa Kankasa (Zambia) the Conference adopted the arrangements relating to the organization of its work (see document ECA/ATRCW/79/INF.5). In accordance with those arrangements, after all the items had been introduced in plenary meetings, they were discussed by the subregional committees of the Multinational Programming and Operational Centres (MULFOCs), which then presented for approval their reports and recommendations to the Conference in plenary meetings.
6. The Conference was attended by the following States members of the Economic Commission for Africa (ECA): Angola, Burundi, Central African Republic, Comoros, Ethiopia, Gabon, Gambia, Ghana, Guinea, Ivory Coast, Kenya, Lesotho, Liberia, Libyan Arab Jamahiriya, Madagascar, Malawi, Mali, Mauritania, Mozambique, Nigeria, Rwanda, Senegal, Somalia, Sudan, Swaziland, Togo, Uganda, United Republic of Cameroon, United Republic of Tanzania, Upper Volta, Zaire and Zambia.
7. States Members of the United Nations not members of ECA were represented as follows: Belgium, Denmark, Finland, France, Netherlands, Norway, Portugal, Sweden and United States of America.
8. The following liberation movements were represented: African National Congress of South Africa (ANC), Pan Africanist Congress of Azania (PAC), Patriotic Front of Zimbabwe (Zimbabwe African National Union (ZANU) and Zimbabwe African People's Union (ZAFU)) and South West Africa People's Organization (SWAPO).

9. The following United Nations bodies and agencies were represented by observers: secretariat of the World Conference of the United Nations Decade for Women, Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat, United Nations Industrial Development Organization (UNIDO), United Nations Children's Fund (UNICEF), United Nations Development Programme (UNDP), United Nations Research Institute for Social Development (UNRISD), World Food Programme (WFP), United Nations High Commissioner for Refugees (UNHCR), International Labour Organisation (ILO), Food and Agriculture Organization of the United Nations (FAO), United Nations Educational, Scientific and Cultural Organization (UNESCO) and World Health Organization (WHO).

10. Observers were present from the following intergovernmental organizations: African Development Bank and Organization of African Unity (OAU). The following non-governmental organizations also sent observers: African-American Institute, America Friends Service Committee, Bahá'i International Community, Caritas Internationalis, Carnegie Corporation, Ford Foundation, International Council of Women, International Planned Parenthood Federation, International Women's Tribune Centre, Lutheran World Federation, Overseas Education Fund (United States of America), Pan African Women's Organization, Panafrican Institute for Development, the Population Council, Women's International Democratic Federation and World Young Women's Christian Association.

SUMMARIES OF STATEMENTS

Summary of the opening statement made by
His Excellency Dr. Kenneth D. Kaunda,
President of the Republic of Zambia

11. His Excellency Dr. Kenneth D. Kaunda, President of the Republic of Zambia, in welcoming the participants to the second Regional Conference for the Integration of Women in Development, said that the quest of equality of the sexes had definite similarities with the fight for racial equality being waged in southern Africa. Both issues were of general concern to the whole of Africa and he warned the Regional Conference that its deliberations should culminate in a realistic and pragmatic programme of action that reflected African women's determination to participate equally with men in the elimination of poverty, ignorance, disease, exploitation, discrimination, racism and apartheid.

12. Noting with satisfaction that the African region had made great progress during the first half of the Decade for Women in the establishment of regional, subregional and national machineries for the implementation of both the World and the African Plans of Action, Dr. Kaunda nevertheless warned that the emancipation of women was intricately intertwined with the political, educational and socio-cultural aspirations of the African people. In the midst of poverty and international relationships which were not favourable to Africa and the developing world he advocated greater interagency co-operation, a wise use of meagre resources and a greater effort in mobilizing local resources for self-reliance.

Summary of the statement made by the representative of the
Executive Secretary of the Economic Commission for Africa

13. The Chief of the Social Development Division of ECA, speaking on behalf of the Executive Secretary, expressed thanks to His Excellency President Kaunda, the United National Independence Party and the Government and people of Zambia for acting as host to the Regional Conference. In outlining the objectives of the Conference, he said that the Conference had the basic task of critically examining the progress made and the obstacles faced by African countries in the implementation of the World and African Plans of Action. Thereafter, the Conference was expected to draw up strategies and programmes for the second half of the United Nations Decade for Women. He mentioned the Multinational Programming and Operational Centres (MULPOCs) which ECA had successfully established as the principal mechanism for fostering economic co-operation at the subregional level, adding that their success would greatly depend upon the active participation of United Nations agencies from the policy-making stage to the field project evaluation and implementation stage.

Summary of the statement made by the Chairperson of the
Africa Regional Co-ordinating Committee (ARCC)

14. After expressing deep gratitude to His Excellency President Kaunda, the Zambian Women's League and the Government and people of Zambia for acting as host

to the Regional Conference, the Hon. Mrs. Delphine Tsanga, Chairperson of ARCC, exhorted participants to conduct the deliberations of the Conference in a frank and objective manner to ensure that all the problems facing women in all fields were adequately identified. She warned participants of the need to guard against excessive bureaucracy and against a repetition of the pitfalls of the first and second United Nations Development Decades if the objectives of the third United Nations Development Decade were to be realized. In the same vein as the speakers before her, she expressed the hope that the Conference would solemnly express its solidarity with the victims of apartheid and review commitments to continue the efforts to improve the condition of children that had been started in 1979, observed as the International Year of the Child.

Summary of the statement made by the Secretary-General of the
World Conference of the United Nations Decade for Women:
Equality, Development and Peace

15. The Secretary-General of the World Conference of the United Nations Decade for Women, Mrs. Lucille Mair, said that, coming from a Caribbean nation, she profoundly admired the commitment of the President and people of Zambia to the cause of women.

16. In 1972, before International Women's Year, Africa, the first region to do so, had set up a women's programme. Africa was also the first region to establish a training and research centre for women and, at the Nouakchott Conference in 1977, the first to discuss the meaning for women of the new international economic order. Moreover, the regional and subregional machinery set up as a result of the Conference was a unique means by which to reach down to grass roots and emanated from Africa's tradition of independence and strength.

17. Africa's commitment and efforts would strengthen her own work as Secretary-General of the World Conference, to be held in 1980 in Copenhagen. That Conference would constitute a mid-term review of progress in implementing the World Plan of Action and provide an opportunity for devising concrete practical action programmes for the remaining five years of the Decade. As in other regions, the present Conference was being held in preparation for the World Conference. Its conclusions and recommendations would form an important part of the data and proposals for the World Conference and help to direct the international community in its search for global strategies for the rest of the Decade, based on a full understanding of national and regional realities.

18. The situation in southern Africa epitomized the antithesis to the themes of equality, development and peace. Hence special attention had to be paid to the women of southern Africa who were considered superfluous appendages to their husbands and half of whose children died by the age of five. Yet those same women had not hesitated to confront the ideology of white supremacy and had been in the forefront of the liberation struggle throughout southern Africa. She was sure that the same forces that had swept out the colonial régimes to the north would prevail in southern Africa. It was a tribute to their spirit that the effects of apartheid had been included in the agenda for the World Conference as an expression of the responsibility of the international community, its recognition of its mandate under the United Nations Charter and its commitment to the goals of the Decade for Women: Equality, Development and Peace.

Summary of the statement made by the outgoing Chairperson of
the first Regional Conference

19. The Chairperson of the first Regional Conference, Mrs. Aissiata Kane, thanked the host Government and the organizers of the Conference for their efforts to ensure the success of the Conference. The very presence of the President of Zambia should point to the need for high-level deliberations and should encourage the women of Africa to participate in the economic and social development of their countries. She wished the Conference every success and hoped that its results would rapidly be translated into reality. She also wished to pay tribute to the people of Namibia for their struggle against imperialism.

EXPRESSION OF THANKS TO THE GOVERNMENT OF THE HOST COUNTRY

20. Speaking on behalf of all the participants, the representatives of the United Republic of Cameroon and Madagascar expressed their thanks to the host Government.

PROGRESS MADE AND OBSTACLES ENCOUNTERED IN ACHIEVING THE MINIMUM
OBJECTIVES OF THE WORLD AND AFRICAN PLANS OF ACTION

Employment of women

Women in rural areas

21. It has been estimated that women form the largest proportion of rural dwellers in the African region. They participate heavily in agricultural production, the processing and storing of food and trade in agricultural produce, crafts and livestock; they also play an important part in the distribution of local agricultural and marine produce. Despite the contribution of these women to the national economy, they are still largely denied training, credit facilities and modern tools. Information from several African countries indicates that efforts are being made to improve the situation of rural women through, for example, the provision of training to increase their productivity. In some countries, simple technologies are being introduced to lighten women's burden. Co-operatives have also been formed in some countries. However, for logistical reasons and lack of funds, the impact of this modernization has not reached many rural areas.

Women in urban areas

22. In the urban areas, indications are that a good number of women have been absorbed in the modern wage or salaried employment sector. Available data demonstrate that these women tend to cling to occupations that are traditionally reserved for them. There is a trend, however, for women to break into occupational areas formerly reserved for men only.

23. In the informal sector, data are lacking for an adequate assessment of the situation of women to be made.

24. In all cases, there is an urgent need for statistical data to assess their situation better.

Maternity benefits

25. Government data show that only women in salaried employment are covered by maternity benefits; in some countries even these women do not enjoy coverage.

Ability to combine work and family responsibilities

26. Although the number of day-care centres in several countries has increased, indications are that the burden of combining work and family responsibilities has not lessened to any significant degree. Appropriate technology has not made much impact.

Education and training

27. Available educational statistics reveal that fewer than half the girls of school age in Africa are in school; the enrolment of girls is highest at the primary level but falls rapidly with the ascent of the educational ladder. Girls and women still enrol in traditionally feminine fields.

28. Some progress has been made as a result of increased educational facilities. In some countries, although education at the primary level is free and compulsory for boys and girls, statistics reveal that both boys and girls drop out of school early, the drop-out rate for girls continuing to remain higher and posing serious problems. Reasons for that state of affairs include schoolgirl pregnancies, problems in paying tuition and school fees, a scarcity of basic necessities, a lack of role models and achievement orientation and the preference of low-income parents in particular to educate boys rather than girls.

Literacy

29. The majority of illiterates in the region are still women. Several Governments reported efforts being made to control or eradicate illiteracy. To this end, it is important that compulsory primary education should be enforced and social attitudes that undervalue girls' education should be attacked.

Technical and vocational training

30. Although both boys and girls have the same educational opportunities, technical education continues to be the preserve of boys and men.

31. Certain countries have made some progress in this area by providing both boys and girls with technical education and training. Girls and women need training in entrepreneurial, administrative and managerial skills for better employment.

Health

32. Although several countries reported a trend towards the strengthening of women's programmes in health services, statistical data show that Africa has the world's highest death rates for women and children. The majority of pregnant women in the region do not receive adequate pre-natal care.

33. Underlying the health problems and high death rates of women and children is malnutrition caused by several factors of which the key ones are (a) scarce financial resources for purchasing food; (b) non-cultivation of food items rich in nutrients; (c) general precarious food supply situation under subsistence economy; (d) irregular meals; and (e) taboos. Women most affected by malnutrition are those in the low socio-economic group. The problem of malnutrition deserves urgent attention.

Family planning

34. Africa has the world's highest fertility rate with 46 births for every 1,000 people. Reports indicate that family planning services have not reached many areas in the region, notably the remote, rural areas. Frequent pregnancies, as well as endangering the health of the mother, restrict women's opportunities in training and education.

Policy formulation, planning and monitoring

35. Most Governments have initiated programmes to improve the situation of women. Nearly all the countries of the region have established some kind of machinery to deal with the situation of women, as a direct response to the African and World Plans of Action.

Data base

36. Although reports indicate that the situation of women is receiving attention, there is a lack of data to demonstrate the extent to which women are involved in the development of their countries. The lack of data on the situation of women since 1975 makes it exceedingly difficult to monitor progress in that and many other areas.

37. It has become increasingly evident, however, that few women are placed at high levels of planning and policy making or in executive and managerial positions.

Social and legal status

38. It is generally admitted in the region that legislative and constitutional provisions do not discriminate against citizens on the basis of sex. It is known, however, that there are conflicts affecting women, emanating from the dichotomy of customary and statutory law; that customary and traditional values affect women's acceptance of certain practices; and that religious misinterpretations subjugate women. Notwithstanding the fact that many old laws have been reformed and new laws enacted to improve the legal status of women, their social status has undergone very little change. Conflicts between customary and written laws need to be reconciled.

Political participation, international co-operation and the
strengthening of international peace

39. Available statistical data demonstrate that women participate in politics mainly as voters. They have yet to make real progress in being elected or appointed to office or serve in foreign affairs.

40. Several countries reported measures being undertaken to promote the involvement of women in politics, notably the organization of seminars to raise women's civic consciousness and the establishment of targets of posts to be filled by women. Apartheid remains a solid threat to world peace in general and an increasingly offensive phenomenon with regard to the integrity, solidarity and independence of the African people.

Major obstacles: summary

Education

41. Generally, the major obstacles to the socio-economic advancement of women in the region continue to be lack of relevant education and training, traditional attitudes that stereotype roles for women and men and lack of credit facilities. Factors that limit the education and training of girls are:

- (a) The indifference of people to the value of education for girls;
- (b) Tradition and custom that encourage early marriage for women;
- (c) Heavy domestic responsibilities.

Employment

42. The low educational status of women and their lack of skills, along with role socialization and male attitudes, are a direct cause of women's unemployment and a formidable barrier to their advancement to top job levels.

Health

43. Several factors militate against an improvement in the health situation of women in the region. Prominent among these are:

- (a) Lack of access to health services and reliance on inadequate traditional remedies;
- (b) Large families which put a severe constraint on the family budget, thus constituting a serious cause of malnutrition among women;
- (c) Poor sanitary environment;
- (d) Lack of a proper water supply.

Conclusions

44. (a) There is no direct correlation between the contribution of women to the economies of their countries and their status;

(b) Women are generally confined to the traditional sectors of the economy; they have less access to the high or even the low status jobs in the sectors that would expand through industrialization, and they are significantly less represented in all the non-traditional sectors;

(c) The illiteracy rate among women is still very high; the drop-out rate among girls from school is also very high, with the result that only a small percentage of girls survive through tertiary education;

(d) The health situation of women, especially the less privileged groups has not changed much since 1975. Preventive health care has suffered because of the emphasis given to curative health care;

(e) Despite changes in legislative and constitutional provisions which guarantee equality of women in various areas, the social status of women has undergone very little change.

45. In spite of these conclusions, indications are that progress is taking place, but slowly. New strategies are needed to accelerate the pace. Apparently information has not reached women at all levels and the struggle for women's full participation in development has not yet involved the majority of women.

PROGRAMMES AND STRATEGIES FOR THE YEARS 1980-1985 WITH A VIEW TO
PROMOTING EQUALITY, DEVELOPMENT AND PEACE IN THE AFRICAN REGION

46. Strategies for the second half of the Decade are seen in the context of the Plan of Action for the Integration of Women in Development in Africa as well as of the World Conference theme "Equality, Development and Peace" and the subtheme "Employment, Health and Education". Any attempts to devise a strategy would benefit from experience gained in efforts to implement the Plan in the first half of the Decade.

47. The International Women's Year promoted a regional and global awareness of the situation of women that, it is hoped, will take root in the second half of the Decade. New development emphases, such as alternate development strategies, the Regional Food Plan for Africa, adopted in September 1978 by the 10th FAO/ECA Conference of African Ministers of Agriculture, the Monrovia Declaration, adopted in February 1979 by the ECA/OAU Symposium on the Future Development Prospects of Africa towards the Year 2000, and technical co-operation among developing countries (TCDC) have given directions which must be followed and applied.

48. A brief description is given below of those emphases and the basis on which African women at the Regional Conference identified and submitted priority programme areas for the second half of the United Nations Decade for Women.

Development strategies as they relate to women in the African region

49. Perhaps the main contribution of participants from developing countries to the World Conference of the International Women's Year, held at Mexico City in 1975, was the idea that women and development could not be viewed in a vacuum but as an inseparable part of world social and economic forces. The crisis in development theory of the mid-1970s which led to the call for a new international economic order was indissolubly linked with the situation of women. The Economic Commission for Africa spelt out an African strategy whereby the formerly marginal population could gain equitable access to the world's resources by:

Deliberate promotion of an increasing measure of self-reliance;

Acceleration of internally located and relatively autonomous processes of growth and diversification;

Progressive eradication of unemployment and mass poverty.

50. In order for these goals to be fulfilled, there must be the full participation of women in all the sectors marked for emphasis in the restructuring of the international economic order: agriculture, rural transformation, industrialization, national planning, international trade, transfer of resources, science and technology, co-operation among developing countries and restructuring of the United Nations system. Strategies within these sectors have been described at length in the publication of the Africa Training and Research Centre for Women (ATRCW), entitled The New International Economic Order: What Roles for Women, and elaborated upon in reference to specific sectors mentioned below. In general, it

was stressed in those strategies that women were critical rather than marginal to their country's economy and that restructuring of the international economic order could not be achieved without recognition of their important contribution.

Technical co-operation among developing countries (TCDC)

51. Technical co-operation among developing countries (TCDC) in essence is a strategy that developing countries must adopt to hasten the establishment of the new international economic order. It is a series of co-operative actions that must be undertaken by developing countries themselves to speed genuine balanced development. With its emphasis on the full utilization of human resources, the need for the involvement of women in the African region is obvious. In elaborating sectoral strategies for accelerating the pace of women's integration in development in Africa, the principles of TCDC should be borne in mind. As much as possible, strategies should take into account the sources of knowledge and technology with which women of the region are already familiar. Whether it involves the use of existing technologies for lightening the burden of rural women's work, or relying on the expertise of professional associations of African women in research and training, or sending skilled practitioners of income-generating crafts to impart their techniques to women elsewhere on the continent, the application of TCDC as a strategy for women in the region will provide vital impetus.

Alternate development

52. Alternate development as a growth strategy is closely related to the new international economic order concepts of TCDC. Alternate development shares the goals of the new international economic order and endorses TCDC as a central strategy in achieving them. The further contribution of alternate development to the growing body of development theory is the idea that domestic structural changes are necessary in developed and developing countries to ensure that the new international economic order is implemented and that equality of development is more important than quantitative targets. Alternate development in the developing world has also been known as collective self-reliance with emphasis on, in addition to TCDC, serving links of dependency, full mobilization of domestic capabilities and resources and reorientation of development efforts to meet basic social needs. Although the official literature has been markedly silent on the relationship of women to this concept, alternate development has strong strategy implications for women in the region. African women must consider alternate development as an over-all strategy in making plans for the second half of the Decade.

53. It was women's marginality to the types of development programmes prevalent in the 1960s and 1970s characterized by growth without equity that in part resulted in growth without meeting broad social and economic needs. As more qualitative measures of development are used, the central situation of women, who were frequently ignored in quantitative reckoning, becomes clear.

54. Agricultural transformation for increased food production is a major aim of alternate development. Here the interests of African women, the vast majority of food farmers, are highly relevant. In education, in order to foster endogenous

development, social policy must pay special attention to raising the educational level of women and mothers from the poor, underprivileged strata of society in order to obtain a major impetus towards social reconstruction. Women, as major determinants of consumption patterns, could be important in creating a new ethic of consumption to cut down the production and consumption of non-essential goods and lessen the region's technological dependency. National strategies in line with alternate development which fully include women need to be adopted, particularly in the areas of rural development, educational policy and planning, and technology. To make alternate development feasible, greater attention should be paid to the type of technical training which will make it possible to manufacture simple, appropriate tools and spare parts locally.

55. Several recent initiatives directly pertinent to strategies for women in the Africa region in the years 1980-1985 have taken their lead from the new development emphases outlined above. These include the FAO Regional Food Plan for Africa, the Monrovia Declaration and the World Conference on Agrarian Reform and Rural Development. All present programmes and strategies for rural transformation are elements to which women of the region should direct their attention.

FAO Regional Food Plan for Africa

56. The Regional Food Plan for Africa grew out of an analysis of the continent's deteriorating food situation and the realization that in the 1970s Africa lagged behind the rest of the world in food production, which has not even increased to keep pace with population growth. The plan spells out strategies for improvement of this situation through major national policy shifts towards the allocation of greater resources to agriculture. The importance of investments in "human capital" is stressed. Ironically, women are only marginally mentioned in the Plan. In reaction, African women must make their presence critically felt by agricultural planners. If they do not, it is likely that the desired increase in food production will not be achieved, because it ignores the majority of the subsistence farmers. Encouragement should be given to women's co-operatives in agriculture and a greater number of trained femal extension officers should be made available in this regard.

Monrovia Declaration

57. The Monrovia Declaration stems from an examination of strategies to achieve the types of development best suited to Africa for the year 2000. It endorses a strategy for change with four principal elements:

- (a) A new pedagogy geared to African unity;
- (b) The need for scientific, cultural and social values underlying a new approach to development;
- (c) Mastery over the technical and financial instruments that are vital to the new type of development;
- (d) A new approach towards international co-operation, with the emphasis on links between countries.

58. Women should be aware of these new strategies, particularly because of their emphasis on human resources development at a high level; the implications for the Plan of Action are that those parts relevant to promoting equality of opportunity in education for women at all levels of the educational hierarchy should be stressed. Women must prepare themselves to participate fully in building a new Africa.

World Conference on Agrarian Reform and Rural Development

59. Uniquely among the aforementioned initiatives, the World Conference on Agrarian Reform and Rural Development was particularly specific on actions necessary for the full integration of women in rural development. Its recommendations are fully pertinent to the Africa region. In its Programme of Action, 1/ the Conference maintained that:

"Recognition of the vital role of women in socio-economic life in both agriculture and non-agricultural activities, in accordance with the goals of the United Nations Decade for Women, is a prerequisite for successful rural development planning and programme implementation. Rural development based on growth with equity will require full integration of women, including equitable access to land, water, other natural resources, inputs and services and equal opportunity to develop and employ their skills. There is also an urgent need to expand knowledge and statistical data on all aspects of women's roles in rural activities and to disseminate this information in order to promote greater awareness of women's role in society."

60. The Conference spelt out specific areas for Government actions to ensure equal legal status for women; promote women's access to rural services; encourage women's organizations and participation; and provide educational and employment opportunities.

Science and technology

61. An area which has received increasing attention, particularly in the light of the United Nations Conference on Science and Technology for Development, science and technology must be part of an African strategy for the fuller integration of women in development. In general, the acquisition of modern technologies has not helped to release women from labour-intensive and non-productive tasks. In fact, when technology has affected women at all, it has affected them adversely and women in the region have frequently had to strive to prevent the negative impact of technology on their lives. With respect to the acquisition of technology, on the one hand, technology should help to alleviate the heavy workload of women, particularly those who work outside the home; on the other hand, technology should not be so sophisticated as to displace workers in areas susceptible to unemployment or underemployment. The possibilities provided by scientific and technological progress must be put to use to improve the working and living conditions of women.

1/ See Food and Agriculture Organization of the United Nations, Report of the World Conference on Agrarian Reform and Rural Development, Rome, 12-20 July 1979 (WCARRD/REP), chap. IV. Circulated to members of the General Assembly under the symbol A/34/485.

62. In developing programmes of action in the African region, stress must be placed on intensive research to examine the role of women in agriculture and the home with a view to introducing improved technologies to assist with their work; more emphasis should be placed on training women in improved agricultural techniques and maintenance and operation of improved equipment; Governments should establish small-scale technology resource centres to enable rural women to have access to self-employment; and far greater emphasis should be placed on including scientific and technical training in the school curriculum for both boys and girls. Women should be trained at all levels of science so that women in the region can participate fully in the utilization of the important tools of this area.

63. In the majority of countries of the region, unfortunately, women in the context of science and technology planning are seen as the beneficiaries of development strategies in their roles as housewives, cooks and child bearers, but not as active economic participants. Their important need for direct access to science and technology as active economic participants must be stressed in elaborating programmes and strategies for the second half of the Decade.

Equality, development and peace

64. Although the relevance of new development emphases for the Conference objective of development is obvious, their relationship to equality and peace needs further elaboration.

65. A major element in the new emphases is social equity - the realization that without balanced and equitable growth within national orders, the new international economic order will not be achieved. Some strategies, particularly those of the World Conference on Agrarian Reform and Rural Development, have spelt out in detail the importance of equality for women in order to achieve national, regional and world economic goals. However, it should be clear to all that equitable growth and balanced development would be contradiction if they were not based on the full equality - especially of access and opportunity - of women in the region.

66. Peace is vital to the achievement of development aims, particularly for women who suffer losses in their families when there is no peace. It is only with peace that development can be achieved. Armed conflict is an enemy of the Plan of Action for the Integration of Women in Development in Africa and of the goals and themes of the Decade. This becomes particularly clear in the case of southern Africa. While apartheid continues to exist, women in southern Africa are prevented from achieving their full human potential, from participating in human resource development and from sharing their knowledge and skills. There is no possibility of their being integrated into development under the current state of affairs. The achievement of peace and freedom is a prerequisite for the women of southern Africa to participate fully in the Plan of Action and in programmes and strategies for development in the second half of the Decade.

Organizational machinery

67. The Regional Plan of Action recognized that the situation of women varies across the continent and that the implementation of the Plan and the urgency of any particular action may also vary from country to country. Any programme strategy requires administrative machinery and procedures at the national and regional levels. Such machinery is essential if experience gained is to be passed on in a rational and coherent manner. The Plan of Action therefore recommended the establishment of organizational machinery at national and regional levels. These machineries were considered essential in order to widen opportunities for women to participate in development and to accelerate action towards promoting women's skills, and bring awareness of their actual and potential role in national development.
68. At the national level the Plan recommended the establishment of national commissions on women and development supported by technical secretariats to undertake research, to formulate projects and programmes and, in general, to seek integration in all sectors of economic and social development.
69. At the subregional level the establishment of the Multinational Programming and Operational Centres (MULPOCs) by ECA in 1979 has given rise to a new situation not envisaged in 1974 when the Regional Plan of Action for the Integration of Women in Development was adopted. The major function of the MULPOCs is the promotion of intercountry co-operation through the identification and implementation of multinational and multisectoral programmes and operational projects. Since the MULPOCs imply decentralization of the activities of ECA and since integration into the ECA work programme is the new strategy followed by ATRCW, that Centre proposed its own subregional structures. Thus the Regional Conference on women and development held in Mauritania in 1977 proposed a three-tiered machinery system with a view to strengthening the field activities currently carried out by ATRCW and in an effort to decentralize its activities.
70. At the subregional level also, committees on the integration of women in development have been established in the Lusaka, Gisenyi, Yaoundé and Niamey MULPOCs. Each of these committees functions within the framework of the respective MULPOC.
71. At the regional level, to strengthen the existing long-term programme of the Commission, the Plan recommended that an Africa regional standing committee should be established to co-ordinate the work of the national commissions, to advise the ECA Women's Programme and to co-operate with international and regional organizations, especially the All-Africa Women's Conference. The Plan also proposed the establishment of a Pan-African Research and Training Centre to assist member States and voluntary agencies, including women's organizations, in strengthening the roles of women in the African region. Its major functions were to be training, research, the formation of an African Women's Development Task Force and a revolving fund to assist entrepreneurship among women.

National machineries

72. Progress made since 1975 necessitates a further elaboration of these guidelines in institution building. The major tool of ECA in assisting member States in the establishment or strengthening of national machineries has been the organization of three- to four-day seminars for Governments, non-governmental organizations and

individual participants to review the organizational situation of women's programmes and come up with an appropriate organizational pattern. Twenty seminars have already been held and more are envisaged. Once these machineries were established they were backed up by consultancy missions to strengthen them and by project preparation workshops and study tours to widen the experience of member States. Member States continue to be interested in the establishment of national machineries, as can be seen from resolution 360 (XIV), adopted by the ECA Conference of Ministers at its fifth meeting in March 1979.

73. To make these machineries functional it is necessary for Governments to provide adequate resources and technical personnel. The experience gained indicates that the variety of socio-political and economic structures of member countries necessitates a less rigid formula for the establishment of these machineries. Provided that the organizations established for the needs of women are functional, technically competent and reach rural women, they should be considered adequate. A strategy that should complement the established machineries is the promotion of women's units in planning ministries and commissions to feed and monitor national development plans and to integrate a plan of action into national strategies. The establishment or strengthening of the women's units in collaboration with member States will be a major preoccupation of ATRCW in the second half of the Decade.

74. The strategy for 1980-1985 will involve the strengthening of the Women's Programme of each IULPOC by the provision of manpower and resources for projects. Improving research capabilities will be given high priority.

75. The recommendation for the establishment of an Africa regional standing committee has now been implemented with the establishment, in March 1979, of the Africa Regional Co-ordinating Committee. This Committee meets once a year to review progress made and monitor established work programmes. It co-ordinates the work of the subregional committees and considers areas of common concern.

76. A year after the presentation of the Regional Plan of Action in 1974, the ECA Conference of Ministers endorsed the proposal to establish ATRCW; on 31 March 1975 the Executive Secretary of ECA officially proclaimed the establishment of the African Training and Research Centre for Women (ATRCW).

77. In view of the decentralization policy of ECA the work of the Centre in the next half of the Decade will be concentrated on project development, conceptual clarity, review and appraisal of progress made each year and clearing house functions. These concepts will continue to be valid when the Division for the Integration of Women in Development is established within the next half of the Decade. Specifically, some of the functions of the Division will be:

(a) To continue to assist member States in designing and implementing programmes to increase the participation of women in development, since the mobilization of all human resources is necessary for meaningful development in the region;

(b) To promote at the national, subregional and regional levels an interdisciplinary and multisectoral approach to the issues related to the total integration of women in the development process;

(c) To create greater awareness among member States and international organizations of the situation of women in the African region, and to ensure that they take into account the needs of women in their current and future programmes;

(d) To assist the women of the region in their efforts to mobilize and gain access, both in law and in fact, to all available resources for self-improvement and effective participation in development;

(e) To offer the necessary assistance for strengthening the roles of women in the development process in the newly liberated areas as well as in the liberation movements in southern Africa.

78. It is also recommended that by the end of the Decade the programme and staffing requirements of the Division should fall under the regular programme of ECA and not derive from extrabudgetary resources.

79. The establishment of the Interagency Working Group in March 1978 was a major step forward. The major purpose and function of the Group are:

(a) To classify and co-ordinate projects within the African region into a coherent programme;

(b) To co-operate with all interested bodies in the planning and development of programmes, and in identifying new areas of co-operation; and

(c) To review progress and report on plans and activities of the region to appropriate United Nations bodies, establishing a two-way channel of communications.

During the second half of the Decade it is hoped that the Group will identify several major programmes to be carried out jointly by appropriate agencies to ensure maximum impact and effect.

80. The ATRCW strategy is to include a women's dimension in the different divisions of ECA. The Centre will endeavour to use existing research and training institutions within the region as additional instruments for the implementation of its programmes. ECA will assist both in the development of programmes directed towards women and in the introduction of programmes that meet the special needs of women, such as programmes on development planning and for the upgrading of intermediate rural workers. The institutions concerned include the Panafrikan Institute for Development (PAID), Environmental Development Action (ENDA), the African Training and Research Centre in Administration for Development (CAFRAD), the Arusha Management Institute, the Centre for African Family Studies and the newly established African Centre for Applied Research and Training in Social Development in the Libyan Arab Jamahiriya.

81. Since data collection remains an important tool for planning, ATRCW will co-operate and co-ordinate its activities with the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat and with the International Research and Training Institute for the Advancement of Women.

82. The World Plan of Action and the Plan of Action for the Integration of Women in Development in Africa recognize that the failure of girls and women to be educated and trained equally with men leads to the marginal participation of women in development efforts and in modern economic activities. The African Plan of Action recommended that special efforts should be devoted to reducing the school drop-out rate among girls and introducing an integrated approach to education and training which emphasizes needed community skills. Specifically the Regional Plan requested member States to:

(a) Provide short-term compensatory programmes for women and girls in literacy, numbers and non-formal education programmes;

(b) Introduce training programmes for women at the village level in modern farming methods and use of equipment, agriculture and fishing co-operatives, entrepreneurship, commerce and marketing (for example credit, book-keeping, and consumer education);

(c) Reform school curricula and ensure equal curricula choice for girls and boys, including agriculture and other employment-oriented subjects;

(d) Revise educational material to fit national needs, facilitate changes in attitudes and include courses on population and education and family life education in school curricula at all levels as well as in programmes of non-formal education;

(e) Provide social and vocational guidance for girls as well as boys, encouraging girls to equip themselves for a wide choice of employment opportunities.

83. A review of the progress made since the adoption of the Plan indicates that, even though Governments are making efforts to offer more opportunities in education and training to women, women still lag far behind men. Inequalities in curricula and enrolment are still glaring; girls are still being offered more of subjects that are sex-based rather than employment-oriented; and women still constitute the majority of illiterates in Africa.

Strategy for the remainder of the Decade

84. Not all the recommendations contained in the Regional Plan of Action regarding education and training have been fulfilled. More efforts are needed in order to achieve these goals. The following can be considered as additional measures which need to be taken in order to bring desired changes through education and training.

Planning and policy implications

(a) All projects for increasing and diversifying the education and training of women and girls must be planned and executed within the context of over-all national planning for manpower needs;

(b) National educational policies and programmes must take due cognizance of the national economy and employment objectives in order to provide education and training geared to equipping women for effective participation in the economic life of Africa.

Formal education

(a) Special efforts should be made to ensure that girls with the ability to advance to higher levels of education or specialized training receive education and training suited to their aptitudes, with the help of special bursaries for those whose parents cannot meet the costs;

(b) Special subjects in nutrition, family law and sex education, for example, should be introduced for both girls and boys.

Literacy

(a) Because illiteracy among women constitutes the major obstacle to their participation in the economic life of Africa, dynamic programmes to eradicate illiteracy should be adopted and target dates set for its elimination;

(b) In literacy campaigns the emphasis should be on functional literacy and numbers and on the teaching of subjects which are of special interest to the community;

(c) Cheaper transistor radios and inexpensive graded literature for mass education should be made available. Radio and television programmes should include more items on the civic and political education of women.

Adult education

(a) Adult education programmes should be geared towards increasing awareness and enabling women to participate fully in the modern world of science and technology;

(b) Women should be encouraged through adult education programmes to take part in trade unions and to be informed of their civic responsibilities;

(c) Adequate facilities should be made available in the community for women to continue their education.

Training

(a) The number and variety of vocational institutions for women should be increased bearing in mind the difference in the level of education, those who have

no education at all, existing and future job opportunities in the light of growing industrialization and technological advancement;

(b) Vocational training should be encouraged and properly valued;

(c) Training of agricultural extension workers, social welfare workers, community development officers and other rural workers should be carried out, keeping in mind the needs of rural women;

(d) Priority should be given to the training of trainers with equal access for girls and boys at all levels, giving special consideration to appropriate agricultural technology.

Training for formal and informal employment in business, commerce, industry and handicrafts

(a) There should be more in-service training for women in order to prepare them for supervisory and managerial posts. Chambers of commerce and industry should participate actively in providing more opportunities for such training;

(b) Women should be trained in all aspects of running small-scale industries and of trade management, marketing and co-operatives.

Training women for their multiple roles

(a) Vocational training institutions should adapt their programmes and schedules to the multiple roles of women as wives, mothers, citizens and workers;

(b) Leadership and internship programmes should be encouraged so that women may take an active role in village activities.

85. The situation of rural women does not seem to have improved appreciably since 1975. Lack of accessibility makes it impossible for information and training to reach many rural women and lack of transport and assured markets for their farm produce and handicrafts tend to decrease their productivity.

86. The African Plan did not emphasize sufficiently measures that need to be taken with regard to women's work in rural areas, specifically in food production. In this sector action needs to be taken so that women's labours result in the increased production of staple foods, and an improvement in the food production of small farms that feed the majority of the population.

87. These strategies are in line with the FAO Regional Food Plan for Africa discussed above (see para. 56). The Regional Food Plan emphasizes the important roles that women play in the promotion of substitute foods, in changing eating habits and in nutrition education. In conjunction with the Regional Food Plan and to strengthen the Plan of Action regarding women's labour in rural areas, the following strategies are suggested:

(a) Based on continuous research to promote recognition of and to compile documentation on women's contribution to agriculture as a productive activity contributing to the gross national product, especially in terms of food supply;

(b) In national plans to recognize women as vital instruments for solving the food crisis and make deliberate provisions to upgrade women's skills and lighten their labours;

(c) In the choice of appropriate technologies to make women's work more productive and less onerous and to improve traditional techniques in food preservation and storage;

(d) To devise appropriate training programmes to familiarize women with new and improved technologies suited to their situation and resources.

88. The women who work in urban areas are either self-employed in trade and business or in paid employment. Despite legislation and constitutional provisions to the contrary, many employers continue to prefer men to women in certain fields and in higher categories of employment where decisions are made.

89. In addition to the actions cited in the Plan, the following strategies are recommended to overcome obstacles to the full employment of women:

(a) Provision of relevant education and training;

(b) Provision of credit facilities and seed capital to enable women to be self-employed;

(c) Campaigns for the change of attitudes and traditions relating to women and employment;

(d) Government commitment at planning levels to the improvement of women's contribution in employment by including in all national plans measures for employment of women.

Mass communication media

90. The Regional Plan was concerned with both the images that mass communication media portray of women and the representation of women in pivotal jobs in this important sector, because of its influence on public consciousness in regard to new roles for women.

91. Since the adoption of the Plan, ATRCW and UNESCO have undertaken research on the portrayal and representation of women in the communication media in the region; ATRCW has also held study tours for women journalists to underline the importance of the integration of women in development and plans to extend this concept to a regional workshop for senior producers of radio programmes. It has also begun a project to produce a motivational film on national machineries for the integration of women in development.

Strategy for the remainder of the Decade

92. While ATRCW will continue to play an active role in the development of mass communication media for the integration of women in development its role can be only as a sensitizer. The major action required is at the national level, where women must continuously strive to increase their inclusion and participation in all spheres of life at all levels. In this respect, both the Regional and the World Plans of Action remain useful guides for the constructive selection of priorities within the realities of national plans and budgets. In the 1980s, beyond the Plans, thought must be given to the following areas:

- (a) Training of women for careers in journalism;
- (b) Increasing women's access to the media;
- (c) Establishment of subregional and regional networks for information exchange among women and government policy organs;
- (d) Analysis of folk communication media and development of a systematic adaptation of those media in promoting the integration of women in the development process.

93. The ATRCW will maintain close liaison and collaboration with member States as well as with United Nations specialized agencies and others in this field. The major functions of the Centre are therefore conceived as follows:

(a) Project development

Assisting member States in formulating and implementing projects at the national, subregional and regional levels;

(b) Review and appraisal

Assisting member States in evolving up-to-date information on mass communication media and women and in adapting new ideas on the media for information and training;

(c) Clarity of conception

Periodically, to clarify and interpret, when necessary, new approaches and concepts developed in the field as well as reflecting global thinking on the use of the mass communication media for women's advancement;

(d) Clearinghouse functions

To collect and disseminate information on the situation of women in the region, trends in their integration in the development process and progress made. Such clearinghouse functions will include establishing, in the ECA library, a section handling publications and other information materials on women.

Health, nutrition and family life

94. While everyone has an undeniable right to health, conditions in many African countries, especially in the rural areas where there are considerable shortages of health personnel and facilities, have precluded the actual enjoyment of this right by the majority. Women have suffered more because they need special care during pregnancy, delivery and lactation.

95. Adequate nutrition is of fundamental importance for the full physical and mental development of the individual, and women have a vital role to play in the production, preparation, processing and consumption of food. Improved access to education programmes on health, nutrition and family life is essential to the full participation of women in development activities, to the strengthening of family life and to a general improvement of the quality of life.

96. Although there is a trend towards strengthening women's and children's programmes in health services - providing pre-natal, delivery and post-natal services, family planning services and health services for infants, pre-school and school children - the lives of many children in Africa are still plagued by a variety of diseases. Nearly two thirds of all deaths in Africa are among children under five years of age. The status of women's health and their knowledge of health and nutrition have a major bearing on the health status of children. Therefore the services should be designed to meet the basic needs of this segment of the population for the sake of the good health and nutrition of the future generation.

97. The Regional Plan of Action recommended improvement in water supplies, strengthening of basic health services, development of nutrition programmes, provision of supportive family services and expanding social welfare assistance.

98. While a lot of effort has been made by Governments to implement the Plan, not enough improvement has been achieved with regard to the nutritional and health status of the rural majority. More dynamic strategies are required.

99. A new approach to the provision of health services needs to be promoted to emphasize the distribution of health resources, the imaginative use of traditional medicine and practitioners, and the development of appropriate health technologies relevant to local needs. Present health services are inefficient mainly because they are almost entirely oriented towards curative medicine. A major effort to improve the supply of pure water, sanitation and the nutritional value of foods would have a far greater effect in reducing mortality than the health services as they are currently organized. Finally, in view of the importance of women not only as users but also as providers of health care, steps should be taken to incorporate them as fully informed and active participants in health planning and decision making at all levels. They should be encouraged to organize health co-operatives and self-help programmes.

100. The following strategies are suggested for the future:

(a) To strengthen centres for training health personnel and research, paying attention to techniques of organizing primary health care;

/...

(b) To upgrade training of traditional midwives and family health workers. Recruitment and training should be undertaken at the village level to prepare village health workers to provide basic health services for their community;

(c) To encourage analysis and exchange of country experiences through analytical case studies particularly with regard to:

- (i) Approaches and models that have had good results;
- (ii) Methods and techniques of obtaining the active involvement of communities;
- (iii) Methods of identifying, training and evaluating community health workers;

(d) To encourage research on and promotion of traditional medicine so as to alleviate dependence on imported drugs and promote the local manufacture of necessary pharmaceuticals;

(e) To develop appropriate technologies for water supply;

(f) To encourage both men and women to take an interest in better methods of producing food crops to improve the nutritional status of the community;

(g) To establish appropriate child-care facilities for pre-school children, managed by well-trained staff, including a systematic programme of training day-care workers.

101. In 1976, the Director-General of WHO drew the attention of the World Health Assembly to the need to combat taboos, superstitions and practices that are detrimental to the health of women and children such as female circumcision and infibulation. Many cultural practices are of direct relevance to all those who are concerned with the health and well-being of mothers and children. Therefore, collection and dissemination of information on traditional practices and their effects on the health of women should be encouraged, with the primary objective of fostering a realistic approach to promoting useful and proved customs and doing away with harmful ones.

Population

102. It is not difficult to prove that women's secondary position can in part be attributed to their being overburdened with heavy family responsibilities, particularly those connected with their domestic duties, repeated pregnancies, big families, poor health and malnutrition. Therefore it is futile to overlook a woman's family life condition in any effort to improve her situation in education, employment, legal rights etc.

103. Population education is essential in achieving the targets of the Plan of Action. Population education programmes usually fail to achieve their objectives unless they are part of larger plans for socio-economic development whose ultimate

objective is to modify social structures and institutions and consequently the values and traditions which control family and individual behaviours. Thus, population education activities should be closely associated with social reinforcement institutions which can influence the desired change, such as those agencies in the country dealing with economic, political, religious, professional and health matters.

104. This desired change should be sought not only through training and education workshops and seminars for women leaders, but also indirectly through all possible social channels using the "social influence approach". The latter usually operates effectively if applied systematically through a sustained social intervention process comprising three important components:

(a) Information that provides the target audience with all facts, ideas and concepts necessary for understanding the causes and consequences of family life problems and for defining a solution;

(b) Persuasion that allows the target audience to weigh the suggested solution against inherited values and possible benefits of the desired behavioural change, and even to object to it. It also involves using incentives to motivate and impress on the learner the urgency to act on the problem;

(c) Reinforcement through the various social institutions which control law enforcement, education, housing and welfare services, medical facilities, taxation etc. It is important to reward continued adoption of the desired change.

105. Population education programmes cannot be effective if they do not deal with the total existential context of African women, involving a comprehensive strategy for dealing with the various interrelated issues. Such strategy should address itself to denouncing discriminatory practices, encouraging action against such practices and promoting women's education and the upgrading of their skills.

106. Since population education is mainly for women of child-bearing age, it has to be conducted primarily through non-formal education channels, and preferably alongside other ongoing programme activities involving these women, whereby population-related concepts and data, as they affect African women's family life, are introduced in the normal process of these other activities. However, since men still have the last word when it comes to decisions regarding family size, they too should be included in such education programmes. Any population programme attempting to improve the quality of life should stand on a firm knowledge base that covers the most important social, economic and demographic factors related to the family. Although some research has already been undertaken, the following are some topics on which research should be encouraged:

(a) Population characteristics (micro and macro) and perceptions of those characteristics in selected countries to provide a comprehensive knowledge base for programme content in these countries. This could be handled on an intercountry basis;

(b) Socio-economic and cultural factors impinging on, or influencing, the growth and development of concepts related to population and other socio-cultural issues;

(c) Identifiable sources from which population-related concepts are learned (e.g., family, peer groups, other adults, the mass communication media);

(d) Communication channels suitable for the diffusion of new innovations and population concepts;

(e) Affective values, beliefs, taboos and traditions which control decision-making processes in the family in selected countries, and the ways in which levels of understanding of population issues affect these values and attitudes;

(f) Government and public reinforcement contingencies with population implications in selected African countries.

107. It should also be noted that the type of research suggested here is not a purely academic kind which indulges in sophisticated designs without much attention to practical needs. Neither is it the purely market research type which pays little attention to analyses and interpretations of relevant theories. Rather, it should be a mid-point between these two genres of research styles with maximum attention given to clues that lead to the social intervention action needed to cope with the problem investigated.

108. Population education programmes should involve all possible resources, particularly national machineries. Non-governmental organizations and other private voluntary organizations are important vehicles as well.

Research, data collection and analysis

109. The Plan of Action for the Integration of Women in Development in Africa was particularly concerned with the development and collection of socio-economic indicators on the situation of women in the region in order to measure the extent of women's involvement in economic activities and the impact of modernization and development programmes on their lives. Since the elaboration of the Plan, a good deal of work has been done in the area of identification of indicators, notably by APROW, UNICEF, UNESCO and UNRISD. Since indicators will necessarily vary from country to country, further national studies are needed to identify the indicators particularly suitable to each country and subregion. National machineries should encourage work on identifying those indicators. More important, the strategy relative to indicators for the second half of the Decade should stress the dissemination of recent research results and the necessity of informing planners of those results so that research may be translated into action programmes. Again, this is a major activity that national machineries should promote.

110. The areas identified for study in the Plan of Action remain valid, particularly in light of the fact that few national censuses and surveys have been undertaken since 1975. When they are about to commence it is important to stress to national directors of statistics the need for breakdowns by sex in order to identify areas of action relevant to women, particularly in the subtheme areas of employment, health and education. The lack of breakdowns by sex has in the past hindered identification of the special needs of women.

111. More research needs to be done on women as food producers, on poor urban and rural women who perform multiple roles and on women heads of household, in view of the new development emphasis since 1975, particularly in agrarian reform and rural development as well as alternate development and the new international economic order.

112. Review of research undertaken in the region since 1975 shows that, in addition to work on identifying indicators, significant work has been done, or is to start shortly, on non-formal education, communications and women's roles and images therein, vocational education for girls and women and, in particular, their access to education and health, their situation under statutory and customary law and, to a lesser extent, women in agriculture and agrarian reform. This new research suggests that strategies in this sector must include:

- (a) Increased co-ordination among United Nations agencies to avoid duplication of research undertaken and to build upon each other's studies; and
- (b) Further emphasis on the dissemination and application of research results.

113. In order to implement the activities spelt out in the Plan, the following strategies are suggested for the remainder of the Decade:

(a) Co-operation among existing research institutions, specialized non-governmental organizations (such as the African Association of Women for Research on Development) international agencies and ATRCW to further common research aims;

(b) Establishment and promotion of research wings of national machineries, with emphasis on ensuring that they have the technical capabilities to undertake research in line with national priorities;

(c) Encouragement of the dissemination of research results and their translation into action programmes by fostering region-wide information networks, with emphasis on the role of ATRCW as a clearing-house for information on women and development in the region; and the establishment of effective mechanisms for the exchange of information among the regional commissions, the subregional committees on the integration of women in development of the MULPOCs, and member States;

(d) Further research on changing attitudes towards the full participation of women in all aspects of society and the dissemination of the results of this research through, inter alia, the establishment of small information/communication units in institutions involved with research;

(e) Within the United Nations system in the region, co-ordination of the work of United Nations agencies on data collection, strengthening interagency co-operation and establishment of effective links with the International Research and Training Institute for the Advancement of Women. Issuance of publications portraying United Nations activities on behalf of women should be stressed;

(f) In order to encourage better utilization of and wider access to existing data, surveys on research pertinent to the situation of women undertaken since the beginning of the Decade should be made and their results widely published, along with the compilation of annotated bibliographies on women and development on both a national and a subregional basis;

(g) Emphasis should be placed on the exchange of information on economic changes and their impact on women, along with measures to be taken to overcome any negative impact, in accordance with the themes of the new international economic order.

Legislative and administrative matters

114. On the necessity of having national laws which promote the integration of women in development, the World Plan of Action states that constitutional and legislative guarantees of non-discrimination on the basis of sex are essential, that Governments should review their legislation affecting women in this light and that appropriate bodies should be established to monitor outdated national laws and regulations as regards women.

115. In this connexion, the African Plan assigned the important role of mobilization to women's organizations. Actions were to be undertaken to accord women equal rights with men in civil law, for example, to give them equal status with men in marriage, to remove legal impediments to population planning, to provide affordable legal aid to women, and to promote the ratification of ILO conventions relevant to women.

116. Information received from Governments as well as from other sources, indicates that constitutional and other legislative provisions in the different countries do not as a rule discriminate on the basis of sex. However, women are still widely discriminated against and their social status has not much improved. Certain traditions, laws and customary practices form a major obstacle to the emancipation of women.

117. Strategies for the future must therefore be directed towards overcoming these obstacles. Such strategies could include the following:

(a) Establishment at the national level of appropriate bodies to be responsible for monitoring and reviewing the implementation of equal treatment provisions in the laws of member States. The infringement of those laws should be made punishable;

(b) The unification of the various legal systems governing marriage, personal relationships in the family and inheritance in order to eliminate existing discrepancies and inconsistencies;

(c) One of the reasons many women shy away from enforcing their rights is the fear of the intricacies and expenses involved. Free legal aid centres staffed by lawyers committed to the principle of equality between the sexes should be established in low-income urban and rural areas. These centres should provide free consultations and discussion hours;

(d) Ratification of all international conventions on the elimination of all forms of discrimination against women;

(e) Elaboration of a basic family code for each cultural group in countries that do not yet have such codes;

(f) Reorientation of law enforcement agents so that they appreciate the importance of strictly enforcing equal treatment provisions;

(g) Publication of rights and duties of both men and women in the society and as husbands, fathers, wives and mothers in the home. This should be done through campaigns in the mass communication media as well as through wide circulation of booklets on these issues;

(h) Special attention should be paid to the legal situation of women under apartheid, for example, through the promotion of legal defence funds;

(i) Women and girls should be more aware than men of the disadvantages and indignities of institutions such as polygamy and payment of bride-price and of the loss of status in marriage caused by these practices, and should recognize that they themselves must take steps to eradicate old customs, traditions and prejudices which tend to give women an inferior position in the family. Women's organizations must therefore, as a matter of priority, make extensive use of discussion forums as well as of other modern techniques of mass education and communication to educate public opinion on the values of women as human beings.

(j) It has been noted that despite avowed intentions, the actual ratification of Convention No. 111 on Discrimination (Employment and Occupation) of 1958 by many African countries and/or the inclusion of laws requiring non-discrimination in all spheres of employment in the statute books, the existing situation is far from satisfactory. Therefore, while investigating other ways of ensuring respect for the principle of non-discrimination, Governments and trade unions might wish to review those labour laws and regulations that hinder the attainment of equality in employment. For example, the necessity of guaranteeing women maternity benefits might be seen as an essential service for the whole society, whereas banning women from night work in certain factories or underground work in mines might not.

APARTHEID AND THE STATUS OF WOMEN IN SOUTHERN AFRICA

118. The issue of the effects of apartheid on women in southern Africa has in recent times been a major preoccupation of ECA especially since the first Regional Conference held in Mauritania in 1977. In one of its resolutions, that Conference strongly urged Governments, especially African Governments, to take all the measures required to put an end to the apartheid régimes. The subject was raised again during the meeting of the Africa Regional Co-ordinating Committee held in Morocco in 1979 and ECA was requested to include it in the agenda for the second Regional Conference.

119. In respect of assistance to women suffering under the yoke of apartheid, ECA has initiated training programmes in income-generating activities for women leaders in the liberation movements. The Commission has also obtained funds from the Voluntary Fund for the United Nations Decade for Women to organize a legal defence fund. Steps would be taken after consultations with the movements to channel this assistance through the International Defence and Aid Fund for Southern Africa, a humanitarian organization having consultative status with the Economic and Social Council.

120. At the second Regional Conference, the members of ECA, the representatives of the liberation movements and OAU agreed that the following were some of the forms of the support required from the international community:

(a) Humanitarian assistance of all kinds to women both inside South Africa, Namibia and Southern Rhodesia and in refugee camps, particularly in the form of training women for leadership positions;

(b) Encouraging co-ordination of women's activities in various liberation movements;

(c) Immediate cessation of political, economic, diplomatic, military and other assistance rendered by some Western States to the racist and colonial régimes in southern Africa and Southern Rhodesia.

121. It was pointed out that the world would have seen the end of apartheid if all the nations that openly spoke against it took effective action to eradicate it. The political will was clearly lacking because nations continued to trade and deal with South Africa. Apartheid was equated with discrimination against women and an appeal was made to white sisters to put pressure on their Governments to take action to end apartheid. Women could not demand justice for themselves and allow their Governments to support apartheid.

122. Recognition was given to the ECA and the Liberation Committee of OAU for action already taken.

123. It was recognized that apartheid was found not only in South Africa but had spread its tentacles to the whole region of southern Africa and must be considered in that light. Most recommendations on the subject only scratched the surface of the problem and efforts were thus needed to see what concrete action could be taken

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for the benefit of women in southern Africa with a view to abolishing racism. If the Western Powers had not given their support, apartheid would have been eradicated.

124. Representatives of the five liberation movements at the Conference (ANC, PAC, SWAPO, ZANU and ZAPU) circulated a joint statement on behalf of women in southern Africa. They emphasized that the situation of women in that area had experienced a sharp deterioration in the past five years. Life for women was particularly desperate in the bantustans, where family life was not possible and facilities for health and education were non-existent.

125. Even the aid that had been given to women in the liberation movements could not be properly utilized in scholarships, for example, since the education available to Africans under the Bantu Education Act was woefully inadequate.

126. The bulk of women in urban areas worked in unproductive jobs, particularly manual labour. The situation was most difficult for women in rural areas, working on farms and plantations and being paid in kind. Black women received the lowest wages of any workers. They had no paid sick leave or maternity leave, no workmen's compensation and no day care. In health, there were no immunization programmes for African children, no pre- or post-natal care for African women; malnutrition was rampant.

127. Women were affected by the political system of apartheid, with families further broken up by evictions, arrests, detentions and even executions of their menfolk. For those who had become refugees, food, shelter, clothing and medical and educational facilities were also inadequate.

128. The representatives of the liberation movements said that aid such as scholarships only scratched at the surface of women's needs. They proposed several areas for possible international agency assistance such as the establishment of schools for displaced children, crash programmes in health education, secretarial training, assistance in appropriate technology, as well as aid for clinics, schools and rehabilitation centres in the liberation movements. They further proposed an OAU legal aid fund for the victims of apartheid, that the Pan African Women's Organization (PAWO) pay more attention to the situation of women in southern Africa and that the international community set up a fund to assist refugee children.

REVIEW OF POLICIES AND PROGRAMMES CONCERNING CHILDREN IN AFRICA
WITHIN THE FRAMEWORK OF THE INTERNATIONAL YEAR OF THE CHILD

129. Regarding the actions that African Governments were to take in response to General Assembly resolution 31/169 of 21 December 1976 in which the Assembly proclaimed 1979 International Year of the Child, it was noted that national commissions or bodies for the Year were to be set up, plans formulated for the health and well-being of children, adequate facilities provided for children living in poverty and for those with special needs, practices detrimental to the well-being of children studied and day-care services provided, with priority given to children from families with the greatest financial need.

130. As the Year was drawing to a close, a new era for children was beginning, during which commitments made by Governments and individuals during the year would be implemented. It was stressed that there could be no plan of action for women without considering children, particularly in a world in which only 10 per cent of rural children had access to clean water, only 20 per cent to health services, only 30 per cent to schools and in which 30 per cent of those under five years of age were malnourished.

131. It was pointed out that in Africa serious problems existed with regard to urban children living in slums and shantytowns and children affected by the migration of their father or mother; special problems existed with regard to refugee children. One half of the refugees in Africa were under the age of 15. The President of Zambia, along with other African Heads of State, had declared that the Commissions for the Year would continue to monitor the problems of children and raise the consciousness of policy makers. A major activity that had emerged from the Year was the promotion of basic services to children, with popular participation based on the African tradition of self-reliance. Many grass-roots programmes promoted by women had sprung up to provide better sources of water and improved health services. Data on the situation of children remained a major constraint but many countries in the region were making efforts to improve their data collection in that regard.

132. It was stressed that efforts should be initiated at once and should be made to bear fruit so that the child born in 1979, who would come of age in the year 2000, would realize what action had been taken and what efforts had been made for its sake.

Annex I

SELECTED LIST OF DOCUMENTS

A. Working documents before the second Regional Conference

<u>Title</u>	<u>Symbol</u>
Progress and obstacles in achieving the minimum objectives of the World and African Plans of Action by African countries: a critical review	E/CN.14/ATRCW/79/WD.1
National, subregional and regional machineries for the integration of women in development (Parts I and II)	E/CN.14/ATRCW/79/WD.2
Summary of ongoing and planned projects for the integration of women in development in the Africa region	E/CN.14/ATRCW/79/WD.3
African women and equality, development and peace: strategy for 1980-85	E/CN.14/ATRCW/79/WD.4
<u>Apartheid</u> and the status of women	E/CN.14/ATRCW/79/WD.5
Basic services: objectives, strategies and programmes for children in eastern Africa	E/CN.14/ATRCW/79/WD.6

B. Background documents

<u>Title</u>	<u>Symbol</u>
Law and the status of women in Nigeria	ECA/ATRCW/RES/71/01
African women's employment in the modern wage sector	ECA/ATRCW/RES/79/02
A profile of women textile workers in Addis Ababa	ECA/ATRCW/RES/79/03
Women in industrial fishing in Liberia	ECA/ATRCW/RES/79/04
Intégration des femmes au processus de planification du développement: le cas du Cameroun et Niger	ECA/ATRCW/RES/79/05
ATRCW Training Workshop for Design for Textile Printing and Dyeing	ECA/ATRCW/ITW/79/01

B. Background documents (continued)

<u>Title</u>	<u>Symbol</u>
Report of two workshops for women leaders on the preparation and implementation of project proposals	ECA/ATRCW/ITW/79/02
Rapport du séminaire de formation aux techniques d'élaboration et de exécution des projets	ECA/ATRCW/ITW/79/03
Rapport du séminaire sur la coordination de service et la intégration des femmes au développement rural (Rwanda)	ECA/ATRCW/ITW/79/04
Report of Study Tour for Women Journalists	ECA/ATRCW/STJ/79/01
<u>Appropriate Technology for African Women (English and French), 1978</u>	

C. References

<u>Title</u>	<u>Symbol</u>
Progress and obstacles in achieving the minimum objectives of the World and African Plans of Action	E/CN.14/ATRCW/79/WD.1
Revised framework of principles for the implementation of the new international economic order in Africa, 1976-81 (June 1976)	E/CN.14/ECO/90/Rev.3
The new economic order - what roles for women	E/CN.14/ATRCW/77/WD.3
Technical co-operation among developing countries and human resources development: the experience of ECA/ATRCW	
<u>Equality of Opportunity within and among Nations</u> Khadir Haq, ed., (New York, Praeger Publishers, 1977)	
<u>Another Development: Approaches and Strategies</u> , Cuppsala, 1977	
<u>The Role of Women in Alternative Patterns of Development and Life-Styles in Africa Region (December 1978)</u>	ECA/SAP/1979/3
Regional Food Plan for Africa (FAO document)	ARC/78/5

Annex II

RESOLUTIONS ADOPTED BY THE CONFERENCE

1. Programme and strategies, 1980-1985

The Second Regional Conference on the Integration of Women in Development,

Recalling General Assembly resolution 3520 (XXX) of 15 December 1975 in which the Assembly took note of and endorsed action proposals contained in the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, in the World Plan of Action for the Implementation of the Objectives of the International Women's Year and the regional plans of action, including the Plan of Action for the Integration of Women in Development in Africa,

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

Eager to ensure that the mid-Decade World Conference of the United Nations Decade for Women: Equality, Development and Peace, due to be held in Copenhagen in 1980 to analyse the progress made and obstacles faced and propose new strategies for the remainder of the Decade, takes into account the special needs of women in the region,

1. Takes note of the reports and recommendations of the various subregional committees, namely, Gisenyi, Lusaka, Niamey and Yaoundé, regarding strategies for specific topics which reflect the realities of the subregion;

2. Recommends the adoption by the Conference of Ministers of the Economic Commission for Africa of the document on programmes and strategies for 1980-1985 as revised in the light of the above subregional reports.

2. Apartheid and women in southern Africa

The Second Regional Conference on the Integration of Women in Development,

Noting with regret that since 1975 the status of women under the apartheid régimes of southern Africa has deteriorated,

Recalling the resolutions adopted and proposals made by the World Conference of the International Women's Year, held at Mexico City in 1975,

Recalling also resolutions of the General Assembly of the United Nations, in particular resolution 3411 C (XXX) of 28 November 1975 by which the Assembly proclaimed that the United Nations and the international community have a special responsibility towards the oppressed people of southern Africa,

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Noting that attempts being made by women throughout the world to implement programmes set out under the United Nations Decade for Women did not satisfactorily attend to problems faced by women under the oppressive racist régimes of southern Africa,

Further noting that the Plan of Action for the Integration of Women in Development for the first half of the United Nations Decade for Women did not satisfactorily attend to problems faced by women under the oppressive racist régimes of southern Africa,

Also noting that the peoples of southern Africa and the world are facing the threat of world instability and war because of the rapid militarization of southern Africa and the arms race while the avowed principle of the Decade is peace,

Reaffirming that, unless the peoples in southern Africa are liberated and are also able to participate in the global struggle for peace, equality and development, the over-all strategy objectives of the Decade for Women cannot be fully realized,

Considering that the observance of the United Nations Decade for Women must lead to an acceleration of concerted action by the women of the world for the complete eradication of apartheid in southern Africa through the assumption of power by the people,

Reaffirming that apartheid would have long been destroyed were it not for the economic and military assistance granted by the major Western countries to the régimes of southern Africa,

Again reaffirming that the States which give assistance to the racist régimes in southern Africa become accomplices in the inhuman practices of racial discrimination, massacres, detentions and death of thousands of women and children in these countries,

1. Calls upon the women of Africa and the world to pressurize their Governments:

(a) To sever all links - political, economic, diplomatic and military - with the apartheid régimes;

(b) To disseminate information on the effects of apartheid as widely as possible;

2. Urges the United Nations Security Council to enhance and intensify world-wide support for an effective oil embargo and comprehensive economic sanctions against South Africa;

3. Welcomes with gratitude the contribution by the Voluntary Fund for the United Nations Decade for Women to a legal defence fund for women suffering under the system of apartheid and colonial domination;

4. Urges the Organization of African Unity to establish a voluntary fund to be used for the legal defence of political prisoners in southern Africa and assistance to their families;
 5. Appeals to the States members of the Organization of African Unity to contribute generously to this voluntary fund;
 6. Expresses its gratitude to the front-line States and appeals to all Governments to increase their support to these States whose territorial integrity is being violated by the racist régimes in southern Africa;
 7. Commends the Special Committee against Apartheid for giving special attention to the plight of women and children under apartheid.
3. Appointment of women to posts in the Professional and higher categories in the secretariat of the Economic Commission for Africa

The Second Regional Conference on the Integration of Women in Development,

Having examined the secretariat's statement on the employment of women in the secretariat of the Economic Commission for Africa and the statement by the representative of the Office of Personnel Services of the United Nations Secretariat,

Recalling that General Assembly resolution 33/143 of 20 December 1978 in which the Assembly requested the Secretary-General of the United Nations to take the necessary measures to increase the number of women in posts subject to geographical distribution to 25 per cent of the total over a four-year period,

Concerned about the slow pace of progress being made in the implementation of the above-mentioned resolution in the African region,

1. Requests the Executive Secretary of the Economic Commission for Africa to intensify recruitment of African women in professional and higher categories in the secretariat of the Economic Commission for Africa in order to increase the number of women in all its divisions as soon as possible in posts subject to geographical distribution;
2. Reaffirms paragraphs 4 and 5 of resolution 362 (XIV) of the Conference of Ministers by which the secretariat of the Commission was requested to transmit to member States the list of vacancies and corresponding job descriptions and urged member States to give the Commission a list of qualified women candidates;
3. Recommends that national machineries for the integration of women in development should take the necessary action to prepare a list of qualified women candidates and transmit their curricula vitae to the secretariat;

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4. Appeals to the Executive Secretary to take action:

(a) To ensure that women are fairly represented in personnel advisory and administrative committees;

(b) To permit the employment of married couples in the Commission secretariat since family responsibilities and culture limit the mobility of qualified married women;

5. Requests the Executive Secretary to report to the next meeting of the Conference of Ministers on the number, nationality and level of women occupying posts which are subject to geographical distribution.

4. International Year of the Child

The Second Regional Conference on the Integration of Women in Development,

Recalling the designation of 1979 as the International Year of the Child and the initiative taken by the United Nations Children's Fund in promoting special measures to improve the condition of children,

Noting with satisfaction that national committees have been constituted and have established goals and priorities,

1. Urges African Governments not to consider the International Year of the Child as an end in itself but to continue to intensify actions started in order to ensure the attainment of the required goals;

2. Appeals to all organizations of the United Nations system and governmental and intergovernmental organizations to intensify assistance to promote the welfare of children in the region.

5. Voluntary Fund for the United Nations Decade for Women

The Second Regional Conference on the Integration of Women in Development,

Recalling General Assembly resolution 31/133 of 16 December 1976 containing the criteria and arrangements for the management of the Voluntary Fund,

Conscious that, through financial and technical support, the Fund was designed to supplement development activities for women at the national, regional and global levels in co-operation with the appropriate organs of the United Nations system,

Recognizing the necessity for continuing financial and technical support to development activities which respond to the specific needs of women in the African region and the importance of incorporating concern for women in national, subregional and regional development plans, policies and programmes,

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Noting the advice of the Consultative Committee on the Voluntary Fund that continuation of extrabudgetary posts financed from the Fund after 1981 is dependent upon the regional commissions making available senior women's programme officer posts from the regular budget of the United Nations,

1. Expresses its appreciation for the support given by the Fund to projects in Africa;

2. Expresses its appreciation also to the Economic Commission for Africa, the United Nations Development Programme and the relevant specialized agencies of the United Nations system for their assistance in project development and execution;

3. Requests that the Fund continue to be located in close proximity to the headquarters of the United Nations Development Programme to benefit from its experience and support;

4. Requests also that the activities developed by the Fund continue beyond the Decade for Women;

5. Appeals urgently to the Economic Commission for Africa to make policy-level posts available to the women's programme from its regular budget;

6. Expresses its appreciation for the voluntary contributions pledged by States Members of the United Nations and appeals to African Member States to consider giving or increasing their support to the Fund.

6. Female mutilation

The Second Regional Conference on the Integration of Women in Development,

Recognizing that traditional practices constitute an important element of African culture,

Recognizing also that health is a fundamental right of every human being,

Aware that sexual mutilations have adverse effects on the health of young girls and women,

Concerned that these practices are still rampant in some African countries,

Considering the danger that the practice of female genital mutilation in some countries in Africa poses to the health of African women and children,

Considering further that the present Conference, attended by many women in all walks of life from different African countries, offers the most appropriate forum to consolidate the solidarity of all African women in the condemnation of such practices, which is one of the most positive contributions African women can

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make during the International Year of the Child and the United Nations Decade for Women: Equality, Development and Peace,

1. Condemns infibulation and other female sexual mutilations;
2. Appeals for the solidarity of all African women and calls upon all women's organizations in the countries concerned to mobilize information and health education campaigns on the harmful medical and social consequences of these practices;
3. Calls upon African Governments to assist national women's organizations in their search for a solution to this problem and to promote studies on the causes and consequences of such sexual mutilations;
4. Condemns international campaigns on this subject that do not take into account the complexity of the African situation.

7. Vote of thanks to the Party, Government and people of Zambia

The Second Regional Conference on the Integration of Women in Development,

Conscious of the fact that forces of apartheid and colonial rule are desperately trying to strangle Zambia economically because of its resolute and firm support of the liberation movements,

Conscious also of the sacrifice the Party, the Government and the people of Zambia have made in order to act as host to the Second Regional Conference on the Integration of Women in Development,

Noting with appreciation the inspiring message of Comrade Dr. Kenneth D. Kaunda, President of the Republic of Zambia, and particularly his keen and judicious analysis of the complex problems associated with fuller utilization of women in development processes,

1. Expresses its deep gratitude to Comrade President Dr. Kenneth D. Kaunda, the United National Independence Party, the Government and the people of Zambia for their most generous and warm hospitality in providing the necessary facilities which have enabled the Economic Commission for Africa to hold three important meetings at Lusaka, namely, the Second Regional Conference on the Integration of Women in Development, the second meeting of the Interagency Working Group on the Integration of Women in Development in Africa and the meeting of the bureau of the Africa Regional Co-ordinating Committee for the Integration of Women in Development;

2. Hails and supports the heroic struggle of the Party and the people of Zambia to ensure that the abominable forces of apartheid and colonial rule in southern Africa are eradicated;

3. Requests the Chairperson of the Conference to transmit the present resolution to the President, the Party and people of Zambia.