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INTERNATIONAL WOMEN'S YEAR, INCLUDING PROPOSALS AND RECOMMENDATIONS
OF THE WORLD CONFERENCE OF INTERNATIONAL WOMEN'S YEAR

Measures and activities undertaken in connexion
with the International Women's Year

Report of the Secretary-General

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I. INTRODUCTION

A. Background information

1. The General Assembly in proclaiming 1975 as International Women's Year, decided to devote the Year to intensified action in three main areas:

"(a) To promote equality between men and women;

"(b) To ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade;

"(c) To recognize the importance of women's increasing contribution to the development of friendly relations and co-operation among States and to the strengthening of world peace ..." (General Assembly resolution 3010 (XXVI) of 18 December 1972).

2. In the same resolution the Assembly requested the Secretary-General to prepare, in consultation with Member States, specialized agencies and non-governmental organizations, "within the limits of existing resources" a draft programme for the International Women's Year, to be submitted to the Commission on the Status of Women at its twenty-fifth session in 1974.

3. Acting on the recommendation of the Commission at its twenty-fifth session in January 1974, the Council adopted three resolutions relating to the International Women's Year at its fifty-sixth session in May 1974. It approved a programme for the Year which set forth objectives and goals related to the central theme of the Year, equality, development and peace, and contained suggestions for activities that should be undertaken at the national, regional and international levels (Economic and Social Council resolution 1849 (LVI)). It called for voluntary contributions to supplement the resources available to implement the programme for the Year (resolution 1850 (LVI)). It also requested the Secretary-General to convene an international conference during the Year which would launch an international action programme (resolution 1851 (LVI)). All three resolutions were adopted on 16 May 1974 leaving little time for the implementation of the programme approved for the Year, including the preparation of a major world conference.

4. In view of the limited international resources available when it was initially prepared the programme for the Year, as approved by the Council, (resolution 1849 (LVI), annex) placed particular emphasis on activities at the national level. It recommended: special acts of commemoration; the elaboration of national programmes, especially for the integration of women into the development effort, with targets and priorities for this purpose; the establishment of national commissions or similar bodies; the setting-up of counselling offices to advise

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women of their rights and obligations and their participation in development; a variety of public information and educational measures; studies and surveys; national conferences and other meetings; exchange programmes; and the ratification and implementation of international instruments.

5. The programme indicates that the focal point of the international observance of the Year would be the organization of an international conference. It also stresses the importance of developing regional programmes to promote equality of men and women and the integration of women in the development process. It urges all organizations of the United Nations system to include items in their major conferences, assemblies or similar meetings in 1975 relating to the three main objectives of the Year. A variety of public information activities are also proposed. A special section is included in the programme dealing with the employment of women in the secretariats of the organizations in the United Nations system.

6. Finally, the programme calls for a report to be prepared for consideration by the Commission on the Status of Women describing and evaluating activities undertaken during 1975 by Governments, United Nations bodies, specialized agencies, intergovernmental organizations and non-governmental organizations.

7. At its twenty-ninth session, on 10 December 1974, the General Assembly adopted three resolutions relating to International Women's Year (resolution 3275 (XXIX), 3276 (XXIX) and 3277 (XXIX). ^{1/} Among other recommendations the Assembly called upon Governments, specialized agencies, regional commissions and non-governmental organizations to implement fully the programme for the Year as approved by the Council. The Assembly also adopted a number of recommendations concerning the World Conference in Mexico City, including the request that the Conference "submit if possible such recommendations and proposals as it deemed appropriate to the Assembly at its seventh special session". The Assembly also decided to consider at its thirtieth regular session two items: one entitled "International Women's Year including the proposals and recommendations of the Conference of the International Women's Year", (item 75) and the other entitled "Status and role of women in society, with special reference to the need for achieving equal rights for women and to women's contribution to the attainment of the goals of the Second United Nations Development Decade, to the struggle against colonialism, racism and racial discrimination and to the strengthening of international peace and of co-operation between States" (item 76).

8. At its fifty-ninth session in July 1975 the Economic and Social Council in its resolution 1959 (LIX) drew the attention of the General Assembly at its seventh special session devoted to development and international economic co-operation to the proposals and recommendations of the Conference, especially those relating to women and development. The resolution further states:

^{1/} See annotation to item 77 of the provisional agenda of the General Assembly (A/10100, pp. 123-125) and the report of the World Conference of International Women's Year (E/5725 and Add.1).

"The Economic and Social Council,

"...

"4. Recommends that the General Assembly should give due priority to the consideration at its thirtieth regular session of the report of the World Conference and of the measures needed to implement the recommendations adopted and in particular the World Plan of Action, and should ensure that adequate budgetary provision is made for this purpose;

"5. Urges Member States and all organizations of the United Nations system to take intensified and sustained action to achieve the full equality of men and women and to improve the quality of life of all human beings;

"6. Recommends to the General Assembly that, in proclaiming 1975-1985 as the Decade for Women and Development, it ensures that continuing action is taken at the national, regional and international levels throughout that period;

"7. Invites Governments to contribute to the voluntary fund established under Council resolution 1850 (LVI) in order to supplement the budgetary resources available for the implementation of the decisions of the Conference;

"8. Requests the Secretarial-General to report to the General Assembly at its thirtieth session on the establishment of the international research and training institute for the promotion of women.

9. Subsequently the Secretary-General circulated to the General Assembly at its seventh special session a note drawing attention to the proposals and recommendations of the World Conference which appeared to be especially relevant to the question of women and development (A/10211). At its seventh special session, the General Assembly

"took note with satisfaction of the note submitted by the Secretary-General in document A/10211, summarizing the genesis and main results of the World Conference of the International Women's Year whose recommendations and conclusions shall be duly considered by the General Assembly at its thirtieth regular session under item 76 of its provisional agenda /agenda item 75/".

10. The present report has been prepared to assist the Assembly in its consideration of item 75. It should be read in conjunction with the report of the World Conference contained in documents E/5725 and Add.1.

11. The present report summarizes activities undertaken in the first half of International Women's Year by Governments, organizations of the United Nations system, intergovernmental organizations and non-governmental organizations. It

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is based on information available to the Secretary-General by 31 August 1975. A more comprehensive report, evaluating the activities of International Women's Year, will be prepared for submission to the Commission on the Status of Women at its twenty-sixth session as requested by the Economic and Social Council. This will be based on a questionnaire which the Secretary-General proposes to circulate as soon as possible after the conclusion of the Year.

12. Section II of this report contains a summary of information on the main measures or activities undertaken or contemplated by Member and non-Member States; sections III, IV and V contain information of activities undertaken by bodies within the United Nations system, by intergovernmental organizations and by non-governmental organizations, respectively.

B. Impact of the International Women's Year
at its mid-point

13. The designation of 1975 as International Women's Year reflected the concern of the international community for examining the problems facing one of the largest disadvantaged groups in the world - women. It has provided a timely opportunity for examining those problems in relation to current issues of global concern with a view to finding some practical and lasting solutions, and translating accepted principles into action-oriented programmes.

14. Information on measures and activities undertaken in connexion with the International Women's Year is available from various sources for a total of 91 Member States and three non-Member States. Information has been received from organizations within the United Nations system as well as from intergovernmental organizations and from non-governmental organizations in consultative status with the Economic and Social Council.

15. The following Governments have reported on activities undertaken in connexion with the International Women's Year and requested that the information be circulated as an official document of the General Assembly at its thirtieth session:

Afghanistan	A/10057
Bulgaria	(A/10042
	(A/10088
Byelorussian SSR	A/10070
Chile	A/10076
Democratic Yemen	A/10089
Egypt	A/10071
German Democratic Republic	A/10045
Hungary	A/10099
Ivory Coast	A/10111

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Japan	A/10066
Lebanon	A/10138
Mongolia	A/10056
Peru	A/10107
Poland	A/10140
Syrian Arab Republic	A/10073
Ukrainian SSR	A/10075
Union of Soviet Socialist Republics	A/10049 and Corr.1
Yugoslavia	A/10160
Zaire	A/10210

16. On the basis of the preliminary information available on activities and programmes undertaken or planned for the first part of the Year, it is clear that there has been a wide response to the Year throughout the world. A highly significant first step was the signing or endorsing of the Declaration of International Women's Year by 76 Heads of State or government leaders on Human Rights Day, 10 December 1974. ^{2/} This Declaration was presented to the Secretary-General of the United Nations on their behalf by Princess Ashraf Pahlavi of Iran. The Declaration emphasized, inter alia, that "peace cannot be maintained nor can economic and social progress be assured without the full participation of women alongside men in all fields".

17. Special national committees were established in 80 countries to organize or co-ordinate activities in connexion with the International Women's Year. The composition of these committees varied. In general they included government officials, civic leaders, members of non-governmental organizations and representatives of women's organizations. In other cases the task of organization and co-ordination was entrusted to existing organs and institutions.

18. Several Heads of State or Government issued special messages on the occasion

^{2/} The Declaration was signed or endorsed by the Heads of State or Government of the following countries: Afghanistan, Algeria, Argentina, Australia, Austria, Bahamas, Bahrain, Bangladesh, Belgium, Brazil, Bulgaria, Canada, Chile, Cuba, Cyprus, Dahomey, Denmark, Ecuador, Egypt, Ethiopia, Finland, France, German Democratic Republic, Germany (Federal Republic of), Ghana, Greece, Hungary, Iceland, India, Indonesia, Iran, Italy, Ivory Coast, Japan, Jordan, Kuwait, Lebanon, Malaysia, Mali, Malta, Mauritania, Mauritius, Mexico, Mongolia, Morocco, Nepal, Netherlands, New Zealand, Nicaragua, Norway, Oman, Pakistan, Philippines, Poland, Qatar, Romania, Rwanda, Senegal, Singapore, Spain, Sri Lanka, Sudan, Sweden, Switzerland, Syrian Arab Republic, Thailand, Trinidad and Tobago, Tunisia, Turkey, Ukrainian SSR, Union of Soviet Socialist Republics, United Kingdom of Great Britain and Northern Ireland, United Republic of Cameroon, United States of America, Uruguay and Venezuela.

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of the proclamation of the Year. Ninety-one Member States and two non-Member States appointed liaison officers to facilitate the exchange of information and the co-ordination of activities undertaken.

19. The widespread interest in the Year among international and national governmental and non-governmental organizations was also shown by the many invitations received by the Secretary-General of the Year requesting her to attend ceremonies to mark the opening of the Year or to participate in special events highlighting its significance. Links were thereby forged between national programmes and international efforts, leading to a greater interest in, and understanding of, the goals and efforts of the Year in regard to women in society. At the same time, a sense of common purpose was generated among women and men of widely different cultures, social strata and ethnic groups.

20. Reports and information received by the Secretary-General indicate positive efforts on the part of Member and non-Member States and non-governmental organizations to implement the programme of activities proposed for the Year under Council resolution 1849 (LVI) in a national setting. The replies also confirm the serious concern given to the Year by the organizations within the United Nations system (see section III below).

21. In most cases, countries celebrated the Year by promoting national awareness of the subject and theme of the Year "Equality, development and peace". This was done through public proclamations and declarations by Heads of State or leading personalities. The full resources of local mass communication media were often utilized to educate public opinion in this regard. In many cases, the appreciation of the contribution of women both in history and in present-day development of particular countries was highlighted by special exhibitions, films, posters, programmes, publications etc. on famous and unsung national heroines.

22. In addition to these activities, national organizing committees as did some non-governmental organizations sometimes undertook special drives or campaigns in particular areas where inequality, or women's lack of integration into the development effort, were especially detrimental to women and impaired their ability to work for their families or communities. In some instances, the focus was on special legislative action, such as equal pay for work of equal value or the removal of discrimination against widows holding property. In other cases, bearing in mind the many factors affecting women, attention was focused on the establishment of better facilities to improve their social situation, thereby enabling them to take advantage of opportunities for education, training, employment and decision-making roles at all levels.

23. In several countries, for example, special efforts were made to establish maternal and day-care centres or to carry out literacy drives for women in rural areas. Training programmes in some countries focused on areas where women were ignored or lacked special skills such as in business and commerce, foreign languages or political leadership. In others, special skills' competitions were organized among women workers. Other social improvements included more equitable pensions and more flexible working hours for women. In one country, all women

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prisoners were released. In a few countries special attention was paid not just to special problems but to special groups such as elderly women or single mothers.

24. A great deal of activity was reported in relation to that part of the Year's programme dealing with research, conferences and meetings. In many countries statistical data and information on women's mortality, health, occupation, income, marital status etc., were either updated or collected and published for the first time. Conferences and studies examined issues that were of special relevance in a given national situation such as the impact of scientific change on women (how to adapt agricultural machinery and equipment to be more convenient for women, for example), or on measures which institutions, such as trade unions, could take to improve the situation of women and to integrate them more effectively into the development process. The significance of the data gathering which has taken place should not be underestimated. It has provided a most useful global picture of the situation of women at the mid-point of the International Development Strategy of the Second United Nations Development Decade. Future progress can be measured from this point. Furthermore, it has given Governments and the United Nations system valuable tools essential to the formulation of future policies and for evaluating their effectiveness.

25. Finally, many Governments, realizing the futility of devoting their attention to women and development and peace for a single year only, decided to establish on-going machinery for evaluating their programmes during the Year as well as planning for long-term multidisciplinary strategies which would benefit not only women but over-all human development. While it is difficult to generalize in all countries it might be said that the predominant impact of the Year in most of the developing countries appears to have been directed towards ensuring the full participation of women in national life and in all aspects of development. In this regard, there has been increased recognition of the valuable work of non-governmental organizations in eliminating inequality between the sexes thereby hastening the development process. Governments and non-governmental organizations have to work together to mobilize public support for carrying out national and international programmes based on the World Plan of Action adopted by the Conference (E/CONF.64/34) and to develop strategies for implementing them.

26. An examination of the activities of the organizations within the United Nations system reveals their realization of the need to examine all programmes especially those of technical co-operation and assistance, to see the extent to which they benefit or hinder women's integration in the development effort (see section III below).

World Conference of the International Women's Year

27. The focal point of the international observance of the year 1975 was the World Conference held in Mexico City from 19 June to 2 July, in accordance with Economic and Social Council resolution 1851 (LVI). The purpose of the Conference was

"to examine to what extent the organization of the United Nations system have implemented the recommendations for the elimination of discrimination against

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women made by the Commission on the Status of Women since its establishment, and to launch an international action programme including short-term and long-term measures aimed at achieving the integration of women as full and equal partners with men in the total development effort and eliminating discrimination on grounds of sex, and at achieving the widest involvement of women in strengthening international peace and eliminating racism and racial discrimination."

28. The Governments of 133 States were represented at the Conference by over 1,000 delegates about 80 per cent of whom were women. Offices and organs of the Secretariat were represented, as well as six United Nations bodies. At the invitation of the General Assembly seven specialized agencies and the International Atomic Energy Agency as well as Governments of three non-Member States, eight national liberation movements and eight intergovernmental organizations sent observers to the World Conference.

29. The texts of the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975, the World Plan of Action for the Implementation of the Objectives of the International Women's Year, regional plans of action and the resolutions and decisions of the Conference were issued in a provisional report (E/5725) for the consideration of the Economic and Social Council at its fifty-ninth session. The full report in Conference will be before the Assembly at its thirtieth session in document E/5725 and Add.1.

Parallel activities

30. A number of parallel activities took place around the time of the Conference which provided a forum of discussion for the general public, academics, journalists and experts on issues of concern to women.

31. A seminar on women and development was organized jointly by the American Association for the Advancement of Science, in conjunction with the United Nations Institute for Training and Research and the United Nations Development Programme. The Mexican National Council for Science and Technology (CONACYT) was the local sponsor. The seminar was held from 16-18 June and was composed of experts from about 50 countries. They met to formulate guidelines for national and international action programmes for fuller integration of women in the total development process.

32. The IWY Tribune, organized independently of the Conference but concurrently with it, was organized by a committee appointed by the Conference of Non-Governmental Organizations in Consultative Status with the Economic and Social Council. Many areas of special interest such as education, health, nutrition, agriculture, rural development, family structure, urbanization, population and family planning, employment and decision-making were covered in open forums, workshops and exhibitions.

33. A Journalists' Encounter was also held for 50 journalism fellows from developing countries. It explored the theme of the Year, "equality, development

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and peace" and its sessions were open to the public and to members of the international press. UNESCO also held a media workshop on 3 and 4 July 1975.

Some matters before the General Assembly

(a) Voluntary Fund for the International Women's Year

34. A number of Member States have contributed to the Voluntary Fund for the Year established under Economic and Social Council resolution 1850 (LVI). The Secretary-General will report separately on the Fund. It may be noted however that the World Conference of the International Women's Year in its resolution 12, invited the Secretary-General, in consultation with the specialized agencies and other relevant United Nations organizations, including the regional commissions, the United Nations Development Programme and the United Nations Fund for Population Activities, to present a report to the General Assembly at its thirtieth session, to "advise on the way in which additional funds, contributed for the express purpose of the integration of women in development, could best be canalized and administered through appropriate United Nations bodies".

35. The request of the Conference on its resolution 12 has not been specifically endorsed by the Council and a specific report therefore has not yet been prepared nor has there been sufficient time to consult all the various bodies concerned. However the Secretary-General has held preliminary consultations with some of the organizations at an Ad Hoc Inter-Agency Meeting on the International Women's Year held in Geneva from 21 to 22 July. This meeting was called, inter alia, to give preliminary consideration to the arrangements required to give effect within the United Nations system to the recommendations of the World Conference, including the World Plan of Action and to consider the arrangements needed for similar meetings in the future. The meeting was attended by representatives from the United Nations as well as from UNCTAD, UNEP, UNIDO, ILO, FAO, UNESCO, WHO, World Bank, IMF, UPU, WMO, IMCO, WIPO, IAEA, UNDP, UNICEF, UNHCR, UNRWA, UNRISD, UNITAR and WFP. The meeting recommended to ACC that it should agree in principle on the desirability of a joint medium-term plan for the integration of women in development which would take into account the various decisions and recommendations of the Conference, and cover a four or five-year period (i.e. up to 1980). On the basis of this decision the Secretary-General is initiating further discussions with the organizations concerned and is in the process of preparing proposals for a conceptual framework and for specific programme activities. On the basis of these consultations and proposals, a draft joint plan will be prepared for the consideration of a further Ad Hoc Inter-Agency Meeting and submitted to the Administrative Committee on Co-ordination.

(b) Establishment of an international research and training institute for the promotion of women

36. Following on resolution 26 of the World Conference of International Women's Year (E/5725), the Economic and Social Council, in its resolution 1959 (LIX), requested the Secretary-General to report to the General Assembly at its

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thirtieth session on the establishment of the international research and training institute for the promotion of women. Accordingly, a separate note has been prepared on this topic and appears in document A/10265. The General Assembly may wish to take into account the proposals outlined in that document when deciding future action on this question.

(c) The situation of women and children in Chile

37. The attention of the Assembly is drawn to resolution 34 of the World Conference of the International Women's Year, in which the Conference invited the Assembly, in accordance with its resolution 3219 (XXIX), to pay special attention to the situation of women and children in Chile at its thirtieth session.

II. MEASURES AND ACTIVITIES UNDERTAKEN BY STATES

A. Information relating to Member States

38. The Secretary-General has summarized below the information available to him on the measures and activities undertaken by Member States up to 31 August 1975.

AFGHANISTAN ^{3/}

His Excellency Mr. Mohammad Daoud, Head of State and Prime Minister of Afghanistan, delivered a statement on 1 January 1975 on the occasion of the Proclamation of 1975 as International Women's Year. The Government of Afghanistan declared its support for the resolutions relating to International Women's Year, set up a national committee and appointed a liaison officer. Reference was made to the expanding activities of the Afghan Women's Institute established in 1946, in the areas of home management such as child care, budget planning, health care, basic literacy and education, and of women's legal rights.

ALGERIA

His Excellency Mr. Houari Boumediène, President of the Supreme Council of the Algerian Revolution, made a statement on the occasion of International Women's Year. The Wilaya Committee (National Union of Algerian Women) responsible for preparing International Women's Year, has drawn up a programme of action for the Year and for the Day (8 March 1975). The programme includes lectures, films followed by discussion, exhibitions of paintings and other art works, a gala celebration for the benefit of the Agrarian Revolution, etc. Three different committees have been set up: the Information Committee, to establish contacts between the Committee and the Algerian press; the Committee to explain socialist management of business; and the "Agrarian Revolution Committee", to organize volunteer service days and conduct a campaign to inform and mobilize public opinion. A liaison officer for International Women's Year has been appointed.

AUSTRALIA

The Hon. E. G. Whitlam, Prime Minister of Australia, signed the Declaration on International Women's Year and addressed a reception to mark International Women's Day on 8 March 1975. A liaison officer has been appointed and a national committee set up, which has developed a framework, around the following three areas: (a) change of attitudes; (b) discrimination and suffering; (c) creative aspects. Within this framework, the Committee has initiated and encouraged activities such as:

^{3/} See also A/10057.

(1) The establishment of a network of community centres to respond to women's problems and encourage their activities in the following fields: health, rehabilitation and crisis; developmental/creative containing collections of books, magazines, documents, films, videotapes etc., study facilities; facilities for meetings and discussion groups, workshops, crèches, referral service on legal matters, employment and other social problems.

(2) Sponsoring of research projects, such as: male/female stereotypes; effect of current education system and texts on children; effect of literacy stereotypes on the development of women's self image; reflection in language of male perspectives; the isolation of women; victimology, including rape situations, formal and informal barriers to women's full participation in existing socio-political institutions;

(3) Undertaking an education programme aimed at children, men and women with the use of: films and television films, radio programmes, magazine articles, pamphlets, booklets, newsletters, lectures;

(4) Convening workshops, seminars, conferences and discussion groups;

(5) Festivals and cultural activities focusing on women, exhibitions and programmes; theatre productions. The National Committee has also contacted women's groups, young and old, ethnic, professional and business organizations, educational institutions, trade unions, art galleries, music schools, etc ... calling for suggestions on the theme and activities of the Year.

BAHRAIN

His Highness Sheikh Isa Bin Sulman Al-Khalifa, Emir of the State of Bahrain, signed the Declaration on International Women's Year. The Government of Bahrain formed a National Commission comprising members from the ministries of education, health, information, labour and social affairs. Among the most relevant activities were the following: an exhibition featuring women's role in society in the social and humanitarian fields and contests on women's role and contribution in developing countries. Seminars and conferences marking the Year were convened.

BANGLADESH

On Human Rights Day, His Excellency Mr. Mohamed Ullah, President of the People's Republic of Bangladesh, signed the Declaration on International Women's Year. The Government has appointed a Liaison Officer for the Year and a National Committee has been created. Special series of meetings, symposia and seminars have been organized. Features on radio, supplements in the newspapers on the theme of "equality between men and women" were disseminated. The Committee also organized schools for adults. The Government is extending full co-operation, help and guidance to the Committee.

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BELGIUM

His Majesty King Baudouin signed the Declaration on International Women's Year. The Belgian Committee was created on the initiative of the Minister of Foreign Affairs under the patronage of the King and Queen of Belgium. The Year was officially opened by the Minister of Foreign Affairs and the co-chairpersons of the Committee on 27 January 1975. The theme of the programme of activities was: "Woman in changing society: her interdependence, her integration, her responsibilities". The Committee has undertaken studies and research on the economic status of women; single women, her responsibilities; studies on inflation and unemployment; part-time employment; equal employment opportunities; social situation of the single family; reform of matrimonial laws; women and social progress; women as consumers; women and the media. Action was also taken to educate children on the rights of women in the world. Lectures and conferences were held. Among the most important was the European Seminar attended by 23 European countries in April on the "Economic independence of the European woman at the eve of the twenty-first century". A declaration was adopted emphasizing the necessity for women to achieve their economic independence and stressing the importance of laws to achieve it. Exhibits of documents, photos, works of women artists and films have been organized and books on subjects relating to the status of women published. To close the Year, the National Committee plans to organize a General Assembly in Belgium which will review the proposals put forward during the Year. The Belgian Government also appointed a Liaison Officer.

BOLIVIA

On 17 January 1975 Supreme Decree No. 12188 was promulgated, in which the responsibility for organizing the "International Year of Bolivian Women" was entrusted to the Women's Bureau, a unit of the Ministry of Social Welfare and Public Health headed by the woman President of the National Social Development Board.

BRAZIL

The President of the Republic of Brazil, General Ernesto Geisel, signed the Declaration on International Women's Year. The Legislative Assembly of the State of São Paulo has officially published a Decree No. 383 designating 1975 as International Women's Year. The Government appointed a liaison officer. In July, a seminar was held on the theme: For a renewal of the task of the university women, within the family, in their community, and in national and international life. In a message transmitted to Permanent Missions of State Members of the United Nations, on the occasion of International Women's Day, the President pointed out: "... The Brazilian Constitution provides equal rights for all citizens, as full agents of the economic and social development of our country, without any discrimination of sex, origin, race or religion."

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BULGARIA 4/

The Declaration on International Women's Year was signed by His Excellency the President of the Council of the People's Republic of Bulgaria. He also delivered a statement on the occasion of the proclamation of International Women's Year over the Bulgarian Radio and Television. The National Initiative Committee which has been established includes representatives of state bodies, social organizations and well-known cultural figures. A special decree was adopted and a liaison officer appointed for the Year. Particular care and attention was paid to building new nurseries, kindergartens and flats to enlarge public services and ameliorate motherhood protection.

BYELORUSSIAN SOVIET SOCIALIST REPUBLIC 5/

A Commission on the observance of the International Women's Year was established in the Byelorussian SSR. The 46-member Commission includes 26 women. Plans were made for participation in international events, conferences, congresses, etc. to be held on the subject of the Year. Various public organizations took part in many projects and activities being carried out in the Soviets in connexion with the Year. This included, inter alia, conferences, seminars which discussed questions relating to the social and economic activities of the Soviet women and their participation in the world movement for international peace, democracy and social progress. Meetings, seminars and conferences had been planned for the second part of 1975. The mass media provided extensive information and coverage on topics relating to the aims of International Women's Year. Books, leaflets, pamphlets, photo exhibits and other related material were organized and published. A series of books, mobile exhibits of photographs, competitions in the figurative arts, literature, journalism, and music were also organized.

CANADA

The Prime Minister of Canada, Mr. Pierre Trudeau, signed the Declaration on International Women's Year. On 22 January 1975, in a statement to the House of Commons, Mr. Trudeau said: "... As this session of Parliament reconvenes, we are entering not only a new year, but a unique and special period, International Women's Year." To co-ordinate federal government activities, the International Women's Year Secretariat was established in the Privy Council Office and a liaison officer has been appointed. All government departments were requested to develop programmes. The following activities have been carried out:

1. Projects involving the "doubly disadvantaged" such as native women, immigrant women, ethnic women, rural women, young women and low-income women;

4/ See also A/10042 and A/10088.

5/ See also A/10070.

2. Projects designed to increase public awareness of the changing role of women;
3. Projects designed to affect decision-makers and to affect changes in the status of women in social, economic and political structures;
4. Projects designed to develop resources for women's groups, such as training programmes, information and educational material;
5. Pilot projects designated to experiment with innovative approaches to specific problems related to the status of women;
6. Projects which relate to the particular experience of women in ethno-cultural minority groups of Canada have received and will receive priority for funding. The women's Programme is also convening workshops, seminars, regional and national conferences and discussion groups.
7. A vast national educational information programme involving television and radio, magazine articles and newsletters have been undertaken. Plans for the Year included also a national educational and promotional media campaign aimed at influencing attitudes; regional and national conferences; removal of barriers to equality in existing legislation and regulations.

CENTRAL AFRICAN REPUBLIC

The Government reports that it has decided to set up a national committee "to try to find suitable means of making the whole population aware of International Women's Year". The task of the committee will be "to stimulate participation in undertakings designed to promote the advancement of women more widely throughout the country. It will prepare a progress report on the integration of Central African Republic women in the last few years in all areas of professional life." The Government's reply also contains information on the present status of Central African women.

CHILE 6/

The Chief of State, General Augusto Pinochet, on 17 October 1975, proclaimed at a ceremony convened by the Secretaria Nacional de la Mujer that 1975 was the Year to commemorate International Women's Year in Chile. General Pinochet also signed the Declaration on International Women's Year. A National Committee has been set up. The Chilean Government appointed a liaison officer for the Year. The following are the activities of the Chilean Government: competition at the professional level to select the best design of a commemorative poster; stamps emission; exhibition of paintings from women artists, held in March at the "Museo de Bellas Artes"; photographic competition organized on the theme: "The Chilean Women"; publication of a book "The Chilean Woman" historic essay on status of the

6/ See also A/10076.

Chilean Woman the last three centuries: daily programmes on national television and radio and a series of articles in newspapers and magazines. Several seminars have and will be held by the Secretaría Nacional de la Mujer for different institutions. A national seminar is to be organized. The President dedicated the first monument to Chilean women in Pto. Montalva, a city north of Santiago. The first women's convention organized for International Women's Year was held in the province of the south.

COLOMBIA

On 17 December 1974, the President of the Republic issued Decree 2763 declaring the support of the Government for General Assembly resolution 3010 (XXVII) proclaiming 1975 as International Women's Year. The Government also promulgated the following laws and decrees: Law No. 27 of 1974 establishing child-care centres for children under seven years of age; law No. 5 of 1975 to the Civil Code liberalizing adoption procedures; and Ministry of Justice Decree No. 2820 of 1974 granting equal rights and obligations for men and women. On 14 January 1975 a presidential decree was issued nominating a liaison officer for International Women's Year. The Government planned to celebrate the Year throughout the country on 1 June with a national civic day. A commemorative postage stamp was also issued. The general programme is as follows: legislation on aspects that affect women and the family (revision of existing legislation; study of laws recently enacted; conferences, roundtables, panels etc.; study of abortion in national legislation; codification of family laws; international conventions; publication of legislation; presentation of projected laws for the rehabilitation of indigent children; rights and duties of women); capacity and education of women (educational programme as a process of development; centre for the promotion of women of all classes; construction of schools for girls of limited means); participation of women in the political activities of the country; labour situation of women (contribution of working women; women leaders in various labour fields; participation of women in trade unions; non-remunerative work of women in the home); contribution of voluntary groups in different fields; contribution of women in the field of science and technology; integral development (effective participation of women in decision-making at government and private levels; women in the home, in the school, in community activity and civic and economic life); creativity of women (art; folklore; literature; journalism; graphic arts; tourism; television; radio); tribune or women's forum; sports; education for family life. Among the activities which have taken place were: a regional seminar for the whole country to promote and disseminate information relating to Decree No. 2820 which gives full equality in civil rights to men and women; a series of talks on women and the family, women and politics, professional women, women and the arts; an encounter of peasant women to study the three goals of the Year; a preparatory Latin American seminar for the World Conference in Mexico City. An information bulletin has also been issued.

COSTA RICA

President Daniel Oduber of Costa Rica signed a decree 4368 on 11 December 1974

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declaring 1975 International Women's Year. On 18 February the President made a statement in which he mentioned two specific programmes related to food and nutrition undertaken by the Ministry of Health. Child-care centres for working mothers were also planned under the auspices of Ministry of Health, Education and Labour and Social Security. The National Committee which has been established formed 25 working committees to undertake various activities in such fields as legislation, rural development, public relations, general and civic education, social work, health, culture and publicity. A centre for orientation and assistance to women has been proposed by the Women's Municipal Committee of San José. The office of Statistics and Census is making a statistical evaluation on the role of women in the household and in the work force. Some of the relevant activities undertaken include the following: special radio and TV programmes are planned; the Municipal Council of San José will erect a monument to women in a city park; the Inter-American Institute for Agricultural Sciences will place special emphasis on programmes related to women in rural areas; the Ministry for Culture, Youth and Sports will organize a seminar with representatives from the provinces to promote the participation of women. A national poetry and essay contest will be held and exercise programmes for public employees as well as sports competitions for women will be organized. There will be an exhibition of paintings and sculpture relating to women. Studies relating to the status of women are also to be published. The Union of Women Journalists will disseminate and publicize programmes for the Year. The Ministry of Labour organized courses on home economics. The National Congress of Lawyers included an item in the agenda of their conference. Various national institutes and colleges undertook activities such as seminars and exhibitions in celebration of the Year.

CUBA

The Declaration on International Women's Year was signed by President Osvaldo Dorticos. The National Preparatory Committee for IWY was established in September 1974 and comprises some 21 institutes, ministries and organizations. Four commissions were in charge of the national programme: (1) Commission for organization, publicity and culture; (2) Commission on equality; (3) Commission on development; (4) Commission on peace. The Second Congress of the Federation of Cuban Women was held in November 1974 on the theme: working women, young women and the housewife. General Assemblies were and will be held in all the working centres. 8 March was celebrated and declared International Women's Day. Other events to be held during the Year include: literacy contest on "the role of working women in society"; the publication of a book on the effects of fascism on Chilean women; national conferences and study groups on the rights and full participation of Cuban women in society; inauguration of a children's club; national photography contest on women in Cuba; prizes will be awarded for essays and testimony on the theme "problems of women in Latin America". A national literary contest will be held on "women in society". Cuban women distinguished in the struggle for peace will be nominated for the twenty-fifth medal of the World Council of Peace. A woman will be proposed for the Lenin Prize. Political-cultural events will also be organized to pay homage to women teachers and mothers fighting for education. Stamps, posters and a film will be produced. Exhibitions of paintings and books will be held and a series of slides on Cuban women will be made.

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Publicity through the national press on the role of women as well as pamphlets and medals will be awarded to distinguished women. The periodical "Casa" exclusively dedicated an issue to women. A record album of a speech by President Fidel Castro on "The present situation of Cuban women and their future tasks" was issued. Books will be published and research carried out on women in all fields. A mobile cinema will have programmes relating to women. Encounters, seminars and conferences were and will be held on the status of women. A seminar will be organized by the Federation of Cuban Women under the auspices of the Women's International Democratic Federation and UNESCO on the theme "Access of women to education and work in the Caribbean area". The Cuban Government appointed a liaison officer for the Year.

CYPRUS

Archbishop Makarios signed the Declaration on International Women's Year. A liaison officer for the Year has been appointed, and a National Co-ordinating Committee was established with ministries and women's associations. The following activities have been undertaken for the Year. On 27 March 1975 a Pancyprian Women Congress was organized. This was preceded from 8-15 March 1975 by District Women's Congresses which took place in the four non-occupied cities of Cyprus on the subject "The Role of the Women of Cyprus in the New Tragic Situation in the Island". Hundreds of women participated in the Congresses. On 18-25 April 1975 a symposium took place on the theme, "Cyprus: Survival, Freedom, Peace". A "Women's Walk to Famagusta" was carried out on 20 April 1975. In September an International Exhibition of Photography on the subject "Woman's Contribution to Peace and Her Tragedy in War". The Pancyprian Federation of Labour (PEO) is organizing on 5 October 1975 a conference on "Women's Problems in Cyprus" and for December a seminar on "Women's Position in Society and Work". The Centre of Social Research Studies has prepared a study on "The Place of Women in Cyprus". The Pancyprian Federation of Women's Organizations (POGO) is planning a seminar of Young Women Scientists on the problems they face in Cyprus at the end of the year and an International Conference on the theme "The Role of Woman in Present-Day Cyprus" is also planned. Special broadcasting programmes have been done. Among these were the following: "Women at Work, Women at Home", "Is it for the Speechless Sisters of the World?", "Your World", "Marie Curie", and a series of programmes which boded the opinion of eminent Cypriot artists and writers on "The Place of Women in Cyprus Society".

CZECHOSLOVAKIA

A Seminar in the framework of International Women's Year and in preparation of the thirtieth anniversary of the Liberation of Czechoslovakia was organized by the Socialist Academy of Slovak Socialist Republic, Slovak Peace Council and the Central Committee of the Slovak Union of Women. Its aim was to discuss problems concerning a greater participation of women in all fields.

DEMOCRATIC YEMEN 7/

The Chairman of the Presidential Council Comrade Salem Robaya Ali promulgated a decree on 8 January 1975 on the formation of a National Committee for International Women's Year under his chairmanship. The decree defined the tasks of the activities to be fulfilled during the Year. Programmes for women, voluntary work, participation in the preparation of the five-year plan, articles, interviews and television and radio programmes to express the importance of the role being played by Yemeni women. Broad-based meetings, rallies, seminars and public discussions are to be held on the situation of women in different historical periods. Contact and exchange of information with other women's organizations in Arab and Socialist countries and the progressive organizations in capitalist countries is being encouraged. The Yemeni Government appointed a liaison officer for the Year.

DENMARK

The Danish Government endorsed the Declaration on International Women's Year, appointed a liaison officer and set up a co-ordination group of representatives of the Government, women's organizations, and social partners. The group is headed by the Minister for Social Affairs. On the initiative of the Danish International Development Agency, a Committee was set up to co-ordinate and promote information activities on the status of women in developing countries. On 20 March a special stamp was issued. A number of seminars and exhibitions will be held; a women's exhibition and seminars on the role of regional development in the education and employment of women will be held. A seminar on the economic and ideal value of children's institutions in comparison with child-minding and a seminar for Faroe Island women on social, educational and practical political problems will be organized. In all parts of the country, women's exhibitions are shown in museums and libraries. A post was established for an adviser to be Minister on women's affairs. The Ministry of the Interior is contemplating to institute prophylactic examinations for uterine cancer in Greenland as well as in metropolitan Denmark.

DOMINICAN REPUBLIC

On 31 December 1974, President Dr. Joaquin Balaguer signed a decree No. 457. The article 1 of the decree is based on the theme: Equality, Development and Peace. The Government appointed a liaison officer and established an office. A National poll on the status of women in political, social, economic and educational fields were prepared. The National University and the delegation of the Dominican Republic to the Commission on the Status of Women organized two Seminars on 10 to 11 March 1975 and from 4 to 6 April on the participation of women in the economy. Symposia as well as conferences were also scheduled. The following activities were also planned: a literary contest and exhibitions of arts and handicrafts and a message by the Archbishop of Santo Domingo has been circulated. The Ministry of Education has formulated the following programme: reprinting and circulating "Ideario Feminista" and the poems of Salomé Ureña. Distribution in schools, colleges and institutions

7/ See also A/10089.

of the Declaration on the Elimination of Discrimination against Women. Television programme and panel discussion on the theme: "Integration of women in development", encounter of American poets will be held in Santo Domingo on 21 October 1975. Prizes will be awarded for a book and paintings on women in the Dominican Republic. Educational programmes are being organized to teach women their rights and the means available to implement them. A bulletin was published dealing with all aspects of International Women's Year. During the year, seminars on population problems, on women and trade unionism, on mass media, on "Machismo", on women workers and round-tables on migration in the country and on the status of women, were also held. The National Committee presented a draft law and amendment to the President containing the revision of the legislation on discrimination against women.

ECUADOR

His Excellency General Guillermo Rodriguez Lara, President of Ecuador, signed the Declaration on International Women's Year. The Year was proclaimed on 17 January 1975 at a session of the National Union of Women of Ecuador, chaired by the President's wife. Plans and activities undertaken in the country include: meetings of civic provincial groups of rural women and of women of countries of the Andean Group; a National Congress of the Union of Women of Ecuador; conferences and round-table discussions scheduled at the national and provincial levels with the participation of governmental and non-governmental organizations as well as conferences and round-tables at high schools and teachers' college. Special sports programmes for schools will be held and a series of concerts by the National Symphony orchestra and art exhibits will be organized. In April 1975 the State Council adhered to the Year with special emphasis to the Year of Latin American women. Among the most relevant activities carried out by the "Comité Ejecutivo de Pichincha pro celebración del Año Internacional de la Mujer" are: the elaboration of objectives and goals of the Committee, such as social security for housewives, revision of legislation which affects women, creation of the Women's Bureau within the Ministry of Work and Social Welfare, development of women's studies in universities and schools, compulsory female social service, implementation of the law on nurseries; granting of three fellowships for students; elaborations of pins, banners, decals, etc. The final day of celebration of the International Women's Year will be held on 27 December 1975. The Government of Ecuador appointed a liaison officer for the Year.

EGYPT 8/

The Declaration on International Women's Year was signed by President Mohamed Anwar El Sadat who also inaugurated the Year in Egypt by a message which was broadcast on 1 January 1975. The Friday sermon on 3 January at all mosques was on the subject of International Women's Year with an account on women's rights as prescribed by the Moslem religion and the Holy Koran. A Central Committee under the chairmanship of the Minister of Social Affairs was formed and

Committees for the Year were formed by a number of non-governmental organizations. A liaison officer was appointed. The Women's Affairs Secretariat General of the Arab Socialist Union also formed a Central Committee with five working groups to study and work toward ameliorating conditions in the fields of family law, illiteracy, family planning, consumption, education, planning and information. Campaigns and pilot projects on these specific fields have been launched. The opening ceremony for International Women's Year was officially held on 20 January 1975 under the auspices of Mrs. Sadat. The Cairo Women's Club held a lecture series from 31 March to 28 April 1975 on the following topics: role of United Nations agencies in programmes aimed at the advancement of women; the legal status of Tunisian women; effect of women's employment in industries on the national development process and vocational training for women; planning literacy programmes for rural and urban areas; social and cultural obstacles to the advancement of Egyptian women in society; status of Egyptian women in law - present and future prospects; status of women in the United States of America; women's education - planning and implementation; rural women - her work and participation in social development; and international women's movements and their effect on Egyptian women. The national programme includes an intensive and educational campaign around the three major themes of the United Nations programme, through meetings and conferences. The major action expected to take place is the amendment of family laws and a maximum participation of women in the political life of the country. Special attention is given to the needs of rural women in terms of health, child care, etc. The Journalists syndicate scheduled a seminar on women's rights on 8 March 1975. Exhibitions of paintings and sculptures on women, radio and TV programmes as well as panel discussions on women will be held. A poster contest, and a contest for writing a book on the subject of "women in the rural areas and women in factories" are being organized. The Central Agency for Public Mobilization and Statistics has published a booklet entitled: "The Egyptian women in two decades - 1952-1972". Among the international activities were: the Afro-Asian Solidarity Organization held a three-day conference in Alexandria on 8-11 March, on International Women's Year, in which Egyptian women participated; the Palestinian Women's Federation organized a seminar on women on 12-14 March.

EL SALVADOR

A national commission of the women of El Salvador was created in January 1975. Its three-fold purpose is: to create an organ through which the women of El Salvador can be informed of the problems that they face in today's society; to examine the problems that pertain to women; and to integrate with the Inter-American Commission of Women so as to be able to utilize all information regarding women and to make them aware of their rights. The Government of El Salvador designated a liaison officer.

ETHIOPIA

The Government of Ethiopia endorsed the Declaration on International Women's Year. A national commission to evaluate and recommend measures and priorities to

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ensure equality between men and women has been established, and a sub-committee has been formed in order to undertake fact-finding and comprehensive study related to the needs and problems of Ethiopian women in both rural and urban areas. Publicity and educational programmes were and will be conducted in rural and urban areas with the use of: pamphlets and posters; commemorative postage stamps, calendars and first-day covers and commemorative publications. Radio and TV talks and forums also focus on activities of women from all walks of life. Free time has been advocated for United Nations programmes on national radio and TV networks; there has been two film festivals, exhibitions featuring artistic and cultural work, especially by women; public debates, essays and poster contests; awards to honour achievements of women in specific fields; awards to honour outstanding contributions of women and men to the objectives of the Year; and the distribution of the Declaration on the Elimination of Discrimination against Women to schools, agencies and the general public. Schools, colleges and universities have been encouraged to establish programmes for teaching and research in questions related to the promotion of equality of men and women and the elimination of discrimination and prejudice against women. Material (including audio-visual material) was prepared dealing with women's rights. The National University has been encouraged to establish a Women's History Centre. Educational programmes have been developed to inform women of their legal rights. Other programmes will be developed to promote equal participation of women and men in the labour union movement. Seminars and workshops are being organized. Governmental, non-governmental and international agencies have been approached and encouraged to provide scholarships for advanced studies and make provisions for the participation of women in seminars and conferences at both national and international levels. Studies and surveys on all aspects of the status of women are undertaken. Governmental and non-governmental conferences, seminars, training courses and other types of meetings are convened during the Year. Visits, lecture-tours and discussion groups for both men and women are being organized to study common problems and to investigate opportunities offered to women and girls in all sectors. Government will be encouraged to ratify all existing international instruments related to women's rights during the Year and to fully implement their provisions. Special attention will be paid to customs, traditions, practices and attitudes impeding the development of women. An assessment will be made of the current relationship of the country's development and also population change and women's participation in the labour force. A liaison officer was appointed for the Year.

FINLAND

The Declaration on International Women's Year was signed by His Excellency Urho Kekkonen, President of the Republic of Finland. The Government appointed a liaison officer for the Year and a National Committee of 23 members drawn from women's political organizations, labour organizations and different ministries, was established on 4 April 1974. The Committee seeks to support the peaceful foreign policy of Finland. The National Committee publicized nine general objectives that should be followed in connexion with the celebration of the Year. These objectives relate to foreign policy, United Nations activities, the representation of women in United Nations bodies, aid to developing countries

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and humanitarian aid to liberation movements. In the field of employment, specific objectives were underlined as follows: the right to work must be realized in practice for all citizens; division of labour based on sex must be abolished; in employment, discrimination based on sex must be prohibited. The principle of "equal pay for equal work" must be realized in practice. The equality of sexes must be realized in family enterprises; working hours must be reduced; night and shiftwork must be reduced and conditions of those working in this field must be improved; steps must be taken to protect workers against accidents on the job and the possibility of abolishing piecework must be examined; leave for birth and child-care must be examined; the right to take leave with full pay for nursing a sick child should be recognized. In the social security field the following objectives are listed: the principle of equality between the sexes must be realized with respect to social insurance; the retirement pension of housewives must be provided; facilities for child-care must be expanded; studies should be conducted to determine how children's home care can be put on an economically equivalent position with other forms of child care. Household services must be improved and studies should be conducted. In the educational field the following objectives are listed: revising the content of instruction by providing a comprehensive international outlook and promoting a readiness to participate in social activities; textbooks and instructional material should be revised so as to further equality between the sexes; educating both students and teachers in international understanding, peace and equality between the sexes; a more equitable division between men and women in different fields of teaching must be achieved; the vocational education of adults should be expanded and improved; education of parents must be developed. The Committee will prepare a set of informational material on the three themes of the Year. In addition, the Committee will compile lists of material and experts which could be used for study activities and public occasions about the themes of the Year. In an effort to create concrete social reforms to improve the status of women in 1975, the Committee, in co-operation with the Council for Equality, will prepare a programme of demands to be made to the appropriate authorities to ameliorate the existing trends and conditions which discriminate against women.

FRANCE

President Valéry Giscard d'Estaing signed the Declaration on International Women's Year and declared on 1 March 1975 that International Women's Year is "positive proof of great change". He warned men who prefer to remain indifferent to the debate that this was now impossible and that the question was too important to be ignored. He considered that four essential changes were necessary: women must share responsibility for the future of mankind; women must be able to assume both familial and social responsibilities; women must utilize their gifts and abilities; women must play an essential role in the transformation of culture. Abortion became legal in France on 18 January 1975, with the publication of the law permitting abortion on demand during the first 10 weeks of pregnancy. New laws on divorce have been adopted by the French Parliament on the proposal of the Government in order to simplify the procedure and to adapt them to the present conditions in the French society and to provide a better equality between men and women. On 18 January 1975 the Secretary of State for the Condition of Women

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inaugurated the Year officially at a press conference and created a National Committee. To inaugurate the French observance for the International Women's Year a meeting from 1 to 3 March on the theme "The next step" was held, where 65 European and French-speaking countries participated. President of Radio-France organized a radio programme called "Les femmes à la Barre" on 21 and 22 February 1975. These two days were devoted to some famous women working in traditional men's fields. The following activities were undertaken: a multi-media meeting, with a view to disseminating a new image of modern woman, as she appears in the mastery of sports; an exhibition illustrating the different images of women in the world; a Women's Day was held in all primary and secondary schools and educational establishments, where pupils were given broad information about the place and role of women in today's society, their effective participation in all fields of the country's development, and the handicaps they have yet to overcome. A brochure about the situation of women in France, a poster, a postage stamp and a coin were issued. A great number of meetings, discussions and exchanges were organized to allow all women to express themselves throughout the Year. A project entitled "Women in France" has been conceived as an event within the framework of IWY. In response to a request for information concerning French women, a new circulating exhibition created in collaboration with the magazine, Elle, was made available free of charge to universities, communities and women's organizations throughout the United States. On 24 October 1975, France will celebrate International Women's Day. In particular, young women and men will be invited in the framework of regional events organized in each great provincial city to come and air their views for the future. A liaison officer was appointed.

GERMAN DEMOCRATIC REPUBLIC 9/

The Declaration on International Women's Year was signed by H.E. Willy Stoph, President of the German Democratic Republic. On 22 January a national committee was set up and a liaison officer was appointed. Highlights for the Year will be the Tenth National Congress of the Women's Organization of the German Democratic Republic, International Women's Day on 3 March 1975, and the thirtieth anniversary of liberation from fascism and the World Congress of the International Women's Year to take place in Berlin from 20-24 October 1975. All government authorities and social organizations will pay special attention to those tasks which serve to implement the resolutions of the Eighth Party Congress of the Socialist Unity Party of Germany regarding the promotion of women and mothers, their training and further qualification in their professions, the improvement of their working and living conditions and their health. A large number of events will focus special attention on the fact that the Soviet Union was the first country in the world to implement the fundamental rights of women; exhibition of works created by artists on the struggle of women for equal rights and human dignity; in the field of sports and physical culture, the activities of women and girls will be further promoted; and universities, colleges and technical schools have and will organize scientific events. As a contribution to IWY, the GDR Committee for Human Rights has published a booklet, Equal Rights for Women in the GDR.

GERMANY (FEDERAL REPUBLIC OF)

His Excellency President Walter Scheel signed the Declaration on International Women's Year. International Women's Year was officially opened on 9 January with a ceremony held in Bonn's Beethoven Hall. Addressing the meeting were the President of the Federal Republic of Germany, the President of the Bundestag and the Secretary-General of International Women's Year. The Bundestag President listed the major gains by women in the Federal Republic of Germany during the past few years as being: the application of retirement insurance to "non-employed" housewives; the freeing - without loss of pay - from his or her paid job of one parent in case a child is ill; and the liberalization of rules conferring nationality on children born of one parent who is a citizen of the Federal Republic of Germany. A comprehensive reform of marital and family rights is also under preparation, with new liberal treatment of members of both sexes, and with elimination of current provisions that discriminate against women.

GHANA

Colonel Ignatius Acheampong, President of Ghana, signed the Declaration on International Women's Year and proclaimed International Women's Year on 8 December 1974. A national committee was set up and a liaison officer was appointed. The following activities have been undertaken: publicity measures, distribution of posters, banners, sale of badges, necklaces, earrings and cloths made with the emblem for IWY. Fund-raising dances were also held, the proceeds of which will be used to build a crèche for working mothers. The national programme also included film shows, radio and TV talks, cultural displays, sport events in schools and mass distribution of relevant reading material. Educational measures included: symposia, debates or lectures on topics such as women's contribution to the economic life in Ghana, women's legal rights in marriage, and on other subjects designed to make women, especially rural women, aware of the educational training, training and employment opportunities available. It is proposed that appropriate governmental and non-governmental organizations undertake some of the following to improve the status of women: revision of school textbooks to replace the traditional stereotyped image of men and women with new concepts; intensifying efforts to improve the status of rural women on an equal basis with men with respect to training in co-operatives and modern agriculture; intensifying efforts to provide adequate health, family planning, child care and other health services; establishing programmes for teaching on the promotion of equality between men and women in schools; research into customs, traditions, practices and attitudes that discriminate against women and constrain their contribution to development. The findings are to be made public with a view to changing the preconceived ideas. The Ghana National Council of Women and Development was officially inaugurated in Accra on 21 April 1975 by the Head of State who, in his statement, urged women to rid themselves of inhibitions and aspire to the heights of human endeavour. The Council will advise the Government on all matters relating to the full integration of women in national development at all levels. Two seminars were held in December 1974 and June 1975 in connexion with the Year.

GREECE

On 11 January 1975, President Michael Stasinopoulos proclaimed the opening of International Women's Year. In his message to the people of Greece, the President said that although much had been done in favour of women in Greece, still more effort was required regarding both legislation and the effective observance of the relevant laws. In connexion with the current discussion of the draft Constitution in Parliament, six co-operating women's organizations established a small committee of lawyers and sociologists to study existing laws in the light of the principle of equal rights and responsibilities for men and women. The Committee drew up a list of inequalities contained in laws governing work, social security, tax and the family. They have submitted a list of amendments pertaining to the following matters: prohibition of discrimination on the basis of sex with the exception of laws regarding the protection of motherhood and military service; special measures to protect mother and child, the aged and young people; equal rights for children born out of wedlock; and equal pay for equal work. The Greek postal authorities issued three stamps. Radio and TV had a number of programmes dedicated to IWY and the press devoted many articles to women. A liaison officer for the Year was designated.

GRENADA

A national committee was established in January 1975 to evaluate the status of women in Grenada and make recommendations to the Government. The national committee formed seven subcommittees dealing with education (research into standards and scope of education); training and employment (evaluation of available training and employment for women); health, housing and social conditions (evaluating and making recommendations); legal (investigation in the legal status of women); recreation (investigating the facilities for sport, dance, music and other cultural outlets); resource materials, personal and cultural attitudes (provision of speakers and material); administration (investigation of the possibility of publishing a booklet on Grenadian women; servicing all committees, promoting co-ordination and forming consciousness-raising groups).

GUATEMALA

In connexion with International Women's Year a national committee was created. In January the National Council of Women of Guatemala organized an exhibition of handicrafts to celebrate the first centenary of the Belan Institute for Training Women. The Council and the Department of Fine Arts organized a poster contest with the subject: equality, development and peace. One of the main activities undertaken in celebration of IWY is: a programme entitled "Alphabet in Action" is designed not only for literacy training, but also for teaching small working groups in rural areas to utilize their own and limited resources. Also planned are: conferences and panels on different socio-economic aspects of the status of Guatemalan women; vocational and

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professional training courses for the urban population; functional and training workshops on techniques in team work; orientation courses in leadership techniques for youth organizations or associations for wives of university professionals and military men, to stimulate voluntary co-ordinated action and collaboration with "4-S" youth groups to achieve support and understanding of the importance of co-operativism, especially in rural areas. Dissemination of educative and cultural information by TV, radio and the press in collaboration with the University, workers organizations and schools etc., and the publication of a yearbook having cultural information are also being carried out. A liaison officer was designated.

GUYANA

International Women's Year was inaugurated on 12 January 1975 at a ceremony organized by the Council on the Affairs and Status of Women in Guyana. Prime Minister Forbes Burnham announced on 2 March 1975 that the proposed socialist constitution of Guyana would remove any legislation, explicit or implicit, implying that women were in an inferior position. He also announced that he would appoint a woman to act as Permanent Secretary in the Office of the Prime Minister. A liaison officer was designated.

HONDURAS

On 25 November 1974, the President of the Republic of Honduras proclaimed 1975 International Women's Year. The Minister of Public Information made a statement about the importance of women having equal access to education so as to enable them to contribute to development. Declarations regarding the Year were also made by the Ministers of Foreign Affairs and Education and by the Archbishop of Tegucigalpa. A national committee was set up comprising three organizations: Inter-American Commission of Women, Honduras Section; Federation of Associations of Honduran women, and the Family Planning Association of Honduras. The following activities were undertaken during the Year: in January regional courses for training nurse's orderlies were held in Tegucigalpa and San Pedro Sula under the auspices of the Family Planning Association; a TV Forum and a cultural and civic week commemorating Honduran Women's Day were held on 24 January and from 20-25 January respectively. In February the Inter-American Commission sponsored a course on human relations from 24 February to 1 March and the Federation of Associations of Honduran Women held a poster competition. On 14 March the Committee for IWY organized a public forum on TV and radio dealing with the legal, economic and educational status of women. In April the Inter-American Commission of Women sponsored written competitions, graphic exhibitions, educational campaigns and a seminar for youth, and the Family Planning Association held a seminar for mayors. Special celebrations were held on 14 April. In the month of May, seminars for training leaders at the national level and a forum on TV and radio on politics and civics were held. Mother's Day and Federation Day were both celebrated on 10 May 1975. Special training courses for professionals were organized under the auspices of the Federation of Associations of Honduran Women and the Family Planning

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Association sponsored a seminar for governors. In June university leaders were asked to give talks about all aspects of women's status. During July, a seminar for rural workers at the national level and a training course for youth were also held. Preparations for activities during the rest of the Year are being undertaken. These include a seminar for leaders at the national level and a training course for youth (August); a seminar for both women and men peasant leaders (September); a cycle of conferences for assistant mayors will be held (October); the evaluation of the programme of the Year (November); and an exhibition (December). The IWY Committee requested the Chief of State and members of his Cabinet to institute reforms to eliminate discrimination against working women.

HUNGARY 10/

The Government of Hungary set up a preparatory committee headed by the President of the National Assembly and appointed a liaison officer. The organizations and social institutions taking part in the preparatory committee are the National Council of Hungarian Women, the National Council of Trade Unions and the Young Communist League. On 8 March 1975, International Women's Day, the Hungarian Association for the United Nations and the National Council of Hungarian Women held a joint meeting to review the significance of IWY as well as the international struggle of progressive forces and its results. The Academy of Sciences launched research into the subject "Women's equality, its situation and evolution in Hungarian society from 1945 to 1975". The news media (press, radio and TV) regularly discussed the significance and the events of IWY. Several relevant publications were printed and will be printed for mass distribution. The Post Office issued a set of stamps commemorating prominent women in Hungarian history. The Hungarian social organization is taking part in the preparation of the World Congress of Women to be held in Berlin in October 1975. The Second National Women's Conference will meet in December to sum up the experiences of IWY and to utilize them.

ICELAND

The Declaration on International Women's Year was signed by His Excellency Mr. Kristjan Eldjarn, President of the Republic of Iceland. The Government designated a liaison officer for the Year.

INDIA

His Excellency Mr. Fakruddin Ali Ahmad, President of India, signed the Declaration on International Women's Year and addressed a message supporting the Year. A national committee was constituted headed by Prime Minister

10/ See also A/10099.

Indira Gandhi. The committee, comprising 33 members, includes women ministers in charge of Social Welfare in the states governments. Its first meeting was held on Human Rights Day, 10 December 1974. The following took place: the issuance of a commemorative postage stamp; distribution of educative material among educational institutions; a series of seminars, conferences, discussions and talks at the district and state levels; publicity measures through All-India Radio inviting eminent personalities from all levels of society to participate at the national level on themes such as "Women's problems in India - prospect and retrospect", women's education and employment, rural women and local development, women and civilization, Stri Shakti-Sarvodaya approach. All-India Radio has been asked to include features dialogues, interviews, talks, discussions symposia etc., in general and women's programmes as well as youth programmes. All-India Radio was also requested to enlighten its listeners on legislation adopted since independence to remove inequality between men and women. Public information will be conducted through films and film festivals. The Ministry of External Affairs sponsored a film entitled "Women in India" which will be released this year. A special number of the Central Social Welfare Board's monthly magazine, "Social Welfare", was issued. The Ministry of Labour has been requested to prepare a book on women in industry. The Ministry of Information and Broadcasting requested all leading magazines and periodicals to issue special numbers for the Year. The Department of Social Welfare is preparing a statistical handbook and also a select annotated bibliography on the status of women in India. An essay competition at the national and state level was proposed on some of the following subjects: the educated women's search for identity in modern India; role of Indian women in social action and reform; are women inferior to men? and the role of village women in rural reconstruction, for which suitable prizes will be awarded. Two national seminars and a national convention will be held on the following subjects: equal wages for equal work for both men and women; women for peace and development; discrimination in women's life - social, economic, religious, legal and political and the status of women's education in India. The publication of an illustrated calendar with woman as the principal theme is planned. Special sports meetings for women will be organized in urban and rural areas. Programmes of research on problems relating to the status of women and women's welfare were undertaken in certain leading research institutions. Organization of exhibitions highlighting the role of women in society was also considered. The Indian Committee devoted the months of April to rural women, May to working women and August to matters concerning women's education. A liaison officer was designated.

INDONESIA

His Excellency President General Soeharto signed the Declaration on International Women's Year. The Government of Indonesia designated a liaison officer for the Year and established a national committee comprising representatives of the Government, as well as women's organizations. The Government also decided to mark Mother's Day on 22 December 1974 as a starting point for all activities and programmes in connexion with the Year. On

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24 April 1975, the President issued a message in which he pointed out that "Indonesia is aware of women's full potential and the importance of their contribution to stimulate the development of the country". Indonesia's laws, he said, had ensured women's right to vote and be eligible for election to all state institutions. In the field of education and in the exercise of all public functions, they had been accorded equal rights with men, without any discrimination whatsoever. The President also insisted that special attention should also be given to problems concerning the hard and difficult lives of the women living in rural areas.

IRAN

On Human Rights Day, Princess Ashraf Pahlavi presented a Declaration on International Women's Year to the Secretary-General of the United Nations. The Declaration was signed or endorsed by 77 Heads of State. His imperial Majesty Mohammed Reza Pahlavi Aryandi was among those who signed the Declaration. The plans for Iran's contribution to IWY were outlined by the Secretary-General or the Women's Organization of Iran at a press Conference held on 14 July 1974. A national committee was created and a liaison officer was appointed. The following are the activities undertaken during the Year: a Congress was held on 4 January 1975 to celebrate the fortieth anniversary of women's liberation in Iran. The congress was presided over by Her Imperial Highness Princess Ashraf Pahlavi, the president of the Women's Organization of Iran and was attended by more than 5,000 representatives of women's groups, the Empress Mother, the Prime Minister and numerous high-level national officials. An eleven-point recommendation was issued that there should be: equal rights for Iranian men and women and the improvement of laws which are discriminatory to women; adoption of measures in the campaign against illiteracy and the provision of vocational and technical training for women; extension of social security coverage to housewives; job security for working mothers who needed time off to care for their children; provision of facilities by public and private organizations for working mothers; elimination of discrimination in jobs for men and women; elevation of women from low-paying positions to enable them to participate in planning and decision-making posts; provision of part-time employment for housewives and creation of productive activities for rural women during seasonal under-employment; application of labour and social insurance laws to cottage industries employing girls and women; a multidimension campaign to increase public awareness of the true status of women in family and society and the extension of educational programmes in order to inform women of their legal rights and the existing means of utilizing these rights. A symposium on "Functional literacy for women" with UNESCO co-operation will be held at the international level. Local seminars to be attended by both men and women will be held in one of the provinces of Iran every month of 1975. These seminars are designed to gather information regarding the position of women in the various sectors of each province, to examine the problems and the causes for their existence and to recommend solutions. In the area of research it is planned to publish twelve research papers on the economic, social and cultural life of women in Iran, to be prepared by various research groups from the universities and research institutes

on the following topics: status of tribal women, status of rural women, problems of university women, women in the labour force, comparison of Iranian laws with the Declaration on the Elimination of Discrimination against Women, employment of women in Iran, functional literacy and training of rural women, women and the environment, women and education, role of the mass media of communications in creating an image of women's role in the family and society, the Chador (veil) - who wears it and why, the Iranian housewife, urban women, and establishing women studies courses at the university level. Publicity campaigns will include the publication and distribution of posters; nationally broadcast bi-weekly half-hour television programmes on subjects related to women; radio programmes specially prepared for each area and broadcast locally; issue of a commemorative stamp and a women's year calendar. There will be an international film festival to introduce films directed by women and/or dealing with the subject of women and an exhibition of Iranian women's arts and handicrafts in Teheran. Awards will be given for exemplary achievement in bringing about the integration of women in all fields of socio-economic and cultural endeavour and for outstanding achievement by women in arts and sciences. An essay contest will be organized for high school boys and girls on the themes of the International Women's Year, with the co-operation of the Ministry of Education. The Declaration on the Elimination of Discrimination against Women will be distributed in high schools throughout Iran also with the co-operation of the Ministry of Education. A popular version of the Declaration on the Elimination of Discrimination against Women will be disseminated in factories throughout Iran with the co-operation of the Ministry of Labour. The revision of elementary school textbooks will be undertaken to reflect an active, intelligent and progressive image of the woman. The Ministry of Education has agreed to accomplish this task by September 1975. The Ministry of Justice, in co-operation with the Women's Organization of Iran, established a committee to study the existing Iranian laws concerning women and to propose revisions and amendments in the direction of full equality, wherever necessary.

IRAQ

The General Federation of Iraqi Women has set up a preparatory committee to draw up programmes and a plan of activities for the Year. Among the activities is an extensive information campaign to publicize the importance of the Year and to raise the consciousness of women. The Committee has called on organizations and official institutions to hold cultural festivals, art exhibitions, etc. A commemorative postage stamp was issued. Efforts are being made to have legislation amended to provide for equal treatment of women. Education programmes to acquaint women with their responsibilities and survey operations are being carried out. The committee also planned the establishment of model nurseries in a long-term programme to last until 1980, the organization of handicraft activities, the supply of instant food-stuffs and the provision of laundry facilities. A conference of Arab women will be held. An Arab women's training centre was inaugurated in Baghdad in April and the first course will be the training of the leading cadres from among Arab women's organizations. A liaison officer was appointed for the Year.

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IRELAND

The Department of Labour is responsible for co-ordinating the national programme for International Women's Year. Legislation will be introduced in Parliament to deal with discrimination on grounds of sex in employment, in access to training and in the promotion of women to higher posts. Other legislation especially in the area of family law will also be introduced. The main part of the programme will be played by the Council for the Status of Women representing 23 women's organizations. Among the most relevant activities are a seminar under the Council's auspices, held on 1 and 2 February 1975 to discuss the elimination of discrimination against women; to review the Irish Commission's report on the status of women (1972) and United Nations conventions; women in politics, education for living and women for peace. The Department of Posts and Telegraphs will issue a commemorative stamp in two denominations. Special radio and TV programmes have been arranged and magazine and newspaper articles written. The Department of Labour also sponsored research into the areas of discrimination against women in employment and obstacles which prevent them from taking up work or returning to it after an absence. Special training programmes are being undertaken by the industrial training authorities, the Irish Management Institute and the Training Body for the Hotel and Catering Industry. Conferences and projects are being organized by various women's groups, some of which received government aid. The Council for the Status of Women arranged meetings and events in centres throughout Ireland. The Council also initiated an intensive programme to educate the public to accept women as equal human beings and to end the discrimination by custom and practice which prevents women from taking their rightful place in the society.

ISRAEL

The Proclamation for International Women's Year was signed on 7 January 1975 by President Ephraim Katzhir, the Chairman of the Knesset and the Prime Minister. The Council of Women's organizations in Israel appealed to women in the Middle East for peace and co-operation. On 12 February 1975, the Knesset celebrated International Women's Year. Prime Minister Rabin announced the establishment of a Women's Bureau and gave tribute to the Israeli women and their participation in Israeli national development. He also promised that his Government would continue to work for the advancement of Israeli women and to eliminate all discrimination. The Knesset proceeded to honour 12 outstanding Israeli women. A national committee was established and a liaison officer was designated. From 10 to 22 August 1975, an international seminar on partnership of men and women in national development was held in Mount Carmel International Training Centre for Community Services. The seminar was held in co-operation with the Council of Women's Organizations in Israel and to analyse the extent of existing partnership as expressed both in legislation and in practice in various areas of life and to exchange views and set desired goals towards attainment of equal partnership. The topics discussed were: partnership in the family; economic life; social services and community activities; and planning and decision-making bodies. To mark the year, several women's organizations planted a forest near

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Nazareth, named "Women's Forest". "Features of Israel" presented a special edition containing a series of articles on various aspects of women's life in Israel.

ITALY

The Declaration on International Women's Year was signed by Mr. Leone, President of the Republic. A national committee was established on the initiative of the Prime Minister's office presided over by the Under-Secretary of Labour and composed of representatives of all the interested ministries including the Ministry of Foreign Affairs, representatives of the principal women's associations and organizations and of political parties, trade unions and productive sectors including agriculture. Consultative organs of a sectoral nature have been established by individual ministries. The Ministry of Labour and Social Welfare set up by ministerial decree the National Committee for the Problems of Female Labour as a permanent body. It consists of representatives of women's associations and trade unions. The Ministry of Justice initiated systematic consultations with women's associations with a view to studying the problems of women which require legislative reform. The Ministry of Health proposed to establish a study committee for the protection of the health of women. All the initiatives suggested by the Secretary-General of the United Nations were included in the basic outline of the national programme and were used by all Italian centres to formulate proposals. The initiatives defined include the following: issue of a commemorative stamp; announcement of a national celebration; development of an extensive programme of information and discussions on radio and TV; preparation of articles for the press; organization of a national conference and the publication of a booklet. The Italian Parliament passed a new family law giving wives equal rights with their husbands and raising the minimum age of marriage to 18 years. A ceremony in the Campidoglio was held in April 1975 on women in the Resistance to mark the thirtieth anniversary of the Fight for liberation. The Christian Democratic Party held a national congress on women and society. The Prime Minister's Department published a book entitled "la Donna Italiana: dalla resistenza ad oggi". The Italian Government appointed a liaison officer for the Year.

IVORY COAST

In a speech delivered by the President of the Republic, Mr. Felix Houphouet-Boigny, in honour of the International Women's Days celebrated in the Ivory Coast from 17 to 21 May 1975, the Ivory Coast Chief of State stressed that women today can assume the same responsibilities as men. He went on to say that the Constitution of the Ivory Coast does not distinguish in any way between male and female citizens either as regards civil rights, rights of citizenship, economic and cultural rights wages and salaries. He emphasized that greater participation by the women of the country in political responsibilities, in the basic development of the country and in social progress was indispensable.

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JAMAICA

Prime Minister, the Honourable Michael Manley, declared in a statement issued on 4 January 1975 that the Government was firmly committed to the principle of establishing the legal and institutional framework within which Jamaicans could move rapidly towards the position of equality between the sexes in society. He also directed a special appeal to women asking them to approach their liberating task with understanding and compassion. In May, the Prime Minister announced that the Women's Desk would be upgraded to a Women's Bureau to be under the portfolio of the Prime Minister's office. The activities undertaken are as follows: publication of statistical monograph on Jamaican women; pamphlet on responsible parenthood; publication of a pamphlet for new readers on the rights of women; a booklet on careers for women (both traditional and non-traditional). Research and recommendations for action include investigation of laws which discriminate against women, study of the market women, with special reference to their transportation, accommodation and sanitary facilities with recommendations; a comprehensive manpower and job qualification study for the purpose of identifying areas in which women could be prepared and subsequently employed; a study of training programmes for women and a survey of women in the Allman Town Area. Workshops will be arranged on women in the media and in the theatre to illustrate through dance, verse and song, the contribution to society of Jamaican women since the eighteenth century. At the parish level in-depth workshops will focus on the needs and problems of Jamaican women. The annual seminar of Church Women United discussed family life education; women's rights; child care, nutrition and consumer education and a seminar on the economic status of women was also organized. The programme also comprises a national conference, educational programmes such as public affairs programmes of the Y.W.C.A. concentrating on women's affairs; "rap sessions" for sixth formers and national youth service workers, on careers for women; consumer education programme; public meetings on women and their relationships with their children; exhibitions on books, art and floral arrangements. Special programmes have also been undertaken to encourage women to conduct church services; to establish free clinics for women and children; to organize an essay competition for schools on the woman of the year and a series of films featuring "Our Women" both in historic and contemporary terms. A major island-wide Conference of Women will take place in November. The Government appointed a liaison officer for International Women's Year.

JAPAN

The Declaration on International Women's Year was endorsed by the Head of the Government. The Government of Japan, through its Ministry of Labour, planned the following activities: A national convention will be organized in Tokyo in November 1975. Women's week from 10 to 16 April was held with the theme "Towards equality of both sexes and a more active role for women in society". In July 1974, the Supreme Court of Japan issued a new judgement: a wife's household work could be estimated in monetary terms and that it was reasonable to estimate it as yielding economic gain equivalent to the average wage of women workers until the wife reached the average age for incapacity to work. The Language Institute of Japan in Odawara offered two business women scholarships

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for a four-week course in English to be given at the Language Institute of Japan (LIOJ) from 9 June to 5 July. Studies and surveys on the status of women are also undertaken. An information kit has been prepared containing "The Status of Women in Japan" and "About the Women's and Minor's Bureau". Commemorative publications have been issued. A joint U.S.-Japanese study on the working woman was completed and the Japan/ILO Asian Regional Programme for women workers was initiated. Lecture tours are also part of the activities for the Year.

JORDAN

His Majesty King Hussein, of the Hashemite Kingdom of Jordan signed the Declaration on International Women's Year. A liaison officer was appointed and a national committee was created. The committee held its first meeting on 18 July 1974 and adopted a programme to be carried out and fulfilled in 1975 and the coming five years. Starting on 8 March, International Women's Day, the Committee launched a campaign for a whole week during which information about 1975 reached every city, town and village through general discussions, debates, TV interviews, radio programmes and press releases. The committee has advocated for the slogans of 1975 and called for the advancement of women in Jordan. In a special meeting with His Majesty King Hussein, the committee received full support to carry on its activities. Support was also expressed by the Head of Senate House and by the Ministers of Education, of Information and of Social Affairs. On 18 July 1974, the committee had achieved the following: the reformation of the Women's Union in Jordan which was dissolved in May 1957. On New Year's Eve the Women's Union launched a campaign entitled "Informing us of your problem". A group of lawyers, trade unionists and representatives of women's organizations drew up work projects to study the condition and demands of women workers and peasants which is going to be published. A series of petitions demanding the implementation of United Nations resolutions concerning the equality of women and human rights were prepared to address all concerned bodies. A special petition was presented to the Ministry of Education to allow girl students to join the Polytechnic High Institute which will be opened next year. The President of the University of Jordan encouraged students to carry out studies on the women in Jordan during the Year. The Ministry of Communications issued special stamps. Badges, cards, key holders, purses, bags, etc. were made and several posters were printed. Exhibitions were held in the Library of the University of Jordan and of Amman Municipality. Exhibitions on folk art, crafts and photographs on the plight of women and children in the refugee camps in Jordan and another focusing on women's resistance in the occupied territories are being organized. Different cultural and educational courses are planned. The Minister of Education assigned 8 April as a special day for women in all the schools during which lectures and competitions were held. A seminar on the role of women in development will be organized in co-operation with the University of Jordan, UNICEF and other specialized organizations. The Committee, which is a Member of the Arab Preparatory Committee was represented at all the following meetings to celebrate International Women's Year: the Afro-Asian Symposium held in Alexandria, Egypt, from 8 to 12 March 1975; the Palestinian Symposium held in Cairo from 12 to 14 March 1975; the meeting held in Kuwait to establish the "Arab Family Agency" as part of the Arab common activities for 1975; the training course of women cadres held in Baghdad, Iraq on 1 April 1975; the seminar on the

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culture of children held in Damascus, 3-6 May 1975; the meetings of the International Preparatory Committee for International Women's Congress held in Tihany, Hungary; and the first and second meetings of the Executive Committee of the International Women's Congress held in Berlin, representing the All-Arab Women's Federation. The Committee requested the Government to introduce laws forbidding early marriage; concerning polygamy; ensuring that divorce cases should be heard by the Court alone; that decisions for custody over children should be made in the best interest of the children; establishing marriage counselling and including general medical examination for both sexes.

KUWAIT

The Declaration on International Women's Year was signed by H. H. Sabah Al-Salem Al-Sabah, Emir of the State of Kuwait. A Government Committee was formed from the Ministries of Social Affairs and Labour, Public Health, Justice, Communications, Interior, Foreign Affairs, Information, the Planning Board and the Kuwait University. Women's organizations constituted a joint committee to set up the programme for the Year, as follows: an Arab Regional Conference on the subject of women in "Contemporary Arabian Gulf Society" was convened from 21 to 24 April 1975; leaflets and booklets on the role of Kuwaiti women and their participation in the society were published. In addition, TV panels explaining the aims of the IWY were organized; broadcasting programmes containing one hundred serials on Moslem and Arab women pioneers of work in the service of the society, as well as a daily programme on family were shown and meetings and symposia on women's opportunity and her participation in health area were conducted. Studies on nursing, maternity and childhood, and professions and the role of women were published. A commemorative stamp was issued. On all levels of education lessons were devoted to explaining the aims of IWY with regard to development and production. The committee also designed a future programme to establish centres for young women to practise recreational, cultural and social activities; to conduct researches and studies to investigate problems and needs of working women in urban and bedouin areas; to set up family consultation offices for family planning and solving family problems; to studying international conventions for ratification related to fundamental human rights and to increasing the number of literacy centres. It also encouraged the participation of women in parents councils in girls' and boys' schools; the provision of social care to women prisoners giving them opportunity to be trained vocationally; women to work in policy areas especially in non-traditional fields such as: police and social care field within prisons; and the enactment of labour laws for foster houses to infants of working women. The Government of Kuwait also appointed a liaison officer for the Year.

LEBANON 11/

The Declaration on International Women's Year was signed by President Suleiman Frangié. On the occasion of International Women's Year, President Frangié delivered a statement in which he pointed out that

11/ See also A/10038.

"Today, Lebanese women have a privileged position in law and administration, the arts and science, and in professional and public activities. Over 30 per cent of the members of liberal professions such as the law, engineering, medicine, pharmacy and teaching are now women. We must therefore enable them to play an increasingly important role in developing society." In a conference of Arab Ministers of Social Affairs held in Khartoum from 25 to 27 March 1975, the Lebanese Government described the role of Lebanese women in social development. The Council of Ministers decided to form a special committee presided over by the Minister of Labour and Social Affairs and composed of Directors-General of the Ministry of Labour and the Ministry of Information. A liaison officer was appointed for the Year.

LESOTHO

A statement from the Cabinet Office said that "the Lesotho Government recognized and supports the initiative of Basotho women who have organized themselves in response to the United Nations resolution to declare 1975 as International Women's Year." The statement appeals to government ministries and departments to co-operate fully with the women's committee as far as possible to give assistance towards the successful implementation of their programmes.

MADAGASCAR

To mark International Women's Year, an interministerial working committee has been set up in collaboration with the regional organizations for the advancement of women. A questionnaire has been sent to the heads of the provincial departments concerned to ascertain the position and role of the Malagasy woman. The following activities have been initiated, particularly in the publicity and information fields: television programmes have been prepared; posters and pamphlets have been published; exhibitions of cultural and artistic achievements by women have been mounted; and contents for elementary and high school students have been organized on themes relating to the status of women.

MALI

Colonel Moussa Traoré, Chief of State, has signed the Declaration of International Women's Year. The Constituent Congress of the women of Mali met on 28, 29 and 30 December 1974 at Bamako. The Congress applauded the initiative taken by the United Nations and pledged itself to make that international occasion a year for the general mobilization of women to achieve the objectives of the Year, namely, to promote equality between men and women and to ensure the integration of women in the development process and in the efforts to achieve world peace. The wife of the Chief of State, Mrs. Miriam Traoré, was elected President of the Mali Women's Congress. In its recommendations, the Congress emphasized education and the well-being of children, agriculture and the establishment of regional groups to assist and inform women. The issue of the status of women in Mali was widely publicized by the news media.

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MALTA

The Head of State of Malta endorsed the Declaration on International Women's Year. The Year was officially inaugurated by the President during a special concern on 27 April 1975. This celebration marked the beginning for series of International Women's Year functions, organized by the Malta National Committee which was created for the year. The Government appointed a liaison officer for the Year.

MAURITANIA

The Declaration on International Women's Year was signed by His Excellency Maitre Mokhtar Ould Dadah, President of the Islamic Republic of Mauritania. The Mauritanian People's Party organized two programmes for the Year: first, a national programme and second, a regional programme, and created a national committee. The national programme comprised the following activities: (1) a monthly radio programme about women will be held and stamps, calendars, posters and badges and buttons will be distributed; (2) two magazines will feature articles on the problems of women and the family and the status of women; (3) a festival was held on 8 March with the participation of women's organizations, embassies and others; (4) the Fourth Congress of the Union of Family Organizations of the "Maghreb" and an international conference on the status of women will be held. The regional programme will consist of cultural evenings each month as well as celebrations held on 8 March. At the end of December each region will attend a Fair in Nouakchott to close the Year which will take place on the fifteenth anniversary of the Party.

MEXICO

President Luis Echeverria was among the Heads of State who signed the Declaration on International Women's Year. A national committee was created headed by the Attorney General of the Republic of Mexico. The Mexican Government invited the United Nations to host the World Conference of the International Women's Year from 19 June to 2 July 1975. The President proposed a constitutional amendment to open avenues for incorporating women into the political, social and economic life, which required the recognition that their de jure and de facto capability lay behind a continuous social effort that had to be stimulated in all sectors. The main activities of the programme were: family planning programme; orientation programmes for productive activities, nutrition and family re-integration, with special emphasis on the rural, peasant and "ejidal" populations, as well as "shanty-town" dwellers in urban areas; creation of an orientation and information centre for women; conferences, educational and interdisciplinary seminars for women, issuance of a postal stamp commemorating the Year; issuance of a commemorative coin; preparation of an informative bulletin regarding the programme of Mexico for the Year; publication of a book concerning the status of women at different levels, such as labour, education, health, recreation facilities and property of the "ejidos" in Mexico. The National

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Committee published a monthly bulletin: "Mexico 75". Numerous commemorative booklets for the Year were published by Government departments and organizations. The Mexican Government appointed a liaison officer for the Year.

MONGOLIA 12/

The Government of the People's Republic of Mongolia endorsed the Declaration of International Women's Year. Among the activities undertaken during the Year were: a national committee was created; intensive action was taken through the mass media, radio and TV talks, periodic information through central and local press on the implementation process of the programme of action. Articles were published in the magazine "Mongolian Woman"; and documentary and feature films were produced. Special publications have been envisaged such as an illustrated book on the life and labour of Mongolian women; a compilation of poems and songs on topics of mothers; a textbook and special curricula for women in rural areas; commemorative postcards, stamps and envelopes; TV series on children's education; TV interviews by high officials of the national committee and prominent public figures. Studies will be made on the extent of women's participation in judicial organs and scientific research activities, and on living conditions of widowed mothers. Seminars will also be held on the role of women in the implementation of the national economic development plan; on publicity and educational measures to be devoted to International Women's Year for representatives of mass media and a roving seminar on health education. The Vice-President of the Council of Ministers who is head of the national committee for IWY gave an interview on measures taken by the Government to implement the Year. A liaison officer was appointed.

NEPAL

His Majesty King Birendra, Bir of Nepal, signed the Declaration on International Women's Year and constituted a seven-member committee under patronage of Queen Aishwarya Rajya Laxmi Devi Shah and the participation of Representatives from the Ministries. A statement was delivered by the Queen of Nepal at the inaugural function of the International Women's Year Committee. The following programme was scheduled for the Year:

- On 19 February 1975 women's painting exhibition was organized.
- An international doll exhibition will be held.
- Special efforts are undertaken in agriculture specially in afforestation, cotton growing, food and vegetable cultivation programmes are carried out, short-term training programmes are launched for the effective service of rural women in production of fruits and vegetables.

12/ See also A/10256.

- An education programme was undertaken to increase the number of literate women.
- Women's handicrafts exhibition will be held.
- Women's multipurpose work centres will be established in the four development regions.
- Saint Mary's High School will award free scholarships to 15 deserving girl students.
- Publication of a book for imparting practical education to literate adult women. A quiz contest, a competition on equality of men and women will be held and debates at campus level will also take place.

Efforts are being made under the auspices of the Ministry of Education to institute scholarships. An evaluation committee will be formed with the co-operation of the Education Ministry to prescribe school textbooks on women. Seminars will be held on the following topics: (a) promotion of equality between men and women; (b) integration of women in development; and (c) strengthening of world peace. Family planning programmes are carried out and women will be informed about the important role of nurses and midwives. Provisions are made for health facilities. A national campaign was launched in order to remove child marriage, polygamy and similar practices. Maximum efforts are also made to provide drinking water to benefit women. Women training centres organized campaigns for encouraging women to take to social service, housewives training, etc. Cultural programmes, talks, films, radio and TV programmes as well as women's sport events were also organized. Pamphlets, posters, calendars were released for distribution, special stamps and coins were issued. Suggestions were made for formulating laws and also for introducing amendments in the existing laws to bring about reform. The provision of women's rights under the Constitution, laws and other rules and regulations were to be compiled. The Ministry of Law will make provisions for disposing speedily of pending cases affecting women. A seminar on law is planned. Research studies on women are undertaken. A women's welfare home will be opened as well as a mothers' club, women centres for training, and a women's hotel. Efforts are made to provide 84 days of maternity leave instead of 45 to women employees. A directory of working women will also be prepared. The Government of Nepal appointed a liaison officer for the Year.

NETHERLANDS

The Declaration on International Women's Year was signed by Her Majesty Queen Juliana. The Government of the Netherlands appointed a liaison officer and set up a national committee composed of 25 members. The committee decided to devote its energy to the following measures: promoting equality between the sexes; ensuring the complete integration of women into the entire development process and increasing contribution by women to development of friendly relations and co-operation between States and to the consolidation

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of world peace. The committee will make recommendations to the Netherlands Government, and will carry out, promote, and co-ordinate all activities which will help to involve all sectors of Dutch society. The committee will see to it that the activities which arise from the implementation of the Plan under article 3 will be completed by 30 June 1976 at the latest, and will administer money made available by the Government and other bodies. The committee planned to motivate the public into activating the Government to adopt coherent policies on the status of women. The Government of the Netherlands Antilles set up the Antillian committee in the following six islands: Aruba, Bonaire, Curaçao, Saba, St. Eustatius and St. Maarten.

NEW ZEALAND

The Government of New Zealand endorsed the Declaration on the International Women's Year and appointed a liaison officer. The Government of New Zealand set up a programme for the Year. The Prime Minister of New Zealand, the Honourable W. E. Rowling, said in a press statement that the committee would co-ordinate and promote activities to mark International Women's Year, 1975. He said that in September 1973, the Government established a parliamentary select committee to look into all aspects of women's rights in New Zealand. The report which is expected to highlight areas where administrative, legislative and other measures may be required, should be available early in 1975. A film on the changing roles and position of women in New Zealand might be used to publicize the Women's Convention to be held 13-14 June 1975. Other plans included arranging a film festival of material related to women in New Zealand and elsewhere for two or three days before the Convention. Nationally circulated magazines are being asked to establish a regular column related to IWY and the activities of the June Convention. All schools and educational organizations were offered material and speakers for the Year. A stamp to commemorate International Women's Year was issued and a national art and essay competition held on women in New Zealand. The news media were asked to assist with background and news reports.

NICARAGUA

His Excellency Mr. Anastasio Somosa Debayle, President of Nicaragua signed the Declaration on International Women's Year and proclaimed the Year. The activities were officially inaugurated on 18 January 1975 at the National Theatre. A national committee was created with the Inter-American Commission of Women. The calendar of activities includes: exhibitions of artworks, studies by the University on the status of Nicaraguan women; seminar; publication of a pamphlet on the rights of women; study of reform of laws concerning the rights of women and radio and TV talks. An intensive information campaign was launched and a newsletter published.

NORWAY

His Majesty King Olav V of Norway signed the Declaration on International Women's Year. The Government appointed a liaison officer. A national committee

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headed by the Minister of Justice was established in March 1974. The working group of the committee set up task forces to plan projects in 1975 dealing with activities in the schools, publicity, development of visual materials and pamphlets, contacts with local government boards and organizations, development of lecture and study materials and international projects. A letter was sent in June to Norway's 443 local administrative boards requesting financial and logistic support for local activities in 1975. A press release was issued in connexion with this. The following activities are undertaken: a commemorative stamp was issued; a marketing specialist was enlisted to develop a slogan for the Year; posters and publicity efforts; exhibition of photography and art were organized. A budget was earmarked for school contests and for an exhibit for teachers about sex roles. A Swedish photography exhibit was translated and adapted for use in Norway. Publication of a pamphlet, intensive radio and TV programmes are scheduled. Weekly magazine articles and press releases are issued in connexion with major events for the Year. A list of courses of special interest to women is distributed. A bibliography on women's literature is put out and distributed free of charge to libraries, organizations and other interested groups. The committee and the working groups delivered lectures and participated in many debates. The committee is considering a project to build a dormitory for girls at the Secondary School in Kenya. A seminar to evaluate the World Conference on International Women's Year, held in Mexico from 19 June to 2 July is planned. Interest in women's literature has increased by the introduction of courses on women's literature and history. Publishing houses have been requested to reprint classics on the women's movement, anthologies, novels, and works describing the contribution of women to Norwegian society. Publishers are also asked to make a special effort to eliminate discriminatory sex attitudes from textbooks. Activities are also planned in connexion with the local elections which will take place in September; a small leaflet encouraging more women to stand for public office was issued.

PAKISTAN

His Excellency Fazal Elahi Chaudhry, President of Pakistan, signed the Declaration on International Women's Year. In a message on the occasion of International Women's Day, the President said that the Day should mark the start of the social movement which would give new directions and lend concreteness to the struggle of making Pakistan a modern society. A national committee was set up headed by Begum Nusrat Bhutto who, in a message, said that all necessary steps should be taken to ensure that all women at all levels, realize their full potential and make a constructive contribution to national reconstruction. The activities planned for the Year emphasize two district areas for action: first, mobilization of public opinion at all levels in support of the objectives of International Women's Year and second, the formulation of concrete projects throughout the country towards a greater involvement of women in the social and economic development and in related national activities. Seminars, symposia and workshops will be organized throughout the country. A national rural seminar on social development will be held to foster the evolution of a new leadership among women in rural areas.

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A national commission on the status of women will also be established. In a message addressed to the Secretary-General of the United Nations, the National Organizing and Co-ordinating Committee pointed out that the People's Government in Pakistan had taken steps to promote the objectives of the Year. They said that the Constitution of Pakistan provided against discrimination on the basis of sex.

PANAMA

A special committee of women's associations was established by Decree No. 425A on 18 October 1974 to co-ordinate the programme for International Women's Year.

PERU 13/

The Government of Peru established a Committee on Women as an autonomous body directly attached to the Office of the President. The First Lady, Mrs. Velasco, set aside 8 March as "Peruvian Women's Day". The Day will be part of the world-wide celebration and there will be ceremonies in towns throughout the country. A liaison officer was appointed for that purpose.

PHILIPPINES

H. E. Ferdinand Marcos, President of the Philippines, signed the Declaration on International Women's Year. On 6 January 1975, the President's wife, Mrs. Imelda Romualdez Marcos, launched the Year and announced the creation of a National Commission on the Role of Filipino Women. The Committee was created by Presidential decree No. 663 on 7 January and the Presidential Proclamation No. 1368 entitled, "Enjoining Support for International Women's Year" was published. The Proclamation "directs all departments, agencies and instrumentalities of the Government to assist the National Committee for International Women's Year in carrying out the programme and objectives of this year's observance of International Women's Year" and "enjoins all citizens of the Philippines, all universities and colleges and schools, the mass media, civic and voluntary organizations, religious organizations of all creeds, and business and industrial enterprises to participation in the celebration of the International Women's Year". Special action was undertaken through the media in particular the press. Universities and similar bodies have shown interest in research on the status of Filipino women. The Government appointed a liaison officer for the Year.

13/ See also A/10107.

POLAND 14/

The Declaration on International Women's Year was signed by President Henrick Jablonski. The Government adopted decision No. 182/74 of 1 August 1974, concerning the Year. The Honorary Committee of International Women's Year was established under the chairmanship of the Prime Minister. The Minister of Labour, Wages and Social Affairs has been assigned to co-ordinate all undertakings connected with the Year in Poland. Among the main guidelines set forth to celebrate International Women's Year are the following: securing conditions for broad integration of women in the social and economic development of the country, strengthening the social position of working women, promoting further professional and social advancement of women working in all branches of national economy; undertaking activities for shaping a contemporary socialist family, expanding its educative functions, and in particular preparing young parents to carry out those functions. They also include measures which help to solve effectively practical problems of working women, especially mothers, e.g. child care; strengthen activities to speed up transformation of social customs, to consolidate a modern view of the role of women in society and to create better conditions to help them fulfil their numerous tasks. Women's Day was celebrated in March and Mother's Day was celebrated in May. A special scientific symposium was arranged by the Polish Academy of Science. A competition in memory of Polish women and photographic exhibits and exhibitions in museums have also been organized. An international theatre day was held with the theme: "Women and theatre". A number of concerts will feature drama and stage performances. A liaison officer was appointed for the Year.

PORTUGAL

The Commission on the Status of Women, Ministry of Social Affairs, in its programme for 1975 will focus on the celebration of International Women's Year. This celebration is intended to be a series of efforts and actions with a view to improving women's status. The Commission proposed a joint programme of action with several groups, including political parties, non-governmental organizations, religious and professional associations, etc. With representatives of several of these groups, this programme was established and its main purpose was to identify and denounce the most critical areas of discrimination against women in the country. The points approved for intensive action were: discrimination against women in family law; differences in payment for equal work between men and women and conditions of work in industries mainly employing women; the double task of professional women having family responsibilities as opposed to the traditional images still present in society of women's role; the participation of women in civic and political life, professional associations, local centres of decision, etc.; and the status of women and family planning. The Commission suggested that the Government adopt a resolution for International Women's Year. A liaison officer for the Year was designated.

14/ See also A/10140.

ROMANIA

His Excellency Nicolae Ceaucescu, President of the Socialist Republic of Romania signed the Declaration on International Women's Year. A national committee was set up and a liaison officer appointed for the Year. An international trade union symposium took place in Bucharest from 9 to 11 April 1975 on the theme "Women's participation in economic and social life". A booklet has been published containing the Proclamation by the Secretary-General, relevant General Assembly resolutions relating to the Year, the Declaration on the Elimination of Discrimination against Women and two United Nations conventions.

RWANDA

The Declaration on International Women's Year was signed by His Excellency Major Habyarimana Juvénal, President of Rwanda. The following programme has been formulated: In December 1974 a national women's commission was established, comprising 12 members. In January, International Women's Year was declared open and a meeting of the national commission to establish the programme of the Year took place. In February, there was a literary meeting on the status of women in Rwanda and in March was held the celebration of International Women's Day and sports tournament for girls. A woman's magazine dealing with the social and family problems of women was published in April and in May a holiday for working women in Rwanda and Mother's Day was celebrated. Other activities for the Year include a Women's Art Exposition of Rwanda - district level (July); National Congress on the theme - Position of Women in Rwanda Society: equality, development and peace (August); on 8 September, a celebration for World Literacy Day at all levels - national, regional and local, on the theme - Literacy and the Rwandan Woman; a Conference at Kigali is to be organized on the theme - Declaration on the Elimination of Discrimination against Women and results of the inquiry into the status of women in Rwanda. A similar conference will be held in Butare in November. The meeting of National Women's Commission and delegates to review the activities undertaken during 1975 and to develop a programme for future years is being arranged for December. Commemorative stamps will be issued. There will be two one-day meetings at the local level and two meetings of two to three days at the regional level, attended by representatives at the local level. A liaison officer was appointed for the Year.

SENEGAL

The Declaration on International Women's Year was signed by His Excellency Mr. Léopold Sédar Senghor, President of Senegal. The Minister of Public Health and Social Affairs, who was put in charge of the programme for the year delivered an inaugural address on the radio. A round table was organized and broadcast in French and in the national language. A National Organizing Committee was established by the Minister of Public Health and Social Affairs and an Evaluating Committee will be established at the end of the year. The following activities were undertaken: Conferences on: woman and the mind; juvenile delinquency, the protection of mothers and children under the Senegalese family code; information on International Women's Year; the Senegalese woman: the

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sociological aspect; rural women in the strategy of development; the code of civil duties; women in the civil service; working women; the family code (discussion in the Wolof language); conference of women teachers; the evils of alcoholism; seminars on: employment of women; information; woman's role in the economy; rural areas; and a painters' seminar. Round tables will be organized. The plight of the physically handicapped and the present status of women in Senegal will be the major topics. Study days will be held. They include one day devoted to the Senegalese woman; literacy; the role and function of social welfare in medical teams; woman's contribution to the operation of government; study days on the professional conscience of the school teacher; the role of the secretary in national development; improvement of the legal status of the Senegalese woman; and national days for a campaign against mendicancy and juvenile delinquency. Studies and investigations have been undertaken on prostitution among minors; the advancement of women; customs, traditions, practices; examination and evaluation of the contribution of women; relationship between the status of women, population growth and over-all development and evaluation of the role of active women. Sporting events and crafts, painting, and photo exhibits have been organized. Radio and television broadcasts have been organized and many articles and publications in French and in the national language have appeared. A feature-length film on Senegalese women was presented. The Committee organized a cinema symposium. The Declaration on the Elimination of Discrimination against Women was widely publicized. Special issues of postage stamps, the printing of fabrics, a catalogue of international instruments dealing with the status of women, tours by lecturers, visits and various courses of instruction are planned. On 25 March of this year, Senegalese Woman's Day was celebrated with special brilliance. Finally, the Organizing Committee designated "operation motherhood" as a priority item. Government appointed a liaison officer for International Women's Year.

SINGAPORE

The Declaration on International Women's Year was signed by President Benjamin Henry Sheares. The Government designated a liaison officer for the Year and created a national committee. The programme planned by the National Museum included: forum on the topics of women; musical recital by women artists; demonstration of Singapore traditional dance; exhibition of photographs, costumes on "Singapore women 1919-1975"; film shows on subjects of interest and concerning women; competitions of photographs and fashion show of early costumes. The National Library also organized a programme which included a compilation of booklets on subjects such as: women in society, feminism, etc., film shows, essays and speech contest, talks, lectures and forum. The Department of Broadcasting telecasted "Fear Women" in the international zone series. A souvenir magazine in conjunction with an exhibition from 26 to 29 April 1975, entitled "The world in women" has been published.

SRI LANKA

The Government of Sri Lanka endorsed the Declaration on International Women's Year, and appointed a liaison officer. On 1 January 1975, a special

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message from the President and the Prime Minister was delivered and published in the local press. Radio programmes on the role of women in Sri Lanka are broadcasted all the year. Radio programmes and activities are also organized by women's organizations in co-ordination with the Government. The programme also included: a dance held on 18 December to raise funds for its work for the International Women's Year; rehabilitation of prisoners by teaching them to earn a living; cleaning the hospital on an appointed day; collecting new exercise books and distributing them among poor students; the Panadura Branch of the Sri Lanka National Committee also undertook to teach rattan weaving, sewing and crochet to women. A visit to rural areas was arranged and better understanding of family planning and nutrition was provided through film shows and literature. Women collected clothes and shoes to distribute to poor people and prepared flags for International Women's Year. A seminar on the status and role of women in Sri Lanka was held on 8 March 1975 under the auspices of Prime Minister Mrs. Sirima Bandaranaike, who said in her speech that "the forward march of women is interwoven with the forward march of the nation. There is no force, I am convinced, strong enough to stop that forward march". "Women", she added "have a vital role to play in world peace". A national committee has been created for the Year.

SUDAN

The Declaration on International Women's Year was signed by President Mohamed Nimeiry. In a speech delivered by the President on the Independence Day on 1 January 1975, he stated that the "May revolution has liberated our society from the vices of the biased discrimination between the sons of one country and the unjust discrimination between men and women. Sudanese women are now participating in every field of the Government ... We will not stop during the Year at the legal and constitutional equality and what we have achieved but we will have to proceed and create the objective conditions for the full participation and to develop the suitable understanding both men and women to accept equality and practise it." The Commission on the Status of Women has been established and it is co-operating with the women's section in the Department of Social Welfare. The plans undertaken for the Year are as follows: field research on the status of women is being prepared in the provinces; laws governing the status of women are progressing towards final approval; books and periodicals are prepared and the media is being utilized to inform the country on the status of women among daily and weekly programmes on radio and television. Exhibitions and festivals for women are prepared. A seminar scheduled for September 1975 on the role and status of women in social life focused on the status of rural women. A liaison officer was appointed for the Year.

SWAZILAND

The Swaziland Government created a committee choosen from head of departments relevant to women's work and from women's organizations and institutions. The Swaziland International Women's Year committee adapted the United Nations

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resolution 301 based upon Swazi culture and custom to identify major projects. The following activities have been proposed: to produce Gogo Gwamile's Bust; to establish Gogo Gwamile's Bursary to up-grade women in certain fields; to co-ordinate existing women's organizations and contributions; to celebrate the National Day on 8 September 1975; to organize and mount an International Women's Year stand at the Swaziland Trade Fair; to present to Council proposals on the reviews and draft laws relating to women and the family on: paid maternity leave; enforcement of the Child Maintenance Act; women Defence Bill and the clarification of women's legal rights pertaining to contractual capacity as governed by type of marriage and the review of the 1964 Marriage Bill; to review compassionate paid leave of three months according to Swazi custom; to relax the General Order for women civil servants to have small enterprises and to amend the employment proclamation on the restriction of employment of women in mines and hours of work. The amendment should be such that no restrictions should be made regarding women. Other legislation requiring reforms includes compulsory and primary and technical education; sex education schools; free medical attention for delivering mothers, infants and pre-school children; review of General Orders on women's retirement; review of manner of dress of women and youth; formulation of laws pertaining to Underground and Public Prostitution; review of laws relating to the selling of intoxicating drinks; review of Income Tax Return; and the establishment of a special Ministry for Women Affairs. The following committees have been formed: sub-committee to implement the Plan of Action, a publicity committee for intensified action in the media; a fund-raising committee for financial support; a standing committee for the Trade Fair; a National Celebration Day Committee. A sub-committee will also be formed at district level which will be responsible for all preparations in the districts and will report to the main International Women's Year Committee. An emblem and stamps were issued to commemorate the Year and coins were minted. A liaison officer was appointed.

SWEDEN

His Majesty King Carl XVI Gustav of Sweden signed the Declaration on International Women's Year. The Government designated a liaison officer for the Year, and appointed in late 1972 an advisory Council on Equality between Men and Women attached to the Office of the Prime Minister. The Council is a co-ordinating body for national activities in connexion with the Year. The programme undertaken is as follows: a folder about International Women's Year; an inquiry addressed to governmental and non-governmental organizations regarding their planned activities during International Women's Year; exhibition; a report of the situation of women in Sweden, prepared by the Swedish Institute for Social Research. The Swedish International Development Agency, a Government-controlled body, is planning the following activities: an exhibition; a special issue of their magazine Report on the theme "Women in society and in development"; films about the situation of women in developing countries; educational material and guidelines for evening courses in similar educational activities. There will also be various internal information and educational activities for the Swedish International Development Agency personnel to deepen their knowledge and understanding of the situation of

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women in developing countries. Other activities such as a poster contest, information projects and seminars for women teachers concerning development problems are also taking place.

SYRIAN ARAB REPUBLIC

The Government of the Syrian Arab Republic endorsed the Declaration on International Women's Year. A national committee was created and a liaison officer appointed. Intensive publicity campaigns via press, radio, television, conferences, encounters, have been undertaken. Special issues on women's magazines are published; courses for the eradication of illiteracy, especially in rural areas are intensified with the participation of teachers of both sexes; review of existing legislation; equal opportunities for all working women including decision-making levels are given; special attention is paid to the technological training of women in order to up-date their skills. Attention is paid to the family and to health care programmes and to maternity and child well-being. Exhibitions were organized and a stamp issued. A commission of experts and researchers from different ministries was established which will eventually become a permanent commission to deal with women's rights and family questions; up-to-date training and speed up the constitution of the Institute of Social Work; improve the condition of nurseries and establish crèches in factories. On the international level, the commission supports all world liberation movements against racism and apartheid, and the struggle of Arab women in occupied territories. It also appeals to all women of the world to support a just and equitable peace, and safeguard national rights of Palestinian people.

THAILAND

The Government of Thailand endorsed the Declaration on International Women's Year, and created a national committee headed by the Director-General in the Ministry of Education and comprising 30 members. Sub-committees were established for programming respectively in peace, development and equality. The activities undertaken are as follows: the Ministry of Interior has reorganized the function of the Labour Department dealing with women workers by upgrading its present Women's Section to the status of the Division of Women's Labour. The Department of Community Development of the Ministry of Interior has also launched several training programmes to improve the condition of rural women. The National Council of Women of Thailand, under Her Majesty the Queen's Royal Patronage, has adopted a variety of publicity and educational measures emphasizing the objectives of the Year, including the convening of four National Conferences on the Status and Role of Women as well as the organization of exhibitions and other radio and television programmes. The Constitution of Thailand provides that "Men and Women have equal rights". A liaison officer was appointed for the Year.

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TOGO

An intercommunal world conference was held at Lomé from 27-31 July 1975 on the promotion of women to communal responsibilities. This conference was organized as part of International Women's Year and was prepared by regional discussions of 50-60 municipal officials in the geo-political areas of Eastern Europe, Western Europe, Africa, America and Asia, each with different communal and social structures.

TRINIDAD AND TOBAGO

The Government of Trinidad and Tobago endorsed the Declaration on International Women's Year. The Year was officially launched by the Head of State in January 1975. A national committee was established and a liaison officer appointed. The programme for the Year included: programmes on radio and television, documentary films on television featuring at work in various fields and panel discussions on topics of women's role in the society. Publication of newspaper articles and a special newspaper supplement covering various aspects of women's activities and achievements have been issued. There have also been lectures by guest speakers, seminars and conferences, documentary films portraying local women at work, booklets on career guidance, and pamphlets. Copies of the Declaration on the Elimination of Discrimination against Women and other related international instruments have been distributed to schools, institutions and the general public. Posters and motor-car stickers publishing International Women's Year were distributed and exhibitions, including a photographic exhibition, were held throughout the country featuring women's works - books, poems, handicraft, paintings and arts. Essay competitions were organized for adults and children on themes connected with women and a commemorative stamp was issued to mark International Women's Year. Sporting events for women were also held. A live Caribbean-wide telecast featuring a forum of women discussing topics concerning the status of women is also planned.

TUNISIA

The Declaration on International Women's Year was signed by President Habib Bourguiba. The Government established a National Committee with a programme including: a seminar on "the mass media and the emancipation of women in the Arab world", which was held from 27-30 May 1975. The topics discussed were women in the Arab world, equal rights for women and men, the role of women in economic and social development and in international co-operation and peace. The Minister of Information and the National Union of Tunisian Women organized an information day (16 May 1975) on the role of the press and the emancipation of women in Tunisia. The Tunisian Government celebrated International Women's Day on 8 March 1975. President Bourguiba stated in a radio and television interview: "I gave woman back her dignity. We must hope that International Women's Year will

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cause the Moslem countries to reflect on the problem of women and to recall that Tunisia was the first country to abolish discrimination against women." The Government appointed a liaison officer for the year.

UGANDA

A National Committee was set up consisting of members from Ministries of Planning, Justice, Culture and Community Development, Education, Health, Information, Co-operatives, Commerce, Finance, Foreign Affairs, Agriculture, etc. Under the National Committee provincial and district sub-committees were created to administer the programme. The Government appointed a liaison officer for the Year and undertook a programme of activities. Special publicity and educational measures to implement the Year have been undertaken: radio and television talks, posters and pamphlets, stamps, calendars have been issued. Women's organizations have also organized several meetings. National exhibitions featuring artistical and cultural works especially by women were held. Films and festivals have been organized by the Ministry of Information. Awards achieved by women and awards to best scholars of the Year (one from each of the 10 provinces) have been presented. Sports events and competitions have been organized by the Sports Council. The Ministry of Justice prepared materials dealing with women's rights. Material on the Declaration on the Elimination of Discrimination against Women has been prepared by the Ministries of Education, Planning, Culture and Community Development. Special acts of commemoration launching the Year have been done by the President of the Republic, by provincial governors in their provinces, by district commissioners at district level with women leaders playing a prominent part in their respective districts. Priorities have been given to the following subjects: eliminating illiteracy and ensuring equality of educational opportunities at all levels; providing proper guidance and counselling and expanding co-operative programmes among women of different countries that would contribute to international understanding through shared endeavours; providing training for women in all fields and in social services including health, family planning, child care, community services, and farm and home extension services. Finally, the programme for the Year seeks to improve the situation of women in prisons and other places of detention. On 1 May 1975 - International Labour Day - the International Women's Year was officially inaugurated by the wife of the President. From 10-12 June at Makerere University, the national committee held a meeting to prepare for the World Conference of the International Women's Year.

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UKRAINIAN SOVIET SOCIALIST REPUBLIC 15/

The Declaration on International Women's Year was signed by President I. Hrushetsky. The Government carried out a number of measures in connexion with International Women's Year. For the purpose of organizing these measures, the Presidium of the Supreme Soviet of the Ukrainian SSR has established a Republic Commission on the Observance of International Women's Year in the Ukrainian SSR. The Deputy Chairman of the Council of Ministers of the Ukrainian SSR has been appointed Chairman of the Commission. The Commission has 58 members. They include eminent governmental and political figures, scientific and cultural workers, heads of ministries, government offices and public organizations, and leading workers. Regional, district and town commissions on the observance of International Women's Year have been set up at locations in towns and in regional and district centres in order to ensure the further improvement of women's personal conditions and their conditions of daily life, work and leisure, and the encouragement of their more active participation in political and social life and in the struggle for peace, democracy and social progress. The measures which are taken include a number of formal gatherings, receptions, meetings, scientific conferences and festivals devoted to International Women's Year. As regards international measures, the Ukrainian SSR has participated in a large number of international gatherings, in connexion with the International Women's Year, and its public organizations intend to take an active part in the World Congress on International Women's Year to be held in Berlin, German Democratic Republic, from 21 to 24 October 1975.

UNION OF SOVIET SOCIALIST REPUBLICS 16/

The Declaration on International Women's Year was signed by President Podgorny. In December 1974, a special commission headed by a member of the Politburo of the Central Committee of the Communist Party of the Soviet Union and First Deputy Chairman of the Council of Ministers of the USSR was established. The Commission, which included representatives of all the Union Republics, heads of ministries and government offices of the USSR and leading public figures, carried out a programme of internal events in connexion with the International Women's Year. There were meetings and evening parties dedicated to Soviet women; a number of events to honour women-heroines of the five-year Plans and professional skill contests among women of the most popular professions for the title "The Best in Profession". To further improve conditions of work, life and recreation of working women, an All-Union Competition is being held to cover these aspects. Scientific conferences and All-Union seminars were also organized to review women's participation in the country's life and international movements for peace, democracy and social progress.

Festivals of music and films are being held. Special programmes on radio

15/ See also A/10075.

16/ See also A/10049 and Corr.1.

and TV have been devoted to women's issues and exhibitions of art, photography and books are being held.

A seminar of representatives of women's organizations in Asian countries devoted to the subject "Role of women in economic development of their countries and in upbringing of young generation" was held in Alma-ata, 16-20 July 1975. In Minsk, in August 1974 an International Women's Meeting was held on the subject "Women in the struggle against fascism, for a lasting and just peace". An international Meeting of Girls is planned to be held in Moscow in October 1975.

Representatives of the Soviet Union and its public organizations also took part in the International Seminar on Social Aspects of Disarmament (New York, May 1975) as well as in many other international forums in connexion with the International Women's Year.

The Soviet Union supports in large measure the World Congress on International Women's Year to be held in October 1975 in Berlin.

UNITED ARAB EMIRATES

A Women's Council has been established in April under the Presidency of Her Highness Sheika Fatimah, wife of the Governor Sheik Zaid ven Sultan.

UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

The Declaration on International Women's Year was endorsed by the Government. The Government of the United Kingdom has requested the Women's National Commission to be responsible for co-ordinating the United Kingdom national programme for IWY. This Commission, established in July 1969, is an advisory committee to the Government and includes the following provision in its terms of reference: "to ensure by all possible means that the informed opinion of women is given its due weight in the deliberation of Government on matters of public interest". The Commission comprises representatives of national organizations with a large and active membership of women, including the women's sections of the major political parties, of the trade unions, of the churches, and of professional and business women's organizations and organizations broadly representative of women generally. The Commission has formed a co-ordinating committee to plan activities for IWY, which has published a newsletter with a Calendar of Events. The schedule includes inter alia: a Meeting of the United Kingdom Standing Conference on the Second United Nations Development Decade in January, an International Women's Day in March, a Seminar on "Investment in Women" prepared by the Ministry of Overseas Development and the participation of the United Kingdom in the European Seminar on the "Economic Independence of European Women at the Dawn of the Twenty-first Century" in April, a Grand Fair to raise funds for UNICEF project for IWY in May, a National Conference of Labour Women on "Equality, Development and Peace", in June, a course to discuss IWY by the National Federation of Women's Institutes in July, etc.

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Parliament hopes to bring a Sex Discrimination Bill into effect on the same day as Equal Pay Act this Year. The Bill is a comprehensive one which would make sex discrimination unlawful in employment, training and related areas and applied to education, licensing bodies, partnerships and the provision of goods, services and facilities to the public. It also covered discriminatory advertising and would create a powerful Equal Opportunities Commission. The Labour Party has mounted a mobile photographic exhibition on 14 April 1975. The Government of the United Kingdom appointed a liaison officer for the Year.

UNITED REPUBLIC OF TANZANIA

The Government established a national committee and appointed a liaison officer for the Year. On 8 March 1975, the Union of Women of Tanzania organized a rally presided by the President of the Republic who said in his statement that dowry and equality could not go together because the mere fact that the man was required to pay something to get married to the woman spelled out inequality in a union that was supposed to be between equals. The former becomes the buyer and the latter the commodity. Equality and polygamy could not go together, he added. In a programme developed to mark the Year, the month of February focused on the education of women in the political, economic and social fields. Sub-committees have been formed and they organized short courses, workshops and public discussions. The month of March was devoted to the topic of liberation.

UNITED STATES OF AMERICA

President Gerald Ford signed the Declaration on International Women's Year. On 30 January 1974 the President issued a proclamation calling upon all citizens of the United States, Federal Government officials, educational institutions, interested groups and others to begin now to work for the advancement of women. In October 1973, the United States Center for the Observance of IWY was organized to co-ordinate the voluntary United States effort in support of the Year, and to act as a clearing-house for information about non-governmental IWY activities throughout the United States. The Center has developed a calendar of United States-IWY events and a schedule of United States activities for 1975, and suggested that each month during IWY some special area of activity for women should be highlighted as widely as possible.

An Executive Order directing and co-ordinating the Federal Government effort was signed on 9 January 1975. At the same time, a Presidential Advisory Commission of 35 persons was established to direct the governmental programme assisted by a secretariat located at the Department of State. The Commission will receive guidance from an interdepartmental advisory committee composed of representatives of all concerned Federal agencies. The Presidential Commission will review and co-ordinate IWY activities in the Federal Government and advise on those developed in the private sectors. All programmes will be guided by the themes and objectives established by the United Nations for IWY, however, Federal agencies have been encouraged to develop individual programmes according to their legislative mandates.

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The following programmes which do not include all IWY activities at the Federal level have been proposed for the Year and recently initiated:

Department of Justice: A three-day conference for 14, 15 and 16 May to emphasize United Nations goals and objectives of IWY and to examine accomplishments and obstacles faced by women.

United States Civil Service Commission: Issuance of: - Civil Service Commission directive indicating opportunities afforded by the Year to move forward toward the goals established for the United States Federal Women's Programmes. - A Career Counselling handbook for women. Production of films for publicized private sectors.

Department of Transportation: Campaign featuring IWY themes and objectives.

Department of the Interior: inter alia: A "Woman of the Month" award; films, displays and pictorial exhibits; one month United States visits by women leaders from the Trust Territory of the Pacific Islands.

Department of Commerce: inter alia: special programmes to be conducted on problems faced by foreign women, recognition of outstanding female employees, educational opportunities, communications, etc.

Department of Agriculture: The Department opened the Year with the publication of a special issue of the "Extension Service" magazine, devoted to IWY, on the subject of women in non-traditional work roles in agriculture.

Department of Health, Education and Welfare: inter alia: a three-day conference on 18, 19 and 20 June with foreign as well as United States representation. Activities at the state level include a two-day Fiesta of Women in Las Cruces on 23 and 24 August to honour women in sports, music, the arts and theatre. The first Percy Amendment (No. 574 to the Foreign Assistance Bill, S.2335) was passed in 1973. This year Senator Charles H. Percy requested a further amendment which requests each United States representative to international organizations of which the United States is a member to encourage and promote the integration of women into the national economies and into professional and policy-making positions within such organizations. The Joint Task Force on IWY of the Population Institute and Zero Population Growth prepared an "International Women's Year Action/Resource Bulletin". A liaison officer has been appointed for the Year.

VENEZUELA

The Declaration on International Women's Year was endorsed by President Carlos Andrés Pérez. On 26 March 1974, the President created the "Comision Femenina Asesora de la Presidencia" by Decree No. 17. Among its functions, the Commission was to evaluate the existing programmes, the legal, economic and social situation of women and to prepare pilot projects and suggestions to achieve a greater participation of women in national life. On

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5 September 1974 the Committee for International Women's Year was established. It was integrated by a national and an international commission, and on 29 October 1974, the President declared 1975, the "Year of Venezuelan Women" by Decree No. 501. The "Comision Femenina Asesora de la Presidencia", together with a team of women lawyers, is revising all Venezuelan legislation with the aim of eliminating all existing legal discrimination against women. Among other legislation, new draft Civil, Penal, Business and Civil Procedure Codes will be presented to Congress in the coming months. Some of the activities which have been undertaken are: encounters of working women on 3 and 11-13 March 1975; international forum of women in small and medium industries and crafts; several encounters of peasant women during the month of April, several forums, seminars and conferences organized by the Federation of Women Lawyers in order to discuss the proposed legislative changes; a regional seminar on the integration of women to the development process with special reference to population factors sponsored by the United Nations and the Venezuelan Government, was held in Caracas from 28 April to 2 May 1975; an assembly of newspaper women, which met in May with the purpose of discussing the distortions suffered by female image through the mass media and to discuss their work problems; and the Venezuelan Congress of Women, held in May with the participation of 2,000 Venezuelan delegates and 50 foreign guests. The Congress was an important event in the assessment of the problems, goals and objectives for the coming years.

YUGOSLAVIA 17/

A National Committee has been established on 17 January 1975. The 36-member Committee is composed of representatives of the Government and governmental agencies, socio-political organizations (Socialist Alliance of Working People, Trade Unions, Youth Organization), as well as representatives from the scientific, cultural and public life of all the Socialist Republics and Autonomous Provinces. The Committee is headed by a prominent political and social worker, member of the Presidency of the Federal Conference of the Socialist Alliance of Working People of Yugoslavia and member of the Presidency of the Socialist Republic of Slovenia. The Committee in the six constituent Yugoslav Socialist Republics and two Autonomous Provinces have been set up on the basis of the same principles.

The Committee has endeavoured to familiarize the Yugoslav public more closely with some general problems of the contemporary world and tendencies in promoting the social position of women in all countries, particularly in the developing ones. The basic lines of action undertaken, in the International Women's Year, by the Yugoslav Committee at the national level are directed toward intensifying the already existing activities for the promotion of the position of women, as well as initiating some new programmes in order to encompass all endeavours that are related to the goals of the International Women's Year. The Government has appointed a liaison officer for the Year.

17/ See also A/10160.

ZAIRE 18/

The National Executive Council of Zaire proclaimed International Women's Year. The President of the Republic, His Excellency Citizen Mobuto Sese Seko Kuku Ngbendu Wa Za Banga made a three-week tour of the country to talk to the women of Zaire. On 20 May 1975 (the eighth anniversary of the creation of the People's Revolutionary Movement), Women's Day was celebrated throughout the country. A seminar on "the role of the women of Zaire in the Development of her Country Yesterday, Today and Tomorrow", was held from 13-16 May 1975. A symposium on "The Contribution of Women to the Policy of Openness, Good Understanding and Neighbourly Relations" was organized from 18-20 May 1975. The Government created two departments under the direction of two women: The Department of the Portfolio and the Department of Environment, Conservation and Tourism. The Civil Code, especially the section on the family and protection of women and children against the abuse of certain customs, is undergoing revision. Zaire is manufacturing cloths and scarfs to celebrate Women's Year. The Government appointed a liaison officer.

18/ See also A/10210.

B. Information relating to non-Member States

39. The Secretary-General has received the following information on the measures and activities undertaken by non-member States up to 31 August 1975.

HOLY SEE

On 6 November 1974, Pope Paul VI granted a private audience to Mrs. Helvi Sipilä, Secretary-General of the International Women's Year. On that occasion, His Holiness issued a proclamation in connexion with the Year in which he supported the goals of the Year "equality, development and peace". He also stated that a study commission had been set up following the 1971 Synod to study "in a comparison of the aspirations of today's world and the enlightening doctrine of the Church, the full participation of women in the community life of the Church and of society". The State of the Vatican appointed a liaison officer for the Year.

PAPUA NEW GUINEA

The Government established a national committee. On 18 April 1975 a meeting was held at the Community Education Training Centre to form an organizing committee for a conference held from 25 to 29 August 1975 of Chimbu women to mark IWY. Among the topics for discussion are the following: agriculture, education, social problems, health, local and national government and art crafts. Committee members volunteered to undertake the following tasks: display of posters and books at the Kundiawa Library; short broadcasts in Pidgiu and Kuman; letters to high schools asking them to bring IWY to the attention of their students; inform area authority members about IWY and request their support for the Conference; screen print "T" shirts with IWY emblem.

SWITZERLAND

The Declaration on International Women's Year was signed by the President of the Helvetic Confederation. A National Committee was established including top women's organizations. As part of the activities undertaken to celebrate International Women's Year, a Congress was held in Berne from 17 to 19 January 1975 on the general theme of co-operation with equality. Two main topics were dealt with during this World Congress: "Being oneself, being partners" and "What are our hopes for tomorrow?" The last day was spent summarizing the work of the Congress and adopting resolutions.

III. MEASURES AND ACTIVITIES UNDERTAKEN BY ORGANIZATIONS OF THE UNITED NATIONS SYSTEM

A. United Nations

1. Conferences and meetings

40. The focal point of the international observance of International Women's Year was the World Conference held in Mexico City from 19 June to 2 July 1975 (see introduction to the present document A/10263, paras. 27-29). The Secretariat, in preparing for the Conference, arranged a number of preparatory meetings. The first of these was the International Forum on the Role of Women in Development and Population held in February/March 1974 in New York and Washington (ST/ESA/SER.B/4). The second was a series of regional seminars, arranged jointly with the regional commissions and funded by UNFPA. They were entitled "The integration of women in development with special reference to population factors". Two of these were held in 1974: in Bangkok for the Asian region and in Addis Ababa for the African region, in May and June, respectively. The third in the series was held in Caracas for the Latin American region in April 1975. A final preparatory seminar was held in Ottawa in September 1974 on the topic national machinery to accelerate the integration of women in development and to eliminate discrimination on grounds of sex.

41. Three follow-up seminars are planned for the immediate future. They are a seminar on women: the media and the arts to be held in Sydney, Australia, from 26 November to 10 December 1975; a seminar on the participation of women in economic, social and political development to be held in Buenos Aires in March 1976, and the fourth in the series of regional seminars on the integration of women in development with special reference to population factors to be held in Beirut in the early part of 1976.

2. Recommendations of major United Nations bodies in 1975

42. Within the United Nations system awareness has grown throughout the Year of the need to recognize women's contribution as a crucial factor in development issues. There has also been an increasing recognition of the interdependence and mutual influence of the status of women and their integration in development, on the one hand, and population issues, food questions and other matters of global concern on the other. Many of the organizations in the United Nations system have complied with the suggested programme of the Year by including items relating to its three main objectives in the agenda of their general conferences, assemblies or similar meetings. The World Population Conference 19/ and the World Food Conference 20/ held respectively in August and November 1974, made specific

19/ For the report of the Conference, see United Nations publication, Sales No.: E.75.XIII.3.

20/ Idem, United Nations publication, Sales No.: E.75.II.A.3.

reference to the key role played by women in matters of population, and food and nutrition. Other specific decisions relating to women were made by the Governing Council of UNDP at its nineteenth session, ^{21/} by the United Nations Conference on Trade and Development in its resolution 127 (S-VI) adopted at its sixth special session in March 1975; by the Executive Board of UNICEF at its session in 1975 in its resolution on improving the situation of women in UNICEF (E/ICEF/CRP/75-32) by the Industrial Development Board unanimously adopted resolution 44 (IX) on the integration of women in development (see below, section C).

43. The Commission on Human Rights also adopted resolution 9 (XXXI) on 3 March 1975, in which it expressly stated that in all its work it had constantly borne in mind the enjoyment of equal rights by men and women. In this connexion, the Council in its resolution 1940 (LVIII), noted the Commission's resolution, and recognized the importance for the Commission on Human Rights to be in close touch with the deliberations and conclusions of the World Conference designated one of the Commission's members to attend the Conference on its behalf. The Commission on Social Development also accorded importance to the integration of women in development in its draft resolution VIII (XXIV), on equality of opportunity for women in the total development effort. The Council in resolution 1942 (LVIII), on population, the status of women and the integration of women in development, noted the Commission's resolution VIII (XXIV). It also requested United Nations bodies within their field of competence to ensure the recommendations relating to the status of women stated in the World Population Plan of Action are implemented. A number of other resolutions were also adopted by the regional commissions and the specialized agencies (see below, section C and D).

44. Prior to and during the Year a number of formal and informal meetings took place in preparation for the activities during the Year and for the Conference. In addition to meetings held between the various concerned units of the Department of Economic and Social Affairs, the regional commissions, the UNDP, UNICEF and other bodies, three Ad Hoc inter-agency meetings on International Women's Year were also held under the auspices of the administrative Committee on Co-ordination. At the most recent of these meetings held from 21 to 22 July, the members represented decided to prepare a joint inter-agency medium-term plan for the integration of women in development (see introduction A/10263, para. 35 above). ^{22/}

45. Assistance and technical advice was also contributed to the preparation of the documentation for the Conference including the draft world plan of action, and in servicing the Conference in Mexico City by the various units and divisions of the United Nations Secretariat including the Social Development Division, the Population

^{21/} Official Records of the Economic and Social Council, Fifty-ninth Session, Supplement No. 2 (E/5646), para. 151.

^{22/} The organizations represented were: the United Nations (including Centre for Social Development and Humanitarian Affairs, Office for Inter-Agency Affairs and Co-ordination and Division of Social Affairs, Geneva), UNCTAD, UNEP, UNIDO, the ILO, FAO, UNESCO, WHO, World Bank, IMF, UPU, WMO, IMCO, WIPO, IAEA, UNDP, UNICEF, UNHCR, UNRWA, UNRISD, UNITAR and WFP.

Division, the Statistical Office Division, the Centre for Development Planning, Projections and Policies, the Office of Legal Affairs and the Division of Human Rights. The United Nations Development Programme, the UNICEF, the International Labour Organisation, the Food and Agriculture Organization of the United Nations, the United Nations Educational, Scientific and Cultural Organization and the World Health Organization assisted in drafting the world plan of action and also contributed separate papers to the Conference. The Dag Hammarskjöld Library prepared a 120-page bibliography on the status of women throughout the world (ST/LIB/SER.B/20).

46. In Addition, several units and divisions stated that during the Year they have continued to take account of the condition of women where relevant in their on-going research programmes and studies. This includes the Division of Human Rights, the Social Development Division, Population Division, the Centre for Development Planning, Projections and Policies and the Division of Public Administration and Finance. The Statistical Office stated that it has given greater attention to women in the preparation of the 1975 Demographic Yearbook.

3. Technical co-operation and advisory services

47. During the Year, regular programmes of support were given by units of the Secretariat to the regional commissions in the preparation of regional policy papers and plans such as the Asian Plan for the Integration of Women in the Development Process adopted by the Economic and Social Commission for Asia and the Pacific in its resolution 157 (XXXI) and to the Economic Commission for Africa in the establishment of the African Research and Training Centre for Women and the African Women's Development Task Force.

48. A number of country projects have been assigned advisers in research, training or operational aspects of work among women, particularly in rural areas. These include the Research and Training Centre for Community Development in Saudi Arabia, the Social and Community Development Project in Bahrain, the comprehensive rural and community development project in the Central African Republic, the Social Welfare Training Centre of the University of the West Indies in Jamaica and the proposed international training and research institute for the promotion of women in Iran.

4. Public information and related activities

49. Organizations within the United Nations system have also undertaken a variety of public information programmes for the Year, co-ordinated at various special inter-agency meetings held both at Geneva and in New York in July and October 1974 and February and April 1975. Pamphlets, posters, wall-sheets, exhibits, films, press releases and similar projects have been prepared (see also sections B and C below).

50. A number of special events were conceived to focus public attention and the interest of the media on the themes of International Women's Year (see the

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Conference and parallel activities in the introduction (A/10263), paras. 30-33). National, regional and international activities are described in the six issues of the International Women's Year Bulletin prepared and circulated by the Branch for the Promotion of Men and Women, between July 1974 and September 1975 and designed to keep people informed on activities at the national, regional and international levels in celebration of the Year.

51. With regard to the use of the International Women's Year emblem designed by Valerie Pettis, it was reported by United Nations Information Centres that the emblem is the most widely used that the United Nations has ever produced for any international year. It consists of a stylized dove, the biological symbol for women and the mathematical sign for equality. It was used for banners, posters, mast-heads, postage stamps, designs on cloth and other material connected with the Year.

52. A set of four stamps promoting International Women's Year - two in United States denominations of 10 cents and 18 cents and two in Swiss denominations of F.s.O,60 and F.s.O,90 - was issued on 9 May 1975. On its first day of sale at United Nations Headquarters in New York, the European Office in Geneva, the Roosevelt Post Office in New York City as well as in sales agencies throughout the world, a number of exhibitions and other activities took place related to the International Women's Year.

53. Displays of International Women's Year stamps for exhibition in 30 countries were provided. Letters were sent to 40 countries requesting that announcements about the International Women's Year and the availability of the United Nations stamp be placed in the local press.

54. Special philatelic exhibitions were provided for activities held in connexion with the International Women's Year in Colombia, New Zealand and Panama. A display was provided on the occasion of a special luncheon held at United Nations Headquarters on 9 May 1975 by the World Federation of United Nations Associations. A series of commemorative medals were also minted in the five languages of the Organization to promote International Women's Year.

55. By August 1975 a total of 900,400 pieces of material specially prepared for International Women's Year were distributed, including 170,000 pamphlets; 192,000 posters; 33,000 photo sheets; 41,400 bibliographies; 38,000 wall sheets; 70,000 United Nations Day School Leaflets and 356,000 CESI notes.

56. One of the pamphlets, Equal Rights for Women - A Call to Action, reproduced in full the Preamble and 11 Articles, each with commentary, of the Declaration on the Elimination of Discrimination Against Women and issued in a total of nine languages. A Background Paper, which contained the Programme of Action for the Year, was published in twelve languages. The Declaration on the Elimination of Discrimination Against Women was also issued in six languages as a separate publication. In May 1975, the editors of Development Forum prepared a special four-page bibliography, indicating where International Women's Year materials could be obtained, which was distributed at the World Conference along with their June-July issue featuring Conference news.

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57. Besides these publications, the Centre for Economic and Social Information (CESI) issued 28 press notes on the subject and three fact sheets. The Office of Public Information's press desk provided a background press release on the International Women's Year World Conference and a round-up of the proceedings. A team of seven information officers, including reporters and editors, was sent to Mexico City to provide coverage in English, French and Spanish on a day-to-day basis. The French language service produced a number of features and background articles, including a special round-up of the Encounter for Journalists (see below). Many of these were reproduced in the international press, particularly in French-speaking Africa. French language news agencies were serviced with cables covering the most important decisions of the World Conference as well as on speeches of delegates from interested countries. Agencies serviced included those of Algeria, Cameroon, Ivory Coast, Senegal, Tunisia and Yugoslavia (Tanjug), the latter in its capacity as the pool agency for developing countries.

58. Centre Directors were urged to contact leading press representatives in their areas regarding International Women's Year and the World Conference in Mexico City. Reflecting this effort was the attendance at Mexico City of 1,600 media representatives from press, television and radio - the largest media representation of any United Nations Conference.

59. A series of four films entitled "Womanpower" were prepared and given extensive distribution during the year, with some 800 prints in circulation in English, French and Spanish versions. More than 1,000 television spot announcements were placed on world-wide television calling attention to the World Conference in Mexico City. Intensive coverage was provided to television networks of Consultative Committee for International Women's Year, the International Women's Year Encounters of March and June (see A/10263, para. 33), along with production of a number of specially recorded programmes provided to individual television organizations. Based on film coverage made in Mexico City during the World Conference period, a follow-up film is presently in production and will be released by the end of 1975. This film coverage was handled on a spot news basis and provided from Mexico City to the major international newsreel agencies for simultaneous distribution to worldwide television.

60. Besides the wall sheet, two photographic features and two microfiche packets on the Rights of Women were produced and distributed to publishers and non-governmental organizations. Photographic coverage was made of relevant meetings and the Section assisted in the preparation of photographic exhibit for Visit the United Nations week. A further exhibit on Women at Work is planned for the fall period at United Nations Headquarters.

61. A total of 370 special radio programmes was produced and disseminated on International Women's Year of varying lengths in some 18 languages. This output, covering the first six months of the year, included special four-and-a-half-minute documentaries, one-minute promotional "spots", feature programmes and newscasts. The languages in which such programmes are produced include: Amharic, Arabic, Chinese, English, French, Greek, Hebrew, Indonesian, Japanese, Filipino, Portuguese, Russian, Somali, Spanish, Swahili, Thai, Turkish and Urdu.

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62. A six-part series entitled "Half the World is Woman" was produced in English, which included a song especially written for this purpose and sung in English and French by the Canadian artist Jacqueline Lemay. This song inspired the title of the series and was used in other programming to provide an over-all musical theme.

63. A total of 32 spots in six different languages were produced and distributed. Some were sent to regional recipients and included ten in French for the African region, seven in French for other regions, eight in Russian, and another seven each in English, Spanish and Swahili. The remaining spots appeared in regular feature programmes such as Scope, which carried a total of six, and The Week at the United Nations, which used one spot to supplement its usual news coverage of International Women's Year and the Conference.

64. Some 45 special programmes and interviews were prepared prior to the Conference by the various Sections of the Radio Service. Of this number, 14 were special programmes while the remaining 31 were in the form of interviews recorded in Geneva on the occasion of the Preparatory Committee meeting and at the Encounter for Journalists in Mexico City as well as at United Nations Headquarters. An additional 10 interviews were done at the World Conference. Part of this material was utilized in regular or special programmes prepared while the Conference was still in session, the remaining to be used in a similar manner in the months to come.

65. In the pre-Conference period a total of 21 of the Radio Service's regular features dealt with International Women's Year in a variety of ways. These programmes included nine of the Perspective series, which is written in English and adapted into several other languages, including Chinese, Russian and Spanish. Nine programmes of the Scope series, an English-language programme, were produced. Also, there were two programmes in French of the Magazine series and two other in L'Afrique à l'ONU, a French-language series for Africa.

66. During the Conference itself, an additional nine of these regular shows dealt with events at the Conference or with related aspects of International Women's Year, making a total of some 30 of the regular Radio Service programmes devoted to the task of publicizing and disseminating information on the International Women's Year and its themes.

67. It is estimated that news stories on the events relevant to International Women's Year and the Conference constituted a part of over 245 different broadcasts, either actually aired or distributed by the Radio Service throughout the world in the 18 languages listed above. Included in this were news items based on press releases issued at the Conference and actually collected by Radio Service representatives at the meeting.

68. While part of the material collected by the special Radio Service team sent to cover the Conference in Mexico City was received at Headquarters by means of multilingual radio and telephone circuits and used immediately in the regular shows and specials noted above, the bulk of it will serve as a basis for output in the latter half of the year and on into the future. Besides the special interviews and statements which are listed above, the team also obtained a complete set of floor recordings from the plenary proceedings at the Conference.

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69. Interest of non-governmental organizations accredited to the United Nations in all aspects of International Women's Year ran very high. Three out of 37 regular non-governmental organization briefings during the 1974/1975 Briefing Season (September through May) were devoted to the subject of the Year, in addition to a film showing and a panel discussion. International Women's Year was also prominently featured in the Annual Non-Governmental Organization Conference held in March 1975. Throughout the year special International Women's Year materials were made available in quantity in the non-governmental organization lounge and were widely disseminated. Non-governmental organizations at United Nations Headquarters formed an active NGO/IWY Committee which held regular meetings before, during and after the Mexico Conference.

5. Employment of women in the secretariats of the organizations within the United Nations system

70. Following several resolutions of the Commission on the Status of Women which were endorsed and adopted by the Economic and Social Council and the General Assembly, the question of the improvement in the employment of women in the secretariats of the organizations of the United Nations system has become an ongoing concern of the United Nations which continued through International Women's Year.

71. The Year has provided a unique opportunity for staff employed throughout the United Nations system to pay special attention to issues of discrimination based on sex and particularly, to discrimination against women staff in the system and the lack of women in professional posts especially at the senior levels. This interest has been stimulated largely by small unofficial groups of women and men working through official bodies representing the staff. One such group, the Ad Hoc Group for Equal Rights for Women, was founded by Headquarters Secretariat staff in 1970.

72. Among the activities of the Ad Hoc Group at Headquarters in connexion with the Year were the presentation of a series of films by and about women followed by discussions and a special programme on 19 June to mark the opening of the World Conference of the International Women's Year in Mexico City. On 7 March, marking International Women's Day, the Group also presented a petition signed by nearly 3,000 staff members to the Secretary-General of the United Nations requesting, inter alia, that he pay special attention to ending institutional discrimination against women in the Secretariat of the United Nations. 23/

73. At its twenty-ninth session in 1974 the General Assembly discussed the question of the employment of women throughout the United Nations system. In response to a suggestion advanced during that debate, the Secretary-General invited the Joint Advisory Committee (JAC), the organ responsible for consultation between staff and management, to review aspects of personnel administration relating to women. The JAC accordingly set up the Standing Committee on Employment of Women in the Secretariat which has presented its first report to the JAC for its consideration.

23/ For the text of the petition, see Women and the UN, Unitar News, vol. 7, No. 1 (1975).

74. At its thirtieth session, the General Assembly is to consider the question of the employment of women in the Secretary-General's report on the composition of the Secretariat (A/10184). In that report, the Secretary-General drew the Assembly's attention to the conclusions reached by himself and by the executive heads of other organizations in the United Nations system at the end of a review of employment practices in the organization and approved by ACC. The conclusions stated that there was a scarcity of qualified female candidates in certain professions; that in some areas of the world there were cultural inhibitions to the candidacy of women; that Governments in general, put forward few names of women; that family considerations intervened when both spouses were professionals and that competing priorities, such as geographical distribution, influenced the recruitment of women.

B. Regional commissions

1. Economic and Social Commission for Asia and the Pacific (ESCAP)

75. In February, in line with General Assembly resolution 3010 (XXVII), a project proposal for "An Asian Plan for the Integration of Women in the Development Process" was approved by the thirty-first session of ESCAP which met at New Delhi, from 26 February to 7 March 1975.

76. The Asian Plan called upon the Executive Secretary of ESCAP to provide assistance to national government and non-governmental organizations to develop policies, strategies and programmes for strengthening women's role in national development, especially in rural areas, and in formulating requests for technical and financial assistance for such programmes; to promote action-oriented research, and collection and exchange of information and data between countries as a basis for the formulation of programmes and the evaluation of progress towards the effective integration of women in development; to strengthen existing training institutions and to increase women's potential for local, national and regional leadership; to promote women's organizations at local, subregional and regional levels.

77. At the thirty-first Commission Session, the Government of Iran declared its willingness to establish and finance a training, research and information centre in Teheran, as a regional institution of ESCAP for carrying out specific objectives in the furtherance of the role of women in development. The proposal was endorsed by the Commission as part of the Asian Plan, in resolution 157 (XXXI) entitled: "Regional Plan of Action for the Enhancement of the Role of Women in Development".

78. In line with resolution 157 (XXXI) a project entitled: "Asian Plan for the Integration of Women in the Development Process" was submitted to the United Nations Development Programme (UNDP) for approval and financing.

79. Preparatory assistance for six months to prepare this inter-country project proposal for financing has been requested of UNDP. The main thrust of the preparatory project activity would be to assess the programme for women in the UNECA which has been in operation for several years, financed by the Swedish International Development Agency (SIDA), to see where it could be appropriately adapted for the Asian region. To begin consultations with Iran about its offer to establish a training, research and exchange of information centre for women as a regional institution of ESCAP, so as to determine an allocation of responsibilities between the ESCAP-operated UNDP regional project and the Iran Centre. To review the recommendations of the World Conference of International Women's Year, including the World Plan of Action approved by it, with a view to extracting such elements as are pertinent to Asia. To examine recommendations of the USSR-sponsored seminar on women's organizations with the countries of Asia. To make brief country visits to major Asian countries interested in undertaking women's programmes so as to investigate their requirements for a regional supportive programme on women, and to seek their reaction to some tentative proposals of ESCAP. These countries will be Iran, Pakistan, India, Thailand, Nepal, Philippines, Indonesia, Sri Lanka, Hong Kong and Singapore.

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80. Earlier this year a study was undertaken on information and data collection on rural women in seven countries (Pakistan, India, Thailand, Philippines, Bangladesh, Indonesia and the Republic of Korea). The purpose of this study is to develop a comprehensive and unified regional approach based on the Asian Plan on Women. The study was carried out by seven qualified Schools of Social Work in seven countries in the region. It was particularly designed to achieve a better understanding of the current and changing situation of women and the socio-cultural factors affecting such changes including those limiting women's educational advancement as well as those conducive to and contributing to shaping the social and economic activities in their respective societies.

2. Economic Commission for Africa (ECA)

81. In preparation for the observance of the International Women's Year, a Regional Seminar on the Integration of Women in Development with Special Reference to Population Factors was held in Addis Ababa, in June 1974. It was attended by representatives of 21 ECA member States. Six States Members of the United Nations attended as observers, as well as interested specialized agencies of the United Nations and representatives from 17 international non-governmental organizations. The Seminar formulated and adopted an African Plan of Action for the Integration of Women in Development, by which African Governments, and local bodies, as well as international and regional organizations could be assisted to intensify their efforts in undertaking concrete actions towards the achievements of the declared objectives of the International Women's Year. The Plan of Action was presented to the World Conference as document E/CONF.66/BP/3.

82. As part of the implementation of the Plan of Action and as one of its major activities during the Year, the Commission established an African Training and Research Centre for Women on 31 March 1975. The Centre, which grew out of the ongoing work of the Women's Programme of the Commission, has become the focal point for the mobilization of African women, for broadening their horizons and strengthening their skills. Most of its activities will take place at the national level. The work of the Centre includes in-service training, applied research, and production and dissemination of information and resource materials. In addition, the Centre will organize and operate the African Women's Development Task Force - a volunteer corps of African women who will serve in areas and countries other than their own - as well as an internship programme for trainers.

83. Major subject areas included in the activities of the Centre and Task Force are food and nutrition, including food production; nutritional policy and programmes, industries; family service management including management of family resources, budgeting, use of labour-saving devices and home improvement in-service training of social development workers and supervisors; upgrading of wage-employed women; integration of women in national and project planning; and communication and organizational skills. A communication unit within the Centre will enable the dissemination of information and the publication of training materials.

84. The following activities have been accomplished within the programme of work of the Centre during the first half of 1975.

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85. Workshops organized around the theme itinerant training for trainers in programmes to improve the quality of rural life were held in seven countries in eastern, southern and western Africa during 1973 and 1974. In 1975, similar workshops were conducted in Ghana, Sierra Leone, Gambia, Liberia and Nigeria. The contents of these workshops included nutrition, small business organizations, programme planning, co-operatives, village research and adult learning methods. Four additional workshops are scheduled for French-speaking countries in 1975.

86. The Commission is encouraging the establishment of national commissions on women and development and women's bureaux in member States, to accelerate the integration of women in national development. A brochure on the subject has been widely distributed and an international team has visited four countries to conduct a three-day seminar on the subject. Seven countries of the region have established national commissions on women and development. The Commission has issued a report on the first series of seminars, and made preparations for a second series which are scheduled to be held in the second half of 1975.

87. The Commission sent a delegation of five to the International Women's Year Conference in Mexico City, which included the Chief of Human Resources Development Division as head of the delegation and the Consultant to the African Training and Research Centre for Women. Members of the delegation participated actively in both the Conference and the Tribune. The ECA Region was represented at the Conference by 37 national delegations, including about 250 persons.

88. The Centre's newsletter African Women has been promoting International Women's Year as well as stimulating activities on the national level during 1975. An information pamphlet on the Centre - A Path to Progress for African Women - and a special poster "The Women of Africa" were issued for distribution during the World Conference of the International Women's Year in Mexico City, as well as for general distribution to countries in the region and to interested organizations outside the region. Several intergovernmental conferences and seminars for African women have taken place in the region. To inform member States and other interested organizations of these recommendations and to promote their implementation, the Commission has prepared a brochure, Women of Africa - Today and Tomorrow. It describes the work and responsibilities of women in the region and proposes specific action programmes for women's integration in development.

89. The majority of countries in the region have undertaken special projects and programmes for the International Women's Year. Most Heads of States have made proclamations, including practical actions to be undertaken at the national and local levels. Some countries have initiated special governmental offices for the promotion of the integration of women in development. National women's organizations and Governments have held seminars and training courses, at the local and the national level. In some countries, policies for the promotion of women employed in the private sectors and in the civil service have been established and are being implemented, including access to decision-making posts, and participation on international delegations. A review of legislation is being undertaken in some countries to eliminate those laws which discriminate against women, and to enforce those which recognize any special needs of women and children.

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Research and action programmes directed to rural women, literacy and adult education programmes are being intensified.

90. Information programmes using the medium of radio, TV and the press, have been intensified. Books, films, posters, flags and commemorative stamps have been issued and school competitions and festivals held. Many of the projects are supported by small contributions from women throughout the countries. These and other activities of Governments and women's organizations within the African region are being supported, whenever possible, by ECA, through its African Training and Research Centre for Women.

91. An African Women's Development Trust Fund is being established by ECA in collaboration with the United Nations and its specialized agencies, to promote the Centre's activities in the region. The Fund is being financed from women's organizations in Africa as well as in the industrialized world, and among Governments and non-governmental organizations, foundations and individuals. Pledges are beginning to be made and some funds have been received to provide the resources required for the programme.

3. Economic Commission for Europe (ECE)

92. The resolutions adopted by the Economic and Social Council at its fifty-sixth session and by the General Assembly at its twenty-ninth session in connexion with the International Women's Year were brought to the attention of the Commission at its thirtieth session in the Executive Secretary's note on resolutions bearing on the work of the Commission adopted by the Economic and Social Council and the General Assembly (E/ECE/876).

93. A number of delegations referred in their statements to resolution 3260 (XXIX) and related resolutions adopted by the General Assembly, and to resolution 1849 (LVII) adopted by the Economic and Social Council on the International Women's Year, when discussing the measures taken in their countries regarding the status of women. Delegations expressed the hope that maximum progress would be achieved in this direction within the near future.

94. Mrs. Helvi Sipilä, Secretary-General of International Women's Year, addressed the thirtieth session of the Commission.

4. Economic Commission for Latin America (ECLA)

95. The secretariat of ECLA regularly carries out studies on social development in Latin America, where, whenever possible, the situation of men and women is analysed separately. This makes it possible to distinguish the presence of women and their role in population dynamics, household organization, employment and occupational structure, education, distribution of income, rural living standards and mass poverty, which are some of the most important elements in the prospective integration of women in development. Studies on these subjects are a fairly

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permanent feature and present important material on the situation of women in the region.

96. A report entitled Participation of women in development in Latin America was presented in January 1975, and distributed at the World Conference in Mexico (E/CONF.66/BP/8/Add.1).

97. On the occasion of the Regional Seminar for Latin America on the Integration of Women in Development with Special Reference to Population Factors, which took place at Caracas in March/April 1975, the secretariat presented several papers: a joint study entitled "Women in Latin America: three contributions to a discussion", with the co-operation of two women consultants contacted with funds provided by the Mexican Government, two studies were presented, entitled, "The status of women in Latin America: background and present situation of their social participation", and "The problem of the status of women in Latin America: the participation of women in the labour market - the case of Mexico". These last two studies were subsequently distributed at the World Conference in Mexico.

98. At the sixteenth session of the Commission held at Port of Spain in May 1975, a representative of the International Women's Year secretariat addressed the representatives of the Governments at a plenary meeting, stressing the significance of the International Women's Year. In the second committee an account was given of the Regional Seminar at Caracas, a "provisional report" being presented along with the resolutions adopted and the report of the meeting.

99. Lastly, a representative of the ECLA secretariat attended the World Conference (Mexico, June 1975), at which the final version of the document adopted by the regional seminar at Caracas was presented, together with the observations and amendments formulated within the established time-limit (E/CONF.66/BP/17).

C. United Nations bodies

1. United Nations Development Programme (UNDP)

100. The United Nations Development Programme launched a number of activities in connexion with International Women's Year and intended to achieve the following objectives:

- (a) To promote the full integration of women in the development process;
- (b) To mobilize world opinion and create greater awareness of women's needs and potential role in development;
- (c) To stimulate actions in support of the goals of the International Women's Year;
- (d) To review the UNDP's own recruitment and promotion practices towards taking corrective action where required to ensure that women are given equal opportunities for access to jobs at all levels.

Promoting full integration of women in the development process

101. The UNDP Administrator, in an address to the UNDP Governing Council at its nineteenth session in January 1975, stressed that "the problem of women's integration in development is comprehensive and affects all societal functions. It will involve a complex set of changes in policies and procedures that will require time for their gradual elaboration and implementation". In February 1975, the UNDP Deputy Administrator, following the mandate of the nineteenth session of the Governing Council, asked the Resident Representatives to assist Governments in their efforts to consider women's needs and potentials in the planning and implementation of development programmes, and to report on prospects for increasing the participation of women in development and concrete plans for bringing this about. He also asked Resident Representatives to take the initiative in suggesting to Governments ways of ensuring that women were included in target groups in such sectors as education, health, agriculture, integrated rural development and various types of training. The UNDP Administrator has urged his staff, as well as that of the participating and executing agencies, to scrutinize existing and planned projects with a view to extending their sphere of activities to include women.

102. Although time was insufficient for extensive consultations with Governments, or for the completion of entirely new project plans and proposals, the Administrator did report on the current activities, plans and prospects regarding women's involvement in the development effort to the twentieth session of the UNDP Governing Council. The report emphasized the value of information and programme development activities to date, and the need for additional similar activities. To this end, the Administrator will continue to monitor progress made in involving women actively and on an equal basis with men in UNDP projects and programmes. On the basis of the information gained, and the ensuing dialogue between field and

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headquarters staff, UNDP, and participating and executing agency staff, additional policy guidelines will be considered.

103. The UNDP prepared an informative booklet issued in English, French and Spanish on women's integration in development. It was circulated at the World Conference of the International Women's Year (E/CONF.66/BP/16), 24/ to the twentieth session of the UNDP Governing Council, and to field and headquarters staff of the UNDP. The booklet identified problems which prevent women from active and full participation and outlines suggestions for action. Designed primarily for government officials of the developing countries and for United Nations development system staff, the presentation offers concrete steps which can be taken to extend to women greater opportunities for training, and for participation in the development process at both the planning and implementation stages.

104. In view of the urgent need for increased and improved understanding of the problems and potentials of women's role in development, UNDP welcomed the opportunity to participate in and, together with UNITAR, to act as co-sponsor of an international Seminar on Women in Development, organized by the Office of International Science of the American Association for the Advancement of Science (AAAS). The seminar was held for three days 16-18 June 1975 in Mexico City, immediately prior to the opening of the World Conference of the International Women's Year. The Mexican National Council for Science and Technology (CONACYT) was the local sponsor of the seminar.

105. The UNDP was represented at the World Conference of the International Women's Year by a delegation of 10 persons, including representatives of both its field and headquarters staff. The UNDP also participated in, and provided assistance to, the non-governmental organization Tribune held in Mexico City concurrently with the World Conference.

106. To be developed as a resource tool for promoting the integration of women in the development process, three slide/cassette presentations were partially financed by the UNDP. Initially used at the AAAS/UNITAR/UNDP Seminar and the Tribune, these audio-visual aids have been given to the UNDP for the purpose of heightening awareness of women's potential contribution to development, and demonstrating ways for their greater participation in this process.

Creating awareness among the general public

107. During International Women's Year, and on a continuing basis thereafter, UNDP, through its public information work in both developed and developing countries, began to call attention to the development needs of women and to action being taken to meet those needs. Efforts were made to identify projects in which women do participate, and to encourage coverage of these by journalists and

24/ Ester Boserup and Christina Liljencrantz, Integration of Women in Development: Why, When, How (New York, United Nations Development Programme, 1975).

photographers. Publications and resource material issued by the UNDP Division of Information were distributed on a world-wide basis to officials of Governments and of the United Nations system as well as to business and professional groups, teachers and educators, the media and non-governmental organizations. Three regular publications of UNDP were devoted specifically to women in development. The January-February 1975 issue of Action UNDP, UNDP'S quarterly supplement to Development Forum, issued by the United Nations Centre for Economic and Social Information, featured articles highlighting the problems of integrating women in development programmes in different parts of the world and presented various points of view on possible approaches to bring about their fuller participation.

108. The 1974 fourth quarterly issue of COMMITMENT, the bulletin issued by UNDP/Division of Information of non-governmental organizations, focused on women in development. Based on the concept of "adequate preparation for equal opportunity", the issue reports on UNDP-related activities directed towards the goal of improving working conditions and opportunities for rural women, increasing literacy, ensuring equality of educational opportunities at all levels and upgrading the participation of women in all fields. Also included are statistics illustrating the current position of women in developing vis-à-vis industrialized nations, examples of programmes currently being implemented by non-governmental organizations and information on activities planned for the year ahead. The first issue in 1975 of the UNDP STAFF NEWS, gave a special focus to UNDP personnel policies as they pertain to and affect women. It also carried articles on women's participation in development. An insert, entitled "ways and means" was published along with the quarterly COMMITMENT for the use of non-governmental organizations. This leaflet sets forth specific actions that organizations and individuals can take at the local level in support of the IWY objectives. Ideas for mobilizing Government, media, national institutions and local people on behalf of the Year were included.

UNDP employment policies with regard to women

109. Women currently comprise 12 per cent of the total UNDP professional staff or 20 per cent of the junior professional levels (P-1 and P-2). Special attention is being given by UNDP to the recruitment of women and their development to senior positions of responsibility. Action already taken in this regard include the establishment, in May 1975, by the Administrator, of a Special Committee on Equal Opportunities for Women within UNDP with a mandate to review and evaluate existing policies, procedures and practices in such areas as recruitment, placement, performance evaluation, promotion, training and career development generally. On the basis of its review and evaluation, the Committee will make recommendations designed to ensure equal opportunities of women within UNDP, and will propose needed changes in the relevant policies, procedures and practices of UNDP, including arrangement for the implementation of any policy changes, and the establishment of a monitoring system to guide future action. The Committee will report to the Administrator by the end of the year.

110. An announcement was made to all staff that every effort will be made to make at least one appointment of a woman per quarter to vacant positions at the Resident Representative and Deputy Resident Representative level. The Recruitment and

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Development Branch is particularly concerned with identifying promising women candidates for recruitment to professional positions. (In the first seven months of 1975, 12 out of the 60 new professional staff recruited (20 per cent) were women.)

111. Periodically, male and female General Service staff at Headquarters and in field offices as well as international Field Service Level staff are reviewed to identify those who have given outstanding service, have demonstrated ability and have potential for career advancement. Staff thus identified are considered by the UNDP Appointment and Promotion Board for promotion and appointment to positions of more responsibility. Every effort is made to ensure that promising female staff are given equal consideration. In the selection of staff for UNDP training programmes, women are considered on the same basis and under the same criteria as men.

112. The Personnel Administration Branch of UNDP is actively reviewing the current Staff Rules and Regulations to improve the conditions of women. For example, UNDP was the first organization in the United Nations system to grant home leave travel to the non-dependent male spouses of staff members. This happened in December 1973, UN Staff Rule 107.5 (a) being changed with effect from 1 January 1975. UNDP is also presently examining whether the restrictions of Staff Rule 104.10, on the employment of close relatives, including spouses, can be rigidly applied in future.

2. United Nations Conference on Trade and Development (UNCTAD)

113. At its sixth special session held in March 1975, the UNCTAD Trade and Development Board adopted resolution 127 (S-VI) on International Women's Year. In that resolution, the Board endorsed the General Assembly's invitation to Governments to include in their national development programmes those concepts contained in the Universal Declaration of Human Rights and the Declaration on the Elimination of Discrimination against Women bearing on the full integration of women in the development process. It also invited Governments that had not already done so to facilitate the increased participation of women in all activities related to the expansion and diversification of international trade and of economic and social development. The resolution was transmitted by the President of the Board to the World Conference of the International Women's Year (E/CONF.66/L.1).

3. United Nations Industrial Development Organization (UNIDO)

114. The Declaration and the Plan of Action adopted by the World Conference on Industrialization in Lima in March 1975 called for conditions which would make possible the full integration of women in social and economic activities and, in particular, in the industrial process, on the basis of equal rights. It also called for specialized rapid, large-scale and high-quality training of national labour at all levels, whether technical or managerial, without discrimination with regard to sex. It urged that the professional training of management staff should include the effective incorporation of women in order to achieve the fullest possible use of available human resources, with particular reference to industrial management.

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115. In April 1975, the Industrial Development Board, at its ninth session, unanimously adopted resolution 44 (IX) on the integration of women in development, in which it requested the Executive Director of UNIDO, in co-operation with other members of the United Nations family, to give the necessary attention in the programmes and priorities of the organization to the integration of women into the process of industrialization. The resolution also called for the incorporation of women into training activities linked to industrial development at all levels, for equal remuneration with men and equality of treatment in industry and the promotion in rural areas of the processing of agricultural products and manufacturing industries, particularly small-scale industries, which would provide regular employment for women in such areas.

116. The resolution further recommended that an equitable balance between men and women within the staff of UNIDO, particularly in senior and policy-making positions, should be achieved by the end of the Second United Nations Development Decade and requested the Executive Director to report annually to the Board on the progress achieved in implementing the resolution.

117. In April 1975, the UNIDO Staff Council, for the first time chaired by a woman, convened an Extraordinary General Meeting of the Staff, which unanimously passed a resolution entitled "Career development in the context of International Women's Year". This resolution called for specific measures to identify and elicit the interest of Governments in industrial technical assistance programmes which will associate women with and integrate them in the development efforts of their countries, including the nomination of more women candidates for training and fellowship programmes and for positions in the secretariat. A number of measures were also advocated to improve the position of women within the UNIDO secretariat, including increased training facilities to enhance career prospects, reclassification of posts, redeployment of staff and more equal representation of women in administrative and policy-making positions.

118. Encouraged by these three mandates - the Lima Declaration and Plan of Action, the resolution of the Industrial Development Board and the resolution of the Staff Union - an Affirmative Action Group has been set up within UNIDO. It is now at work identifying specific fields and concrete measures that can form the basis of concerted action by UNIDO and the countries it serves to involve women more effectively in the work of the organization, both at headquarters and in the field.

119. In each of the activities undertaken by UNIDO - operational activities, programmes of study, training and research, and promotional activities - and in countries at every stage of growth, whatever their economic and social pattern, there is immediate scope for the useful collaboration of women in the industrial development process. In this connexion the following action-oriented measures have been proposed by UNIDO for consideration by Governments:

(a) In formulating general industrial policies, the needs and potential contribution of women should be taken into account, and their participation sought in decision-making;

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(b) At the earliest planning stage, provision should be made to locate certain enterprises, such as food processing, textiles, cottage or small-scale industries, in rural areas within easy reach of women members of the community;

(c) Legislation should be adapted or enacted providing for part-time employment, flexible hours of work, and equal remuneration for women and men;

(d) Industrial estates should be encouraged and assisted to provide the community facilities, such as child-care centres, which would make it possible for women to take advantage of new opportunities for employment;

(e) In those industries in which women are already traditionally employed - rural, cottage and handicraft industries - productivity could be increased by training in new techniques and by the adaptation of tools and equipment;

(f) Co-operatives could be set up to provide credit facilities not otherwise available to women, and to assist in marketing their products;

(g) At a more advanced stage of industrial growth, and as the transition is made from labour-intensive to capital-intensive manufacturing processes, women should be trained in advanced industrial and managerial skills, in the acquisition and adaptation of appropriate technology, in the techniques of investment promotion and in financing industrial projects;

(h) Studies should be undertaken on industrial trends or sectors favouring the increased participation of women, or of the barriers hindering such participation;

(i) Governments should make a special effort both to offer and to accept the services of women as technical assistance experts, and to include women candidates in nominations for fellowships, training programmes and expert working groups, as well as to ensure that women are represented in their delegations at meetings of international bodies and on the staff of international organizations.

120. UNIDO is already involved in all these areas and is currently examining ways of ensuring the fullest integration of women. UNIDO's Public Information Service, headed by a woman, is also committed to reflecting and emphasizing these concerns and priorities in its future work programmes.

4. United Nations Children's Fund (UNICEF)

121. Reflected in UNICEF's basic concern for children is the understanding that the well-being of the mother is essential for the development of the child. The enormous potential for helping children through the enlightenment and emancipation of women is the impetus for various UNICEF assistance programmes affecting women and girls.

122. UNICEF for some years has been helping Governments of developing countries in programmes of maternal and child health, nutrition and education. Many of these programmes provide opportunities for women and girls to acquire knowledge and skills for better child rearing and home improvement and to increase their capacity to participate in the life and development of their communities through improved home food production, home industries, co-operatives, consumer education, etc. Such programmes not only directly benefit the family but also help raise women's self image.

123. Programmes benefiting women are now seen closely related or as an integral part of larger programmes aimed at raising levels of family and community living within the context of national development plans. Increasingly the inclusion of measures to help the advancement of women are a component of the projects aided by UNICEF. Greater emphasis is being placed on non-formal education, particularly on literacy and numeracy programmes related to the needs of everyday life; lightening women's burden through village water supply and the use of simple technology for village and home use; day-care centres; and the extension of health services, including family planning, to reach greater numbers of mothers and children. Training of women at various levels of work, from volunteers to planning and directing programmes are an important component of many UNICEF-assisted projects.

124. International Women's Year has influenced UNICEF's own perspective and it has adopted an advocacy role in pursuing strategies and programmes from which further advances can be made. UNICEF is now co-operating with planning authorities and various ministries of developing countries in the preparation of national policies and services benefiting women and girls. This includes assistance in creating or adapting institutional frameworks for the planning and implementation of programmes at the national and local levels. Efforts to prepare women to assume leadership roles are also being encouraged. Measures are being actively supported which will involve women with experience and responsibilities in the study, formulation of policies and implementation of programmes benefiting children and mothers.

125. An important element in these undertakings is UNICEF's continuing co-operation with non-governmental organizations in particular the women's organizations which can play an important role in focusing attention on neglected problems, involving local participation in programmes, and demonstrating what might be later undertaken on a broader scale by government services. In the process they can also be vehicles for women to work towards their own independence.

126. At its session in 1975, the UNICEF Executive Board approved three regional projects designed to provide sources of new information, approaches, methodologies and techniques to better understand and overcome the obstacles that impede women in developing their capabilities. The projects reflect the need to define

problems; set an order of priorities; distinguish factors that generate change of attitude and motivate women to participate, and to train the personnel needed for the planning and implementation of programmes. They do not constitute a one-time effort but are to be an integral part of UNICEF's continuing effort to encourage national action.

127. The Executive Board also adopted a resolution entitled "Improving the situation of women in UNICEF" (E/ICEF/CRP/75-32). The resolution requested the Executive Director to submit a report to the Board at its 1976 session, in the context of a report he is to make on the implementation of a management survey, on the employment of men and women in UNICEF, and to make proposals to bring about the increased participation of qualified women, especially from developing countries, in UNICEF professional positions, at headquarters and in the field.

128. As part of its activities during the first six months of the International Women's Year UNICEF also prepared a background paper on the World Conference on "Women and Development: The UNICEF Perspective" (E/CONF.66/BP/15). In addition, an information kit containing basic resource material on women; a special issue of UNICEF News was devoted to the theme "Women and Development"; and a supplement to Development Forum (Centre for Economic and Social Information/OPI) on women and children in the developing countries was printed in English, French, German and Italian. Six colour films on the changing role of women in the developing world were made available and a wallsheet for classroom use on the needs of women and girls in this area was printed. In Latin America, a booklet has been published in Spanish on the participation of women in the development of Latin America and the Caribbean. Further, UNICEF has organized or planned a number of special events in connexion with International Women's Year including a gala in Paris with participation of famous women artists.

129. UNICEF National Committees, operating in over 30 countries, have also undertaken various activities in connexion with International Women's Year emphasizing in particular UNICEF's activities on behalf of women and girls in the developing world. The Non-Governmental Organizations Committee on UNICEF, composed of 96 international NGOs, sponsored a workshop on "UNICEF, NGOs and International Women's Year". A special issue of the Committee's newsletter was devoted to the subject and was distributed at the World Conference. Further activities are planned for the months ahead in conjunction with the continuing programmes of UNICEF.

5. Office of the United Nations High Commissioner for Refugees (UNHCR)

130. In planning refugee programmes on a global basis, UNHCR ensures that whatever assistance is provided is available equally to women and men and all instructions and guidelines are prepared to this end.

131. UNHCR efforts assisting refugees are directed towards ensuring that they are treated on a basis of equality with nationals. However, implementation of such

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assistance carried out at the local level is subject to existing laws of each country. Thus, some measure of discrimination against women refugees can result, if it is in fact the practice of the country of asylum. It is noticed, for example, that although scholarships for post-primary training are open to refugee girls and boys on an equal basis, the number of boys receiving educational assistance is considerably higher than the number of girls.

Employment of women

132. During the first part of International Women's Year, recruitment of new staff included seven women at the Professional level. Of these one was recruited at the P-4 level, one at P-3, two at P-2 (II) and three at P-1.

6. United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)

133. During the first six months of 1975, UNRWA has promoted IWY in various ways. A brochure in English about the UNRWA/UNESCO Ramallah Women's Training Centre in the West Bank of Jordan has been published. It stresses the values and goals of this vocational and teacher-training centre which reflect the goals of IWY. The brochure carries the IWY symbol and a picture of and statement by Mrs. Helvi Sipilä, who calls attention to development as one of the objectives of IWY and points out that the RWTC is a "remarkable" example of a programme designed to give young Palestine refugee women the right to benefit from development. The brochure was distributed through OPI in New York as well as UNRWA's normal outlets, and several hundred copies were also sent to America Near East Refugee Aid (ANERA) for distribution to recipients of ANERA's newsletter.

134. UNRWA is engaged in the extensive preparations necessary to publish a special issue of its Newsletter, Palestine Refugees Today, devoted to the achievements and the situation of Palestine refugee women, with articles about Palestine refugee women in the professions, at work in different jobs, in arts and crafts, and the UNRWA/UNESCO education programme for Palestine refugee girls. The Newsletter also contains a "Foreword" written by Mrs. Helvi Sipilä and has the IWY symbol on the cover.

135. For this issue of the Newsletter, several interviewers were sent on field trips to interview a broad spectrum of Palestine refugee women in and outside of refugee camps in East Jordan and the West Bank, the Gaza Strip, the Syrian Arab Republic and Lebanon. The Newsletter will be published in English, French and German.

136. Five newspaper articles were written on five outstanding Palestine refugee women, including two nurses, the first woman to graduate as an electrical engineer from the American University of Beirut, and two medical doctors (one of whom is the first Palestine Moslem woman to become a doctor of medicine). The articles were published in newspapers and carried by wire services in French, German and Arabic.

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137. Material was provided for an article about the life of Palestine refugee women in the camps and about UNRWA's sewing centres for these women, published in UNESCO's brochure International Women's Year 1975. Material was also given for an article about UNRWA and the UNRWA/UNESCO education programme (in which 48 per cent of the school population is girls), published in the International Women's Year 1975 edition of the International Women's News, an organ of the International Alliance of Women.

138. Photographs were taken of 30 Palestine refugee women in East Jordan, the West Bank, the Gaza Strip, the Syrian Arab Republic and Lebanon, who are employed in a wide variety of fields, including: social work, nursing, school administration, pharmacy, medicine, engineering, television broadcasting, university lectures, student counselling and government.

139. The pictures, designed to illustrate UNRWA's role in improving conditions for Palestine refugee women, are being distributed through UNRWA's normal distribution outlets. In addition, a selection of the pictures, with accompanying biographical information, has been printed up for distribution to UNESCO. Many of the photos are also being used in UNRWA's Newsletter devoted to IWY. Photographs of Palestine refugee women have been sent to the international press, some of which were used in the five newspaper articles produced for the press. Display photos of Palestine refugee women were prepared for: the Cambridge Fund for the Education of Palestinian Refugees, which mounted an IWY exhibit at the Guildhall in Cambridge, England; UNICEF, which used some of UNRWA's enlargements of Palestine refugee women at work for an IWY exhibit UNICEF planned to send to Arab countries; and UNRWA's exhibition facilities at UNRWA headquarters in Beirut, Lebanon, where several displays featuring IWY photographic material have been put up.

140. UNRWA distributed 59 copies of the IWY poster to UNRWA's five field offices for display in UNRWA's facilities in East Jordan and the West Bank, the Gaza Strip, the Syrian Arab Republic and Lebanon. Photographic copies of the IWY symbol, with International Women's Year 1975 in English and Arabic and UNRWA's name were prepared for distribution to UNRWA field offices for display. A new UNRWA colour slide set is also being prepared for distribution to the public, which will include pictures of Palestine refugee women in the professions.

141. Finally, copies in Arabic of issues of the UNFSCO Courier and Chronicle devoted to IWY were distributed to the UNRWA/UNESCO pre-service teacher-training centres for Palestine refugees in East Jordan, the West Bank and Lebanon.

7. United Nations Fund for Population Activities (UNFPA)

142. UNFPA has provided support to a number of activities on women's integration in population and development activities, in the context of the International Women's Year. Those that relate to the period January to June 1975 are listed below:

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(a) Support to the IWY secretariat in the amount of \$93,800 for information activities and for partial support of NGO activities;

(b) Support to CESI in the amount of \$70,800 for staff resources for the IWY Encounter for journalists;

(c) Support to UNICEF in the amount of \$10,000 for the production of a special issue of UNICEF News on Women;

(d) Support to the World Assembly of Youth (WAY), a non-governmental organization in consultative status with ECOSOC, in the amount of \$18,503 for a young women's seminar in Jakarta, Indonesia (24-29 March 1975);

(e) Support to Associated Country Women of the World (ACWW), a non-governmental organization in consultative status with ECOSOC, in the amount of \$57,087 for training courses for rural women leaders in Indonesia, Bangladesh and Trinidad and Tobago;

(f) Support to the IWY Tribune in the amount of \$19,500 for population-related programmes and films.

143. UNFPA publicized the Year and related activities through its Newsletter (particularly through issues Nos. 2, 3, 5 and 6). The UNFPA magazine, Populi, produced an issue with special emphasis on IWY; and the dossier periodically issued by UNFPA for the use of media, distributed several articles relating to women, population and development.

144. The UNFPA was represented at the World Conference of the International Women's Year and parallel activities. The Executive Director of UNFPA made a statement to the Conference outlining UNFPA's interests and concerns in the field of women, population and development.

8. United Nations Institute for Training and Research (UNITAR)

145. A special issue of UNITAR news entitled "Women and the United Nations" was published in June 1975. Included in this issue is an updated version of Alexander Szalai's 1973 study on the Situation of Women in the United Nations. 25/

146. UNITAR jointly organized with UNDP, and the American Association for the Advancement of Science, and a Mexican scientific group (CONACYT), a seminar on "The Role of Women in Development", which was held in Mexico City and took place from 16 to 18 June. UNITAR prepared a background paper for the seminar, entitled "Women and Development: the role of the United Nations system".

25/ Alexander Szalai, The Situation of Women in the United Nations, UNITAR Research Report No. 18 (New York, UNITAR, 1973).

147. An evaluation of the seminar on "The Role of Women in Development" and of the publication "Women and the United Nations" is planned. A report on the seminar on Women and Development is being prepared.

9. United Nations Research Institute for Social Development (UNRISD)

148. A research project on "Technological change and participation of women in development" is being planned by the United Nations Research Institute for Social Development, in consultation with other interested international agencies. The project will study the effects of technological and related social, institutional and cultural changes of women's economic activities. Observers have reported that in many developing countries the development process does not automatically improve the economic position of women. The study will try to uncover more data on this situation, taking account of the fact that the economic activities of women are often obscured by official labour force statistics. Major interest would be in problems of participation of women in rural areas of developing countries. An initial analysis of the literature would be made, making use of the bibliography collected for the World Conference of the International Women's Year (ST/LIB/SER.B/20). Field research would be conducted in selected developing countries in collaboration with regional or national research institutes. The project would underline distinctions and dissimilarities between countries. Policy recommendations would include proposals for an expanded system of research in this field; for the improvement of available data; for the setting up of monitoring services to trace changing patterns in women's employment; and for specific measures to improve female participation in development under conditions of technological and related change.

149. The United Nations Research Institute for Social Development has built up a research data bank of development indicators covering some 100 economic and social variables collected for the year 1970 in all countries with a million or more population. The data are screened for comparability and reliability. A comparison of the new data bank with the Institute data bank for 1960 permits study of changes over time. The indicators collected for the 1970 data bank have been examined from the point of view of the extent to which they would be used to measure conditions of women and changes in those conditions, after appropriate breakdowns and adjustments. Twenty indicators have been identified which, with appropriate breakdowns, could be used to measure changes in the actual conditions of women and the relations of female levels of development to male levels. These indicators fall into three groups: health and demography; education and labour force. Since the concept of "the economically active population" is poorly defined in relation to women, it is necessary in labour force indicators using that concept to substitute the total female population for the female population aged 15-65.

10. World Food Programme (WFP)

150. A report by the Executive Director on WFP and the improvement of women's status was presented to the Inter-governmental Committee at its twenty-seventh

session. This report was distributed as a background paper for the World Conference of the International Women's Year in Mexico City (E/CONF.66/BP/12). A special, in-depth study of the work of WFP and its relation to women was conducted by a consultant entitled "Food Aid and Women's Involvement in Development". This study was also distributed at the World Conference of the International Women's Year and will be submitted to the Inter-governmental Committee at its twenty-eighth session. The recommendations contained in this report will be given active consideration by the Executive Director's office. It is the Executive Director's intention to appoint a woman to a senior post at WFP headquarters when a suitable post becomes available in the Programme. The Executive Director will keep the Governing Body of the WFP informed from time to time of the implementation of the recommendations contained in the consultant's study.

151. A special ceremony was held at the twenty-eighth session of the Inter-governmental Committee to commemorate International Women's Year during which speeches were given by the Executive Director and a woman delegate from a developing and from a developed country.

152. A special issue of WFP News was devoted to International Women's Year. A film on women and development was prepared as well as a set of wallsheets in the working languages of the United Nations, which was made available at the World Conference of the International Women's Year. The IWY symbol was placed on WFP correspondence paper.

153. Specific instructions were given to project management officers at headquarters and in the field to pay special attention to the role of women in designing and implementing WFP-assisted projects and to ensure that evaluations of future WFP supported projects should make specific reference to the benefits or disadvantages to women of the activities it supports.

D. Specialized agencies and International Atomic Energy Agency

1. The International Labour Organisation (ILO)

154. The Director-General of the International Labour Organisation issued a proclamation at the beginning of the year, in which he drew attention to the significance of the Year for women workers throughout the world and to the need for the three partners concerned in the activities of the International Labour Organisation, the Governments and the employers' and workers' organizations, to intensify their efforts to ensure equality of opportunity and treatment for women workers and to integrate them as effectively and productively as possible into economic and social life.

155. The ILO's main contribution to International Women's Year was the discussion at the sixtieth session of the International Labour Conference in June 1975 on the question of equality of opportunity and treatment for women workers and the adoption by the Conference of a declaration and two resolutions on the subject. ^{26/} The resolution concerning a plan of action with a view to promoting equality of opportunity and treatment for women workers set out the guidelines of the national and ILO action which should be taken to promote such equality. It urged member States to undertake specific action within the framework of national development planning to promote equality of opportunity and treatment for women workers and to set up effective machinery, on a tripartite basis, and with the participation of women, for planning, stimulating and evaluating such action and for applying the policy of equal opportunity and treatment at all levels. That policy was to be applied to such diverse and complex matters as social security, protective legislation, strengthening the social infrastructure, the establishment of appropriate administrative arrangements, the improved integration of women in work life and vocational guidance and training. The International Labour Conference also had before it a general study on the application of the Convention and Recommendation on Equality of Remuneration which covered both the countries which had ratified or accepted those instruments and the countries which had not done so. The Conference also had a second discussion on new instruments on the development of human resources, in particular a Recommendation which included a special section on the access of girls and women to guidance and training and on the prevention of the discrimination to which they are subject in preparation for work life.

156. During 1975, the International Labour Review will devote several articles ^{27/} to the employment of women and their participation in the development effort in various parts of the world. Furthermore, in order to mark the Year, the ILO will provide written and other suitable material to publicize the role of women in the

^{26/} See Report VIII entitled "Equality of Opportunity and Treatment for Women Workers" and Provisional Record No. 39 of the Conference.

^{27/} See the articles "Development and mounting famine: a role for women" by René Dumont and "Women at a standstill: the need for radical change" by Elizabeth Reid in the June 1975 issue of the International Labour Review.

work force and will make a contribution to the concerted efforts by the United Nations and specialized agencies in the field of public information. It proposes to start publishing a simple illustrated pamphlet about women and the world labour force.

157. Special attention will be paid to women in the relevant programmes of the ILO, particularly those concerned with education, women workers and discrimination. The regional offices have been invited to do everything possible to increase activity at the regional level in co-operation with the United Nations regional economic commissions and other regional organs and to collaborate in national activities of interest to the ILO. The position of women under social security schemes will be examined by the committee of experts on social security at the meeting which is to be held at the end of 1975.

2. Food and Agriculture Organization of the United Nations (FAO)

158. An ad hoc FAO/WFP Working Group was established in June 1974 to co-ordinate and promote the objectives of International Women's Year. This group is giving particular attention to the integration of women in rural development, bearing in mind their key role in family life, including home economics and nutrition, and in agricultural production, where in many developing countries they represent from 50 to 90 per cent of the agricultural labour force.

159. Despite the fact that FAO has administered many programmes related specifically to rural women, the ad hoc group has agreed that a great deal more can be done to increase the visibility of such programmes, to underline relevant elements in the other existing programmes and to develop new programmes in the future which would ensure greater involvement of the entire organization. International Women's Year has, in short, given FAO an opportunity to develop a new orientation to women's participation in development which, in future will be dealt with as an integral component of every possible FAO programme and implemented through the various existing mechanisms. It has provided the impetus in FAO for an increasingly closer working relationship among the staff of various divisions, services and units, regional and field staff to mobilize the total resources of the organization for dealing with the problems of rural women and families. The Human Resources, Institutions and Agrarian Reform Division, the focal point for International Women's Year, has had the active collaboration of the WFP, the Development Department, the Divisions of Information, Publication, Food Policy and Nutrition, Personnel, and Field Liaison, the FFHC/AD, the Office for Inter-Agency Affairs, and the Fisheries Department through the ad hoc Working Group on International Women's Year, in the development and implementation of joint programmes.

160. International Women's Year has served to generate activities and programmes, not only for special observance in 1975, but of a continuing and long-range nature. The Summary Programme of Work and Budget 1976-77 states that "... highest priority will be given to activities relating to the integration of women in the development process" and to encouraging national leaders and planners to develop education, training, extension and other rural development opportunities for women. An

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attempt will also be made to include an assessment of the extent of "the integration of women in development" in FAO's Second Development Decade in mid-term review.

161. The full support of Member Governments through the FAO Council and Conference will be necessary if the impetus gained in 1975 is to be maintained through continuing programmes that assist rural people and marshall all human resources for rural development.

International Women's Year programme

162. Statements related to International Women's Year, particularly on the role of women in integrated rural development, were made by the Director-General in his addresses to the 1974 Regional Conferences in Asia and the Far East, the Near East and Latin America. The role of women and youth in rural development was recognized in the summaries of recommendations and resolutions of these conferences, as well as of the African Conference.

163. The Director-General confirmed his support of the objectives of International Women's Year in a statement issued on 7 March 1975 in connexion with International Women's Day. Dr. Boerma drew attention, in his statement, to the important and specific involvement of FAO in the question of the status of women. He pointed out that serious attention needed to be paid to the education and motivation of women if effective results were to be achieved both at the village level and in terms of national development to increase food and agricultural production in developing countries.

164. The statement also noted that due to the absence of equal rights for women in many civil codes and agrarian reform laws, few women in the rural areas of developing countries enjoy a chance of attaining a position in life outside the home which is comparable to that of men and that lack of educational and training opportunities bars most women from contributing to the modernization of agriculture and rural development in general.

165. The UNDP Governing Council at the nineteenth session (15-31 January 1974) the Administrator urged his own staff as well as those of the Participating and Executing Agencies to devote much more attention to women's participation in development work. The Administrator called for a deliberate large-scale effort to enable women everywhere to make a more productive and less exhausting contribution to development. As a beginning, the Administrator recommended that existing plans and projects in rural development be scrutinized with a view to extending their sphere of activities to include women wherever this was indicated. Specialized agencies, UNDP, and all concerned organizations of the United Nations system were requested to give specific attention to the role of women in the planning, development and funding of assistance projects.

166. In response to this action, an FAO Field Programme Circular has been prepared for distribution to FAO regional, field and headquarters staff, urging them to give

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due consideration to the role of women in agricultural development, nutrition and family life in the planning, implementation and evaluation of all projects or programmes. Guidelines have also been prepared by the WFP and have been distributed to all field personnel.

167. A major joint effort has been undertaken, in collaboration with the Economic Commission for Africa (ECA), in the implementation of an Itinerant Training Task Force serving rural women and family development in the African countries. A multi-donor five year project ECA African Training and Research Centre for Women has recently been launched (UNFPA/PBFL funding).

168. The World Food Conference held from 5-16 November 1974 in Rome adopted resolutions relevant to the objectives of IWY which took note of "the important role of women in rural life, in the production, processing, marketing and consumption of food, in family nutrition, in decisions on family size and child spacing and in child care and education, the need to involve them fully in the process of rural development, and their implications thereof for education and extension". The role of women in rural development was also included in a number of resolutions. FAO has given some consideration to this aspect in outlining its Programme of Work and Budget 1976/1977.

169. The World Population Plan of Action gave considerable importance to the status of women and their full participation in the formulation and implementation of socio-economic policy including population policies, and the creation of awareness among all women of their current and potential role in national life. FAO is assisting member countries as requested to integrate aspects of population and family life education into all possible programmes which reach rural families and rural women.

170. "The role of women agricultural and rural development" will be an agenda item in the FAO Conference to be held in November 1975.

171. An official FAO delegation of six headquarters and regional staff attended the World Conference of the IWY. FAO also participated in the Interregional Seminar on National Machinery to Accelerate the Integration of Women in Development and to Eliminate Discrimination on Grounds of Sex, held in Ottawa, Canada, 4-17 September 1974 as well as several regional and interregional meetings on the various aspects of the role of women in development and population factors. These included ad hoc Inter-Agency Meetings on International Women's Year (ACC Preparatory Committee) held in Geneva and New York, and the Consultative Committee for the World Conference of the International Women's Year, which met in New York (March 1975) to prepare a draft plan of action which was finalized by the World Conference of the International Women's Year.

172. FAO was represented at inter-agency meetings on Information and Public Relations for International Women's Year which were held in New York and Geneva. These meetings recognized the significant role of information in the programme of International Women's Year and recommended the representation of FAO in the United Nations Office of Public Information Task Force on International Women's Year. A

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project proposal "profiles of women in agricultural and rural development - an educational information approach" was submitted to these meetings, and was endorsed for funding by CESI and other agencies of the United Nations.

173. The following publicity, information and educational materials have been prepared by FAO for International Women's Year. A revised report of the "Role of Women in Rural Development" (a revision of the FAO's report to the UN Commission on the Status of Women, January 1974 (E/CN.6/583/Add.2) was translated into French and Spanish as part of FAO's contribution to the background documentation for the World Conference of the International Women's Year, 1975 (E/CONF.66/BP/11). An illustrated, priced publication "The Missing Half" was produced and translated into French, Spanish, German and Arabic. To commemorate International Women's Day (7 March 1975) photo exhibits were displayed at the main lobby Headquarters Building. The Women's Group of FAO representing the General Service and Professional categories made a similar contribution. A WFP Report on the "The Contribution of Food Aid to the Improvement of Women's Status" (E/CONF.66/BP/12) was prepared for the Inter-Governmental Committee Meeting (IGC) in Rome and for the World Conference of International Women's Year in Mexico. A formal endorsement of the International Women's Year was made at the opening of the IGC Meeting on 17 March 1975. A set of five wall sheets on "Women - a Power for Development" was funded by WFP and are available in English, French and Spanish. A series of five monographs focusing on the role of women in various aspects of agriculture and rural development are under preparation. The first three in this series will be published in 1975. CERES, FAO Review on Development devoted a special April issue on "Women in the Third World". A film strip on "the integration of women in rural development" and a special issue of WFP News were prepared for the World Conference of International Women's Year in Mexico. A number of medals and coins have been produced in support of International Women's Year. Composite medals of six living women who have contributed in a significant way to equality, development and peace are being prepared using the IWY symbol. FAO coins and bank notes were produced for India and Swaziland.

3. United Nations Educational, Scientific and Cultural Organization (UNESCO)

174. The General Conference of UNESCO unanimously adopted on 18 November 1974 resolution 16.1 entitled: "UNESCO's efforts concerning the improvement of the status of women", which called for long-term programmes in the fields of statistics, education, (pilot projects, fellowships, educational functions of the family,) information of every type and staff recruitment policy. During International Women's Year, UNESCO made a financial contribution to a large number of very diverse activities, colloquia and seminars. During the first six months of 1975 UNESCO's activities mainly centred on the following points:

I. Education

(a) The continuation of the experimental projects started in previous years in Upper Volta, in connexion with literacy programmes for rural women, in Nepal, for the training of women teachers and in Chile, for the technical education of girls and women.

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(b) The adoption of a programme for the exchange of information about innovative measures taken by Member States with regard to the education of women; the first meeting is to take place at Bonn in November 1975.

(c) The undertaking of a study on working mothers and their role in early childhood education.

(d) Activities aimed at both men and women in the field of adult education and education in rural areas.

175. UNESCO published a booklet containing a report on The relationship between the opportunities for education and the opportunities for employment open to women. This booklet summarizes five on-the-spot investigations on education and employment open to women in Argentina, Ivory Coast, Lebanon, Sierra Leone and Sri Lanka.

II. Sociology

176. Contracts have been signed with consultants and non-governmental organizations to study: the female image in Latin American text books; the integration of women in development in four African and two Asian countries; women and their contribution to the strengthening of world peace; and the female image in the communication media.

III. Information

177. In this field, the following activities had been undertaken:

(a) A pamphlet in five languages (Arabic, English, French, Russian and Spanish) entitled "UNESCO and International Women's Year" has been published and widely distributed;

(b) The UNESCO Courier has published two numbers (February and July-August) on International Women's Year;

(c) "Impact", the Organization's scientific review devoted volume 25 No. 2 to the subject: Women in Science: A Man's World.

(d) UNESCO features and the UNESCO Chronicle have also published articles.

178. With regard to exhibitions, Jeanine Niepce, the grand-niece of the inventor of photography, exhibited her works on the theme "Women, the future of men" at UNESCO headquarters which will also show works by male and female painters invited to participate by the Union des Femmes françaises.

179. The painter Sonia Delaunay has designed a poster for UNESCO. A 25-minute film showing the work of a family planning adviser, filmed in Central America, has been produced by UNESCO and is available in five languages.

180. The programme of activities for the second half of 1975 includes:

(a) A round table conference on women in the cinema with 30 participants, producers, actresses, female technicians and a festival of their films (23 to 30 July, Val d'Aosta, Italy);

(b) The issue of a bulletin covering the first eight months of International Women's Year and including some of the sociological studies commissioned, accounts of UNESCO activities, news about the other specialized agencies and non-governmental organizations (September);

(c) Two "Women's Days" will be held at UNESCO headquarters in Paris with lectures, exhibitions, film shows and distribution of pamphlets (November);

(d) The issue of a second bulletin containing the remainder of the sociological studies available, news and an evaluation of the Year (January, 1976).

4. World Health Organization (WHO)

181. During the first half of 1975, WHO participated in two meetings in connexion with International Women's Year: the Third Regional Seminar for Latin America on the Integration of Women in Development with Specific Reference to Population Factors, 27 April-4 May 1975, sponsored by ECLA in Caracas, Venezuela, and the World Conference of the International Women's Year held in Mexico City from 19 June-2 July 1975.

182. In addition to planning meetings held in Geneva for the World Conference of the International Women's Year in Mexico City, WHO also contributed to the preparation and reviewing of the Draft Plan of Action for International Women's Year.

183. WHO has prepared a number of documents and papers related to the subject of International Women's Year. The January and June 1975 editions of World Health, the magazine of WHO, were devoted to the subject of women and health and a background paper was prepared for the World Conference on "The health of women - how it affects their needs and status" (E/CONF.66/BP/14). A contribution was also made to the report on the UN system's activities on the elimination of discrimination against women, providing a perspective on activities of WHO and women's health needs (E/CONF.66/BP/1.Add.1).

Employment of women in WHO

184. On 1 January 1975, the Executive Board approved amendments to the staff rules eliminating differential treatment between the sexes regarding travel expenses and separation benefits. A voluntarily constituted group at Geneva headquarters has been meeting to discuss questions concerning women. Their objective is equality for all staff members by increasing the participation of women in the work of the organization and by facilitating access of women to all levels of activity. This

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group submitted its first report to the Director-General in May 1975. Discussion is now taking place on the ways and means of implementing its recommendations in the second half of 1975.

185. As a result of resolution WH428-40 passed at the twenty-eighth World Health Assembly held in May 1975, the following activities are planned in connexion with International Women's Year:

(a) The Director-General will draw the attention of all Members and Associate-Members to the resolution, particularly to the section which urges government activity to ensure the equal opportunity and participation of women in the social, educational and economic facets of life as they relate to health. A letter from the Director-General to this effect is being sent to Governments, relevant non-governmental organizations, and specialized agencies in August 1975;

(b) Recommendations for consequent action by WHO and its Member States in the interests of the development of medical and social programmes and adequate maternal and child health, population and other services are to be drawn up;

(c) Women are to be considered on an equal basis with men for positions in WHO at headquarters and in the regions, and a concerted effort is to be made to increase the number of women in professional positions and especially in positions of policy determination;

(d) Member States are to be assisted, upon request, in preparing national strategies, programmes and projects in WHO's field of competence for the participation of women in the economic, social and cultural life of their countries directed toward the achievement of maximum human potential;

(e) In WHO's current activities and in the establishment of the organization's Sixth General Programme of Work, particular attention is to be paid to the problem of protecting the health of mothers and children and of all women, with particular attention to health-related supportive services for working women;

(f) Reports on the results of WHO's participation in International Women's Year as well as the decisions of the World Conference of the International Women's Year and their implications for WHO are to be submitted to the Executive Board at its fifty-seventh session and to the 29th World Health Assembly.

186. The spectrum of WHO's programmes and priorities as outlined in "A perspective on activities of WHO and women's health needs" will continue to reflect the major importance of women both as recipients and deliverers of health care and education. Maternal and child health, family planning, nutrition and family health care in general are central components of Primary Health Care, particularly for neglected population groups.

5. International Civil Aviation Organization (ICAO)

187. On 14 March 1975, the Secretary-General of ICAO wrote to all ICAO Member States inviting their attention to the relevant resolutions adopted by the General Assembly

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at its twenty-ninth session and in particular to resolutions 3275 (XXIX) and 3353 (XXIX) which call for specific action regarding the employment of women in the secretariats of the specialized agencies. In his letter the Secretary-General emphasized ICAO's desire to further the aims embodied in these resolutions to the fullest extent possible. Since the number of professional and higher category posts occupied by women, in ICAO, should be increased, he sought the co-operation of all Contracting States towards attaining this end by submitting more applications from female candidates for posts in the ICAO secretariat for which, at present, there is an overwhelming preponderance of applications from male candidates.

188. The secretariat is responsible for carefully evaluating applications from women and ensuring that, in making appointments in the regular and field programmes of ICAO, there is no discrimination on the basis of sex.

189. The organization also carefully reviewed its internal staff regulations to ensure that any conditions that discriminated as between male and female staff were removed and the ICAO Council approved the necessary changes to the ICAO Service Code, on 6 June 1975 to take immediate effect.

190. Annex I to the Convention on International Civil Aviation contains International Standards and Recommended Practices establishing the requirements that should be met for the issue, by States, of licences to certain categories of personnel participating in international civil aviation. None of these requirements contain any conditions (although they expressly provide in their medical section for female applicants), restricting or limiting the issue of licences on the basis of sex. No additional action by ICAO has therefore been necessary to ensure that the International Standards and Recommended Practices on Personnel Licensing are free from any limitation based on sex.

6. Universal Postal Union (UPU)

191. At its session in May 1975, the Executive Council of UPU adopted resolution CE 9/75 entitled "Formal opinion concerning the improvement of the condition of women". The resolution recognizes the important part played by women in economic, social and cultural development and the need to integrate them more fully in the over-all development effort. It also invites postal administrations which have not yet done so to take steps to improve the condition of women in their services, "and particularly to ensure, for equivalent work, the same salaries and career prospects for their male and female officials".

192. The UPU circulated the text of General Assembly resolution 3010 (XXVII) to its Member States and also sent a special issue of stamps for the Year to certain countries.

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7. World Bank

193. The World Bank's financing in recent years has emphasized projects designed to increase the productivity of the rural and urban poor. These projects have directly benefited women as well as men in the project area, even where women have not been singled out as a target group. In addition, however, the Bank has financed projects incorporating features specifically intended to help integrate women in the development process, one of the objectives of International Women's Year. During the first half of 1975, financing was approved for a number of projects of the latter type. An integrated rural development project in Mexico, for which a Bank loan of \$110 million has been provided, will make a particular effort to reach rural women through extension courses and programmes in home economics. Multidisciplinary teams, working in villages in the project area, will include home economics advisers, women specially trained in home economics extension work. The teams will offer nutritional education and guidance on simple sanitation, home gardening and simple cottage industries. In addition, it is contemplated that some of the 60 small village stores to be set up under the project, to provide a market for locally-produced handicrafts and to sell basic consumer goods, will be operated by village women who will have received special training in marketing techniques.

194. Under an education project in Senegal, for which an International Development Association (IDA) credit for \$15 million has been extended, 30 pilot centres for village education will be set up. These will offer courses in functional literacy in the local language, in numeracy, agricultural skills, gardening, food preparation and applied nutrition, health and handicrafts. Essentially the same training will be provided to boys and girls, so that girls as well as boys will be given practical training in agricultural techniques and use of machinery, while boys as well as girls will receive instruction in health, hygiene, home economics and the importance of nutrition for the health of children. In addition, some courses will be open to adults who have never attended school at all; it is likely that most of these will be women. An education project in Dahomey, for which an IDA credit of \$4 million was provided, will make use of "4-D" clubs, organizations for boys and girls between the ages of 13 and 20, about 90% of whom are illiterate. Through the clubs, draft animals will be introduced into villages for cultivation and transport of water, to reduce the burden which performance of these tasks has placed on women. Here again, the objective is not to devise separate programmes for women and girls, but rather to involve them together with men in the development process.

195. A population project in Bangladesh reflects the lesson of experience that family planning is more readily accepted when it is associated with measures to improve the status of women, to expand their educational opportunities and to give them a wider choice of intellectual and occupational pursuits. The project contemplates that family planning education and motivation efforts will be associated with the development programme of five different ministries. For example, there will be an experiment with membership of women in co-operatives, which will not only make small loans but will organize functional literacy programmes and simple training in family planning, child care, nutrition, kitchen gardening and poultry raising. Mothers' clubs will provide similar instruction, primarily for wives of landless labourers. Vocational training activities will be

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available to rural women who are not reached by the co-operatives or mothers' clubs; these women will be offered courses in literacy and family planning, in addition to instruction in trades.

196. A site and services project in Kenya, for which a Bank loan of \$8 million and an IDA credit in the same amount have been provided, is typical of the Bank's approach to the problem of urban development. In addition to helping to provide roads, water distribution and refuse collection and assisting families to get better housing through self-help construction, all of which will directly improve the situation of women, the project will include a variety of community facilities, among them health and day care centres. It will also provide for a study of nutrition needs, as a preliminary to formulation of a pilot nutrition scheme.

Employment of women in IBRD

197. Concerning the status of women in the Bank itself, examination of personnel policies and practices to determine whether their application results in discrimination against women, and action to eliminate that consequence, are continuing processes. So are efforts to recruit qualified women, particularly in senior positions, to offer women work-related training opportunities and to enhance the career development prospects of women on the Bank's staff. After a study on the situation of women in the Bank undertaken by an outside firm, the Bank engaged a consultant to develop a programme to educate men and women staff members on the role of women in an international organization. A series of workshops has been instituted on a pilot basis in 1975, intended to increase awareness within the staff of work-related issues between men and women, and to produce concrete suggestions on ways by which the Bank can respond to readjustments in roles, relationships and responsibilities between men and women.

8. International Monetary Fund (IMF)

198. The activity most directly related to International Women's Year has been carried out through the organization of wives of IMF staff members. That organization, with the assistance of the Staff Benefits Division of the Fund, has carried out a 1975 programme of seminars focusing on the Year which have generated a sizable amount of interest. The first seminar at which the Director of the United States White House Office of Women's Programmes explained the goals and activities of the Year was held in May. In July, a second seminar dealt with women around the world, their similarities and differences. Future seminars, films, panels and workshops dealing with the roles and problems of women are planned.

Conditions of IMF staff

199. Since 1971, changes have been made in the staff regulations and rules of the Fund to remove sex discrimination from policies regarding appointment, home leave and resettlement benefits. When provisions respecting "the wife" were made applicable, instead, to "the spouse".

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200. During 1974, the Fund's staff Retirement Plan was amended to eliminate the sex of the spouse as a criterion for benefits for a surviving spouse and children. Recently the Executive Directors approved a substantial improvement in the Fund's policy for maternity leave for women staff. This makes the Fund's policy broadly comparable to other international organizations such as the United Nations.

Employment of women

201. In 1975 the Fund continued its efforts to recruit qualified women for Professional posts. Unfortunately, the percentage of women who have training and relevant work experience in monetary economics and central banking is quite low. Despite this, one third of the candidates accepted for the latest semi-annual intake for the IMF Young Professional Programme were women. It is expected that recruitment ratios will gradually become more equitable with regard to women as educational patterns change.

9. World Intellectual Property Organization (WIPO)

202. The WIPO was represented in March 1975, at the first session of the Consultative Committee for the World Conference of the International Women's Year, established by the General Assembly at its twenty-ninth session. WIPO was also represented at interagency meetings held in Geneva (February and July 1975) to co-ordinate activities for International Women's Year.

203. In pursuance of General Assembly resolution 3342 (XXIX) and the resolutions adopted by the World Conference of the International Women's Year concerning the integration of women in development, the International Bureau of WIPO is undertaking a preliminary review of its work programme in order to assess its impact on the further participation of women in development and their integration in professional and policy-making positions in the fields of intellectual property. It is anticipated that in this preliminary review a survey could be made at the national level to determine the number and status of women in the national industrial property and copyright services or in other units of national Governments concerned with intellectual property matters.

204. A first effort in this direction, based on statistics already available to the International Bureau of WIPO, reveals the following: of the 151 national industrial property offices, 129 are directed by men whereas only eight women occupy senior positions (two as the heads of such offices and six as heads of responsible units of such offices). No statistics are presently available for 20 offices to indicate whether women or men direct the office or units thereof.

205. A similar finding is revealed as concerns the 79 national copyright services. Fifty-two of these services are directed by men and two by women. Further, of the 976 participants at the meetings of the administrative bodies of WIPO held during the five years since the establishment of WIPO in 1970, 93, or approximately 9.5 per cent were women.

206. One of the measures taken by WIPO to enhance the further participation of women in development activities has been to grant a number of traineeships to women. The total number of traineeships granted by WIPO during the years 1972 to 1975 as part of its training programme for developing countries was 50. Eleven, or approximately 22 per cent, of these traineeships were awarded to women.

Employment of women by the International Bureau of WIPO

207. On 1 June 1975, the staff of the International Bureau of WIPO consisted of 158 staff members, 102 of whom were in the General Service category and 56 in the Professional and higher categories. (Short-term staff, consultants and experts in the field were not included.) Out of these 158 staff members, 82 (or approximately 52 per cent) are women: 76 in the General Service category (approximately 75 per cent) and 6 (approximately 11 per cent) in the Professional and higher categories.

208. In accordance with regulation 4.7 of the WIPO Staff Regulations and Staff Rules, "Selection of staff members (is) made without distinction as to race, sex or religion." The International Bureau is conscious, however, of the desirability of giving increased attention to the recruitment of women in order to achieve, before the end of the Second United Nations Development Decade, an equitable balance between men and women staff members, as called for by General Assembly resolution 3352 (XXIX), it being understood that this objective cannot be isolated from other aims of the recruitment policy established by the appropriate administrative bodies of WIPO.

209. Of all the organizations within the United Nations system, WIPO is the only one in which a woman has been appointed to the position (one of three) of Deputy Director-General. That appointment was made by the Director-General of WIPO with the approval of the Co-ordination Committee of WIPO at its session in February 1975. The incumbent is a national of a developing country.

210. As regards equality between the sexes vis-à-vis employment conditions, it may be noted that the Director-General has proposed to the Co-ordination Committee of WIPO (September 1975 session) that amendments be made to the WIPO Staff Regulations and Staff Rules in order to eliminate from the conditions of employment difference in treatment based on sex.

Report to and action by the administrative bodies of WIPO

211. The Director-General is preparing, for the 1976 meetings of the administrative bodies of WIPO, a report on the resolution adopted by the General Assembly and the World Conference of the International Women's Year which relate to the subjects of the integration of women into development activities and of the employment of women by the International Bureau of WIPO, together with observations and suggestions for the implementation of these resolutions, in order that the administrative bodies of WIPO may give further consideration to the necessary measures or steps to achieve the objectives set forth in these resolutions.

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10. International Atomic Energy Agency (IAEA)

212. A Committee on the Role of Women in the International Community has been established in the IAEA secretariat. The Committee is currently preparing proposals for the Director-General's consideration on the recruitment and promotion of women, the assignments given them within the Agency, and ways of strengthening their role within the IAEA Agency.

213. The Board of Governors of the IAEA adopted a resolution on 18 June 1975 on the increased employment of women in Professional posts in the IAEA secretariat. The resolution requested the Director-General to give special attention to the appointment of qualified women to policy-making and Professional positions in its secretariat and to bring this recommendation to the attention of all Member States of the United Nations.

214. The Agency will encourage applications from, and the recruitment of, qualified women scientists, linguists and administrators. To this end vacancy notices will state that posts are open to both women and men, and Member States will be urged by the Agency to ensure that qualified women are given every opportunity to be informed about, and to apply for, such posts on an equitable basis with men. It is anticipated that the number of women being trained and those being granted Agency fellowships will be increased.

215. The Director-General will propose to Governments that more qualified women should be recommended to fill vacancies on Professional staff and for the award of Agency fellowships. The IAEA Staff Council has established a Committee on the Role of Women in the International Community and the proposals of that Committee concerning recruitment, promotion and assignments will be considered by the Director-General.

216. The Agency was represented at the World Conference of International Women's Year and a statement by the Director-General on steps that the Agency is taking to improve the status of women was delivered by the Agency representative.

IV. MEASURES AND ACTIVITIES UNDERTAKEN BY INTERGOVERNMENTAL ORGANIZATIONS

Commission on the Status of Arab Women

217. During the International Women's Year, the Commission on the Status of Arab Women carried out a programme for the Year adopted at its third session, held from 4 to 7 November 1974.

218. Among its activities, the Commission planned to work towards the establishment of an Arab Studies and Documentation Centre to issue booklets dealing with different aspects of women's affairs and to prepare studies and bibliographical surveys on the situation of women in Arab countries in co-operation with specialized Arab and international organizations. A symposium to discuss the struggle of Arab Palestinian women in the occupied lands was also planned.

219. Members of the Commission would also invite the General Secretariat of the League of Arab States to plan a conference to study the question of eliminating women's illiteracy in co-operation with interested organizations. Other events proposed were to observe a day for solidarity with the struggle of the Palestinian woman.

V. MEASURES AND ACTIVITIES UNDERTAKEN BY NON-GOVERNMENTAL ORGANIZATIONS

220. Non-governmental organizations in consultative status with the Economic and Social Council have worked in a great many ways, in accordance with General Assembly resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 10 December 1974, to further the aims of International Women's Year and to make the theme "Equality, Development and Peace" better understood throughout the world.

221. At the outset, it can be observed from information received from many non-governmental organizations on their activities that they have initiated many independent IWY programmes designed to be carried out by constituent groups of the international non-governmental organization and to reach the greatest possible number of its members. Many non-governmental organizations have also joined with other organizations and bodies to collaborate on special projects and special International Women's Year events. Important information and educational programmes have been carried out which have been directed to their membership and their grass-roots' communities. The fact that there has been strong non-governmental organization support for the World Conference of International Women's Year as well as at the main Conference parallel activity, the IWY Tribune, has been borne out by the number of members of these organizations that attended both events. The IWY Tribune was organized by a Committee appointed by the Conference of Non-Governmental Organizations in Consultative Status with the Economic and Social Council.

222. The following paragraphs present a brief summary of the activities of non-governmental organizations in support of International Women's Year. It is based on information available to the Secretary-General as at 31 August 1975.

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Participation of non-governmental organizations in the World Conference of the International Women's Year and parallel activities

223. As provided for in resolution 1951 (LVI) of the Economic and Social Council, 114 non-governmental organizations in consultative status with the Economic and Social Council were represented by observers at the World Conference in Mexico City.

224. Non-governmental organizations in consultative status were first informed of the plans for the Conference in a memorandum dated 29 January 1975 addressed to them by the Secretary-General of the Conference and circulated to the 629 organizations listed as enjoying consultative status at that time. The memorandum requested non-governmental organizations interested in participating in the Conference to make their interest known to the Secretary-General of the Conference by 1 March 1975.

225. At its 1945th plenary meeting on 28 April 1975, the Council decided to authorize the Secretary-General to invite to participate as observers those non-governmental organizations in consultative status that had indicated an interest in being represented at the Conference as well as 14 non-governmental organizations recently granted consultative status and "additional non-governmental organizations in consultative status that may express an interest in being represented" (E/L.1636/Add.1 and 2).

226. On the basis of this authorization, the Secretary-General of the Conference sent a cable to 154 non-governmental organizations listed in the documentation referred to above, advising them that they were invited to be represented at the Conference by not more than two observers. The official letter of invitation from the Secretary-General was sent to the non-governmental organizations on 12 May 1975, setting forth the plans and arrangements for the Conference and requesting that the non-governmental organizations planning to accept the invitation should inform the Secretary-General of the Conference by 30 May 1975 of the names of the observers whom they would be sending to Mexico City.

227. Early in June 1975 after a few additional non-governmental organizations had expressed an interest in the Conference and requested an invitation, 166 non-governmental organizations had indicated that they hoped to be represented by observers at the Conference.

228. The number of non-governmental organizations actually represented at the Conference was 114, as noted earlier in this report. Of those non-governmental organizations represented, 16 were in Category I, 61 in Category II and 37 were on the Roster.

229. A total of 192 individual observers registered on behalf of the non-governmental organizations. This number would very clearly have been higher if a limit of two observers for each non-governmental organization had not been imposed. A number of non-governmental organizations expressed regret at not being able to send additional members of their organization to observe at the Conference.

230. Observers of non-governmental organizations in consultative status played a significant role in the main parallel activity taking place in Mexico City at the time of the Conference, the IWY Tribune. Representatives of non-governmental organizations who registered as observers at the Conference were automatically considered to have registered for the IWY Tribune and were thus eligible to take part in all sessions of the Tribune. In addition, a number of non-governmental organizations in consultative status assisted in the planning and carrying out of portions of the Tribune programme. Thus the IWY Tribune session on "Law and the Status of Women" was organized with the assistance of the International Advisory Committee on Population and Law and the session on "Population and Planned Parenthood" received similar support from the International Planned Parenthood Federation. The session on "The Cost of Living, the Cost of Survival, and the Role of Women as Consumers" was organized with the assistance of the International Organization of Consumers Unions, the session on "IWY Targets, Action Programmes" was assisted by the Women's International Non-Governmental Organizations (WINGOs) and the session on "Implementation of the Declaration of Human Rights" was organized with the help from the Women's International Democratic Federation. The Society for International Development helped to organize the session on "Strategy for Challenging and Influencing Policies of Development Agencies" and two non-governmental organizations in consultative status, Bahá'i International Community and International Movement for Fraternal Union Among Races and Peoples assisted in organizing the session on "The Role of Religion and the Status of Women Working with the United Nations System in the Field".

231. Hotline International, a project sponsored by the North American Committee of Non-Governmental Organizations concerned with Environment, the Spirit of Stockholm Foundation and the Community Development Foundation, helped to enable groups representing local, national and international non-governmental organizations to keep informed on developments at the Conference in Mexico City by means of a computer network. Hotline International offered weekly telephone conference calls in addition to reports on the Conference. For those groups not able to be on the telephone conference line but having access to a computer terminal, a resumé was entered into the computer.

Activities during International Women's Year

232. The non-governmental organizations in consultative status have reported a very large number of activities and projects that their members have planned or already undertaken as part of their observance of International Women's Year. The projects and activities of the various organizations are quite different in specific detail, but when examined in terms of their broader characteristics, they fall into five main categories:

- (a) Meetings of one type or another;
- (b) Special publications;
- (c) Surveys or questionnaires on subjects of particular significance to the Year;
- (d) Support to special projects.

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Meetings with special emphasis on International Women's Year

233. Before taking note of some of the conferences or special meetings held by non-governmental organizations for their international or national membership, we should first record three special meetings planned by non-governmental organizations for a broader constituency.

234. A seminar entitled "Women of the World United for Peace: Disarmament and its Social Consequences" was convened from 7 to 9 May 1975 at United Nations Headquarters in New York by the Women's International League for Peace and Freedom and the Women's International Democratic Federation. Two hundred and fifty women from 26 countries took part in the seminar.

235. A three-day seminar on Women in Development was held in Mexico City just before the opening of the World Conference of International Women's Year. The seminar was sponsored jointly by one non-governmental organization (the American Association for the Advancement of Science), and two United Nations bodies (the United Nations Development Programme and the United Nations Institute for Training and Research). The 99 participants divided into five workshops focusing on problems relating to health, education, food and small technology, women's professional organizations and urban living.

236. Another event of importance to International Women's Year and sponsored by non-governmental organizations in consultative status is the World Congress for the International Women's Year which is scheduled to take place 20-24 October 1975 in Berlin. Thirteen non-governmental organizations in consultative status are members of the Executive of the International Preparatory Committee for the World Congress.

237. The International Confederation of Free Trade Unions will hold a special Women's Symposium 13-15 October 1975 in Mexico, prior to the organization's triennial Congress. The Congress itself will also discuss International Women's Year as one of its agenda items.

238. The International Cooperative Alliance held a meeting on "The Involvement of Women in Rural Development" on 18 April 1975. This session followed the organization's two-day annual meeting held at FAO Headquarters.

239. The International Council of Women held its Executive Committee Meeting from 7-12 March 1975 in Paris. The 7 March session was opened by Monsieur Edgar Faure, President of the National Assembly and was organized in collaboration with other international women's organizations in observance of International Women's Day. The theme of the 7 March session which was open to the public was "International Women's Year - Why?" Mme Françoise Giroud, Secretary of State on the Status of Women gave the closing address 12 March 1975 on "Women and Mass Media".

240. The United Towns Organization held a world-wide intermunicipal Conference in Lomé (Togo) from 21 to 27 July 1975 on "Participation of Women in Municipal Responsibilities".

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241. When it meets in London from 4-12 September 1975, the Inter-Parliamentary Union will have before it a draft resolution on the Role of Parliament in Achieving Effective Equality of Rights and Responsibilities Between Men and Women.

242. The World Assembly of Youth has organized regional seminars on women's role in development. These have taken place in Mexico, East and Central Africa, the Caribbean and in Indonesia.

243. The All-India Women's Conference held a seminar on International Women's Year in January 1975 and the All-Pakistan Women's Association held a seminar the same month at which Princess Ashraf Pahlavi spoke on the status of women and International Women's Year 1975. In February 1975 approximately 37 Pakistani women's organizations were represented at a meeting called by the All-Pakistan Women's Association and a decision was taken to endorse the APWA's resolution calling for the establishment of a national commission on the status of women.

244. The International Council for Scientific Management has announced that its World Management Congress, to be held in Caracas from 2 to 6 November 1975, will devote one session to a discussion of "The Role of Women as Executives".

245. The International Council of Jewish Women held its Triennial Convention in Melbourne, Australia from 25 to 29 April 1975. The International Council of Jewish Women celebrated 29 April 1975 as International Women's Day. Affiliates of the organization were urged to hold meetings on that day to stress the goals and objectives of International Women's Year.

246. Following a similar plan, the Women's International Zionist Organization held an International Women's Year Day at WIZO headquarters, Rebecca Sieff House, in Tel-Aviv on 23 January 1975. Approximately 400 women presidents and delegates from WIZO Federations attended the special meeting.

247. The International Federation of University Women reports that very many, probably a majority, of IFUW affiliates plan to hold, or have held, seminars in connexion with International Women's Year. A joint effort by several affiliates with other women's groups was a European Colloquium held in April 1975 in Brussels on "The Economic Independence of Women at the Dawn of the 21st Century."

248. The theme of the conference of the International Federation of Women in Legal Careers when it met in Varna, Bulgaria, 11-18 May 1975, was "The Women of 1975 vis-à-vis Equal Rights - What is She Doing About It? What Can She Do About It?"

249. The Pan-Pacific and South-East Asia Women's Association held a conference in Seoul, Korea from 16 to 25 July on the topic "Women and the Environment". One full day was devoted to the United Nations.

250. The World Association of Girl Guides and Girl Scouts discussed International Women's Year as one of the topics of its world conference which met in the United Kingdom in June 1975. In somewhat similar fashion, the World YWCA Council Meeting which met in Vancouver, British Columbia, in July 1975, organized working groups

according to the three subject areas of International Women's Year and gave special attention to areas in which the YWCA might be able to make a contribution.

251. At its 60th Congress, the Universal Esperanto Association had as its main topic the social and cultural status of women. Approximately 1,500 persons attended the meeting in Copenhagen, Denmark from 26 July to 2 August 1975.

252. Finally, the International Advisory Committee on Population and Law held an Inter-Hemispheric Conference on Law, Population and the Status of Women at Airlie, Virginia from 11 to 14 May 1975. Sixty women lawyers, legislators and jurists from 38 countries participated.

Publications for International Women's Year

253. The International Alliance of Women brought out a special issue of its publication, International Women's News, for International Women's Year. The issue describes the UNESCO Gift coupons and a number of gift-coupon-supported projects designed to help women in developing countries.

254. The International Cooperative Alliance announced that it was devoting a special edition of the Review of International Cooperation to International Women's Year and the International Federation of Agricultural Producers reports that the January 1975 issue of the International Federation of Agricultural Producers News was devoted to rural women. In similar fashion, the World Federation of Trade Unions reported that many of its publications brought out special editions for International Women's Year.

255. The International Planned Parenthood Federation put out a special publication entitled Half of Humanity which dealt with efforts to improve the status of women within the context of population and development.

256. The All-India Women's Conference is planning to publish a book presenting the history of women's emancipation in India and throughout the world.

257. As its contribution to the Year, Amnesty International has issued a special report on women who are in prison in violation of some or all of the articles of the United Nations Universal Declaration of Human Rights.

258. The Bahá'i International Community has summarized some of the findings of a questionnaire sent to many of its communities. Replies from 81 National Spiritual Assemblies indicate that the improvement of the position of women is pursued and that advances have already been made toward equality of the sexes. The Bahá'i International Community has also published and circulated for International Women's Year a special folder titled Equality of Men and Women: A New Reality.

259. The Commission of the Churches on International Affairs is publishing a special newsletter entitled Women in A Changing World. Three issues in all are to come out during the Year.

260. The International Council on Alcohol and Addictions has prepared a special brochure intended to help women to handle alcohol-related problems in their social and personal lives. The brochure is to be issued in French and English.

261. Both the World YWCA and the World Alliance of Young Men's Christian Associations have issued special publications for International Women's Year. The May-June issue of World Communiqué, the journal of the World Alliance of Young Men's Christian Associations, was devoted to the Year.

262. The World Association of Girl Guides and Girl Scouts is working with UNESCO to prepare a publication on vocational training for women as a special contribution to the Year.

263. The World Student Christian Federation has published a book for International Women's Year entitled Women in the Struggle for Liberation. A special report prepared by the International Movement Science and Service for a Just and Free World is entitled The Condition of Fourth World Women in the Western Industrialized Nations.

264. The National Organization for Women (NOW) has developed a multi-media women's studies programme dedicated to International Women's Year. The programme is titled Identity: Female and has been planned for the high school and college curriculum.

265. The Population Crisis Committee drafted a Call to Action on Women, Food and Population Within a Development Strategy. The Call to Action, a seven-point action programme for governments, was signed by 500 women from 75 countries and presented to the Secretary-General of the World Conference in Mexico City.

266. Finally, the Minority Rights Group has commissioned a special report on women in Arab countries and the Women's Commission of the Sri Aurobindo Society has published a book of selected writings of Sri Aurobindo and the Mother which is to convey the greetings of the Sri Aurobindo Society to the women attending the Conference in Mexico City.

Surveys and questionnaires

267. Several non-governmental organizations developed questionnaires or surveys in an effort to gain information that would provide a clearer understanding of the situation relating to women.

268. Thus, the Inter-Parliamentary Union circulated a questionnaire to its members concerning "The Role of Parliament in Defending the Rights of Women, in Particular as Workers and Mothers", and the United Towns Organization conducted a survey on the position of women in the running of cities.

269. The Associated Country Women of the World sent a questionnaire to all its affiliates in 68 countries requesting information on activities of the affiliates with special emphasis on matters relating to International Women's Year.

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270. Finally, the Commission of the Churches on International Affairs circulated a questionnaire to concerned people in intergovernmental and non-governmental agencies in Asia, Africa and Latin America requesting information of rural women as food producers. The responses were reported in a summary issued in June 1975.

Special projects

271. The World Federation of United Nations Associations has carried on several programmes relating to International Women's Year.

272. The WFUNA has been responsible for administering the licensing programme for the International Women's Year emblem and the collection of royalties for its use. WFUNA also issued a special cachet envelope to accompany the United Nations stamp issued commemorating International Women's Year. In addition, the organization has distributed a circular to all its constituent groups suggesting that they initiate programmes relating to International Women's Year and supplying them with relevant United Nations documentation.

273. The International Federation of Business and Professional Women has initiated an international research project that it has called "Search Parties". During International Women's Year national federations and associate clubs of the IFBPW will organize "Search Parties" in as many local communities as possible around the world to pinpoint obstacles preventing the full participation in their communities of business and professional women. In a somewhat related effort, the International Federation of University Women has urged affiliates to bring pressure on their Governments to carry out programmes or enact legislation favourable to the goals of International Women's Year.

274. Soroptimist International has urged its clubs and regional groups to undertake study-action programmes for "Women Helping Women". The aim is to initiate study programmes on existing laws and practices relating to sex discrimination in housing, insurance, salaries, retirement and employment benefit plans and advancement of credit.

275. The World Confederation of Organizations of the Teaching Profession (WCOTP) has collaborated with the Economic Commission for Africa in initiating a project to train school teachers in skills that will be useful in rural communities. During 1975, several two-week national training workshops will be organized for 15 to 20 teachers in two or three pilot countries. The teachers will then return to their villages to hold weekend or one-week courses for rural women.

276. ZONTA International is participating in the work of the African Training and Research Centre for Women and the African Women's Volunteer Task Force. ZONTA is providing funds for the Task Force to permit skilled African women to go into the villages in African countries to train less advantaged rural women in areas of special need, particularly in health, food and nutrition and family planning. ZONTA has provided \$US 100,000 toward this international service project.

277. Finally, the International Federation of Modern Language Teachers has undertaken a special type of project for International Women's Year. The Federation has set up an essay competition open to the language-teaching profession. The topic of the competition is "The Role of Women in Foreign Language Textbooks".