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UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Implementation of the Programme of Action for the Second Half  
of the United Nations Decade for Women

Report of the Secretary-General

CONTENTS

	<u>Paragraphs</u>	<u>Page</u>
I. INTRODUCTION .....	1 - 5	3
II. ACTION BY INTERGOVERNMENTAL ORGANIZATIONS TO IMPLEMENT THE PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS DECADE FOR WOMEN .....	6 - 39	4
A. Council of Europe .....	7 - 15	4
B. Intergovernmental Committee for Migration .....	16 - 18	6
C. International Centre for Public Enterprises in Developing Countries .....	19 - 34	7
D. Organisation for Economic Co-operation and Development .....	35 - 39	10
III. ACTION BY NON-GOVERNMENTAL ORGANIZATIONS TO IMPLEMENT THE PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS DECADE FOR WOMEN .....	40 - 109	11
A. Afro-Asian People's Solidarity Organization .....	43 - 46	12

\* A/38/150.

CONTENTS (continued)

	<u>Paragraphs</u>	<u>Page</u>
B. CARITAS International .....	47 - 48	13
C. International Catholic Migration Commission .....	49	13
D. International Commission of Jurists .....	50 - 51	14
E. International Confederation of Free Trade Unions ....	52 - 54	15
F. International Co-operative Alliance .....	55 - 63	16
G. International Council of Women .....	64 - 66	17
H. International Federation of Business and Professional Women .....	67 - 70	18
I. International Federation of University Women .....	71	19
J. International Planned Parenthood Federation .....	72 - 80	22
K. International Social Security Association .....	81 - 82	24
L. Lutheran World Federation .....	83 - 84	25
M. The Population Council .....	85 - 86	26
N. The Salvation Army .....	87 - 95	26
O. World Association of Girl Guides and Girl Scouts ....	96 - 100	27
P. World Council of Churches .....	101 - 106	28
Q. World Movement of Mothers .....	107 - 108	30
R. World Young Women's Christian Association .....	109	31

## I. INTRODUCTION

1. At its thirty-seventh session, the General Assembly adopted resolution 37/58 entitled "United Nations Decade for Women: Equality, Development and Peace", in paragraph 3 of which it called upon "Governments, the organizations of the United Nations system, including the regional commissions, intergovernmental organizations and non-governmental organizations to pay increased attention to the need to take practical measures to implement the relevant recommendations of the Programme of Action for the Second Half of the United Nations Decade for Women 1/ and, in particular, to expand technical co-operation activities which would ensure women's full and equal participation, as agents and beneficiaries, in all sectors and at all levels of development". In paragraph 10 of this resolution, the Secretary-General was requested to report to the Assembly, at its thirty-eighth session, on the steps taken to implement this resolution.

2. The General Assembly also adopted, at its thirty-seventh session, resolution 37/57 entitled "Integration of women in development". In paragraph 1 of that resolution, the Assembly called upon "the Secretary-General to encourage specialized agencies and regional commissions which have not yet done so to develop a comprehensive policy regarding the concerns of women, both as participants and as beneficiaries, in technical co-operation and development activities and to develop a strategy to ensure that women are an integral part of these activities"; in paragraph 2, the Assembly urged "those organizations to take every appropriate action within existing resources to monitor the implementation of the above-mentioned policies and strategies and to help disseminate this information upon request to Member States and other interested parties"; and, in paragraph 3, the Assembly requested "the Secretary-General to carry out all the activities called for in the present resolution within existing resources and to submit a progress report to the Assembly at its thirty-eighth session for its consideration, bearing in mind Assembly resolution 36/127 of 14 December 1981 entitled "Consideration within the United Nations of questions concerning the role of women in development".

3. The present report only considers measures taken by intergovernmental and non-governmental organizations to implement recommendations of the Programme of Action for the Second Half of the United Nations Decade for Women, those recommendations to expand technical co-operation activities for the advancement of women. Information on measures taken by Governments and by the organizations of the United Nations system, including the regional commissions, is presently being collected separately pursuant to related resolutions adopted by the General Assembly (resolutions 37/57 and 3490 (XXX)) and Economic and Social Council resolution 1982/19 which call, inter alia, for review and appraisal of activities being carried out to implement the goals and objectives of the United Nations Decade for Women, including technical co-operation activities for the advancement of women.

4. Therefore, to avoid duplication, the Secretary-General intends to prepare a consolidated report of the information received from organizations of the United Nations system, including the regional commissions, to be submitted to the Commission on the Status of Women, in 1984, at its thirtieth session. The recommendations of the Commission on the Status of Women will be transmitted to the

Economic and Social Council at its first regular session in 1984. Should the General Assembly wish to consider, in response to its resolution 37/57, this consolidated report highlighting technical co-operation activities of the United Nations system for the advancement of women, this report could be made available to the Assembly at its thirty-ninth session.

5. Information yet to be received on measures taken by Governments to implement the relevant recommendations of the Programme of Action for the Second Half of the United Nations Decade for Women, including expansion of technical co-operation activities for the advancement of women, will be contained in the comprehensive report on the review and appraisal of progress achieved in attaining the goals and objectives of the United Nations Decade for Women, which will be considered in 1985 at the third session of the Commission on the Status of Women as Preparatory Body. The present report summarizes information received from four intergovernmental organizations and 18 non-governmental organizations on practical measures taken to implement the recommendations of the Programme of Action for the Second Half of the United Nations Decade for Women and, in particular, recommendations to expand technical co-operation activities to ensure women's effective integration in development.

II. ACTION BY INTERGOVERNMENTAL ORGANIZATIONS TO IMPLEMENT  
THE PROGRAMME OF ACTION FOR THE SECOND HALF OF THE  
UNITED NATIONS DECADE FOR WOMEN

6. The following four intergovernmental organizations replied to the request: the Council of Europe; the Intergovernmental Committee for Migration; the International Centre for Public Enterprises in Developing Countries; and the Organisation for Economic Co-operation and Development.

A. Council of Europe

7. The secretariat of the Council of Europe reported that the Council had made the issue of equality between women and men one of the principle directions of its intergovernmental action, especially for the period 1981-1986, which is the time-frame established for its second medium-term plan. Accordingly, the Council has set up two instruments to promote this equality: the Programme of Action for the Promotion of Equality between the Sexes, and the Committee on the Equality between Women and Men, both of which function under the aegis of the Council of Europe. The Committee is in charge of evaluation and stimulation of action for the Council's programme in this regard.

8. In terms of the activities undertaken by the Council of Europe to implement its own Programme of Action, the Council secretariat mentioned one study entitled "The Situation of Women in Political Life", undertaken by the Council in order to analyse this problem in the context of its 21 member States. Different actions are

envisaged to follow-up the conclusions of the study to promote the participation of women in political decision-making in these countries. In addition, the study should permit the identification of new ways of researching this question from a scientific point of view.

9. In the juridical domain, the Committee of experts has both studied the overall question of discrimination against women and drawn up a recommendation in this regard concerning juridical protection against discrimination based on sex. Another related activity of the Council of Europe is a study on problems linked to physical violence of a sexual nature against women. In this regard, recommendations to the States members of the Council will probably be formulated by the Committee in the course of its work.

10. The Council of Europe is also preoccupied with the promotion of equality between the sexes in and by education. The problem of sexual stereotypes at school has been studied by a research project organized in Norway and there will now be a follow-up new project focused on primary school instruction (1983-1986). In addition, at a recent seminar organized by the Council, teachers were invited to reflect on the theme "Sexual Stereotypes at School, the Role and Responsibility of the Teacher".

11. In the social domain, the Council is presently concerned with the situation of women in non-remunerative activities (for example, in agricultural areas where women contribute greatly to production, but are not covered by social and juridical protection) as a first step to investigate the nature and magnitude of the problem. Another activity envisaged is to complete a European Social Charter to guarantee new rights in this regard and to write an additional Protocol on the law of equal opportunity and treatment in employment and professions without discrimination based on sex.

12. The Committee on the Equality between Women and Men, in pursuance of its mandate, has called for a study which was made entitled "National Mechanisms of member States to Promote Equality between Women and Men". Making an inventory of all the institutional mechanisms created by States members of the Council of Europe for this purpose, this comparative study, published in 1982, retraced the historical evaluation of this machinery and provided a descriptive analysis. The project will be completed in 1984 with a study of non-institutional mechanisms for the advancement of women.

13. A seminar was organized by the Council in June 1983 on the theme: "The Contribution of the Media to the Promotion of Equality between Women and Men", with the goal of defining the general strategies to promote this equality and the role of the media in this regard.

14. Regarding the participation of women, under the same conditions as men, in the functioning of the Council of Europe, a recommendation has been addressed to States members of the Council to assure the participation of women and men in equitable proportions in the committees and other organs established by the Council. In addition, a series of measures has been established to assure a better equilibrium between the sexes in employment by the secretariat of the Council.

15. Finally, the Committee on the Equality between Women and Men, which is composed of responsible policy-makers on questions of equality from each of the 21 States members of the Council, is the principle forum for the exchange of information and experience concerning national strategies and preparatory work regarding the respective national plans for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women.

#### B. Intergovernmental Committee for Migration

16. The Intergovernmental Committee for Migration (ICM) reported that it organized the Fifth Seminar on the Adaptation and Integration of Permanent Immigrants held from 6 to 10 April 1981, at Geneva, Switzerland, which especially treated the subject "Situation and Role of Migrant Women: Problems of Adaptation and Integration". In this regard, ICM submitted to the United Nations copies of the final report of this seminar, containing conclusions and recommendations in four basic issue areas regarding the situation and role of migrant women:

1. Migrant women in host countries (employed and unemployed, and social promotion);
2. Migrant women in countries of origin (those who remain and those who return to their country of origin);
3. Migrant women in irregular situations (clandestine migration; lacking juridical protection; isolated in host country; up-rooted from family tradition and other structures of social support; and exposure to physical and economic exploitation by employers without scruples);
4. Women refugees (of the 12 to 16 million refugees in the contemporary world, the majority are women and young girls).

17. In 1982, ICM stated that it implemented a project for women refugees in South-East Asia, notably Thailand, to permit the women concerned to identify their needs and to plan and establish programmes to prepare them in this regard. The project gave these women refugees training in both problem identification as well as problem resolution, and also the establishment and evaluation of such programmes. The project had two specific results: the first was to augment the role of women refugees and to stimulate their participation in development created in the country of their first migration; the second was to prepare them to face repatriation, or the re-installation in a third country, or local integration.

18. In a general manner, ICM co-operates with Governments, intergovernmental organizations and agencies established to re-install and assist migrants and refugees, among whom a great number are women. Finally, ICM reported that it participates actively in international conferences and meetings concerned with questions of migrant and refugee women.

C. International Centre for Public Enterprises  
in Developing Countries

19. The International Centre for Public Enterprises in Developing Countries (ICPE) reported that, regarding General Assembly resolution 37/58, it wanted to clarify at the outset that ICPE is a joint institution of developing countries,\* dealing with the management problems of public enterprises, with the aim of improving the performance of these enterprises so as to enable them to discharge business as well as socio-economic responsibilities.

20. The activities of the Centre encompass research, training, consultancy, information and documentation and organization of post-graduate studies in the field of education and training; planning in public enterprises; financing of public enterprises and joint ventures; workers' participation in decision-making, management of transfer and development of technology; information system and evaluation of efficiency and control of public enterprises and the role of the public sector in developing countries. An integral part of the Centre's work is the programme entitled "Women as a Factor of Development and the Responsibilities of Public Enterprises in This Regard", which analyses the role and position of women in development and the contribution of public enterprises to this effect.

21. In this framework ICPE has, from the very beginning, been studying the problems and possible solutions in this field. It has been recognized that the growing role of the public sector and of public enterprises in developing countries are important factors of economic and social development of these countries, including their role and responsibilities for improving the situation of women.

22. The overall objective of the activities of ICPE in this field aims at investigating the various existing approaches to the integration of women in the development process in developing countries with special reference to the actual and possible role of public enterprises in developing countries, in order to identify and suggest practical measures which could be incorporated into the management policies of public enterprises and development policies of the public sector, in general, and public enterprises, in particular.

23. The work of the Centre in this field has also been recognized and supported by the United Nations, particularly at the mid-Decade World Conference of the United Nations Decade for Women, held at Copenhagen in 1980, where a resolution (No. 15) 2/ on the International Centre for Public Enterprises in Developing Countries was unanimously adopted.

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\* As of March 1983, 33 developing countries have joined the Centre: Algeria, Bangladesh, the Congo, Costa Rica, Cyprus, Cuba, Egypt, Ethiopia, Guinea, Guyana, India, Iraq, Jordan, Jamaica, Democratic People's Republic of Korea, Kuwait, Malta, Mexico, Morocco, Namibia, Pakistan, Panama, Peru, Somalia, Sri Lanka, the Sudan, Syrian Arab Republic, United Republic of Tanzania, Tunisia, Venezuela, Zaire, Zambia and Yugoslavia.

24. Research activities in this field are based also on the TCDC (technical co-operation among developing countries) principle and are conducted in close co-operation with national institutions in developing countries, their experts and teams, as well as with international organizations, in particular of the United Nations system, among them the International Research and Training Institute for the Advancement of Women. In this connection, ICPE is trying to follow a jointly adopted approach to studying this subject by endeavouring to include the relevant aspects of the position and the role of women into the research activities being carried out within the various projects and programmes of ICPE, as mentioned above. This includes issues such as women's participation in decision-making in public enterprises, the impact of transfer and development of technology on women in these enterprises, full and equal treatment of women in employment, equal pay, etc., within the corresponding projects and/or programmes of the Centre. The study of these problems is being pursued.

25. Moreover, the Centre has initiated studies on national experiences regarding the role and responsibilities of public enterprises in the advancement of women. As a result, an analysis of the situation in these countries was rendered possible and discussed in-depth at the expert group meeting held in November 1982. The experts from developing countries and the representatives from international and regional organizations agreed that the concept of the public sector and public enterprises, their functions and performance possibilities, directed towards the advancement of social and economic development of these countries, are important for the advancement of women as a factor of development as well. In this connection, the discussions at the meeting helped to perceive the principal factors determining the improvement of women, particularly through the operation of public enterprises in developing countries.

26. It has been agreed that attention should be given to the improvement of the capabilities of public enterprises in implementing international labour standards related to women workers. This is going to be one of the items which will be further analysed on the occasion of the expert group meeting envisaged to be held in Colombo, Sri Lanka, at the end of 1983.

27. As to the training activities which the Centre is carrying out, ICPE is trying to involve women as participants at the regular training seminars of the Centre, particularly on management training and training of trainers seminars. It is the standing practice of the Centre to include in the programme of these seminars the aspect of women's position and role as a factor of development, particularly within the context of the curricula for management training programmes. It is also planned to include it into the manuals the Centre is preparing for this framework.

28. Within its training activities, the Centre has been organizing special training programmes on public enterprise management for Namibian students. So far, four eight-month courses have been carried out. Apart from encouraging women to take part in these programmes, which resulted in increasing the number of female students, the Centre also includes in this programme a one-week module on "Women as a Factor of Development", which introduces in the courses the problems of the integration of women in development and, particularly, the role and responsibilities of public enterprises in this regard.



29. As to the consultancy activities the Centre is developing, mention should be made of the OPTIMA (Optimal Performance through Internal Management Action) exercises, which the ICPE Consultancy Services are undertaking to operationalize the Centre's concept of a programme designed to increase awareness among public enterprises' managers of the already existing internal capabilities in their enterprises to solve problems and improve performance. The team of experts visiting a designated country (so far, Somalia, Ethiopia, Cyprus, Jamaica and Grenada were visited) and its selected enterprises is always, whenever possible, trying to gather data on the position of female workers in the respective enterprises, as well as trying to identify the role and position of female workers of which the management should be aware and act accordingly. The Centre publishes a series on OPTIMA exercises.

30. As part of the Centre's activities concerning information and documentation, accession lists are regularly prepared containing notes on publications of women as a factor of development and are stocked in the ICPE library. Besides this, the Centre is publishing selected annotated bibliographies on the subject on special occasions such as the Conference of Non-Aligned and Other Developing Countries on the Role of Women in Development, held at Baghdad in 1979, and the World Conference of the United Nations Decade for Women, held at Copenhagen in 1980. A special publication of this kind is also envisaged for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, to be held at Nairobi in 1985.

31. Among the publications on women as a factor of development, the Centre has published the results of the meetings on this subject and new publications are currently in the process of printing which were elaborated on the basis of monographs commissioned.

32. Upon the initiative by the Ministerial Meeting of the Co-ordinating Bureau of Non-Aligned Countries (Havana, 1982), the Conference of Heads of State or Government of Non-Aligned Countries, held at New Delhi in March 1983, endorsed the proposal 3/ that ICPE co-operate with these countries in preparing the study on the position of women in developing countries within the context of preparations for the World Conference to be held at Nairobi in 1985.

33. The Centre has been participating in the preparations for the United Nations Nairobi Conference. A proposal reflecting the Centre's views was included in the documentation for the first preparatory meeting of the Commission on the Status of Women which was held this year.

34. Generally speaking, ICPE stressed that in the process of the implementation of the recommendations of the Programme of Action for the Second Half of the United Nations Decade for Women, special attention should be paid to including the aspect of women as a factor of development into other development projects, particularly those of the United Nations directed towards the advancement of developing countries.

D. Organisation for Economic Co-operation and Development

35. The Organisation for Economic Co-operation and Development (OECD) reported that two groups within its organization have responsibilities for activities related to the implementation of the Programme of Action for the Second Half of the United Nations Decade for Women: the OECD Working Party on the Role of Women in the Economy (which reports to the OECD Manpower and Social Affairs Committee), and the OECD Development Assistance Committee's Correspondents' Group on Women in Development.

36. The Working Party on the Role of Women in the Economy was established at the end of 1974 and its first mandate was to elaborate a coherent approach to the participation of women in the economy. A new mandate in 1979 reflected the realization that women had effectively become a major element of the labour force and addressed such issues as labour market segregation, unemployment, equal opportunities in employment, equal access to education and training, and inequities in social security and taxation systems. A report by the Working Party on these and related issues will be submitted to the Council of OECD at the end of this year or the early part of 1984. In April 1980, a High Level Conference on the Employment of Women was sponsored by OECD. Its objective was to examine: firstly, the implication of high and rising participation rates of women workers and, secondly, the persistence of labour market segregation despite equal opportunity policies already practised in most OECD member countries. A 14-point Declaration on Policies for the Employment of Women was endorsed by the Conference to serve as a guide to member countries as a means to realize the principles of the United Nations Decade for Women.

37. The Correspondents' Group on Women in Development of the Development Assistance Committee (DAC) is involved in activities which help to ensure all sectors and levels of development. In the context of International Women's Year, DAC held a meeting on the "Integration of Women in the Development Process", in Paris in October 1975, and, since this time, the issue has been raised in subsequent informal DAC meetings. A DAC expert meeting on the role of women in development was held in Paris in 1981 and it was suggested that a DAC Correspondents' Group\*\* on Women in Development (WID) should be established to serve as a centre for policy co-ordination and information exchange between member countries and agencies.

38. The issues dealt with by the DAC/WID donor group reflects the changes that have taken place in evaluating women's role in the development process. After the United Nations World Conference of the International Women's Year, held at Mexico City in 1975 <sup>4/</sup> a great emphasis was placed on setting up machineries and appointing special advisers in this area. The initial focus was on special women's activities but, since then, most donors have moved away from this concept towards a more

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\*\* A correspondents' group relies on most tasks being carried out by its members via correspondence.

integrated approach in a desire to avoid activities that tend to isolate women from the wider economic context.

39. The work of the DAC/WID Correspondents' Group has focused on a wide range of issues, such as data collection, checklists, guidelines and placing more qualified women in crucial positions. These discussions have been based on case studies covering aspects of projects with relevance to women. The aim of the Group is to enable DAC to take into account more consistently the problem of integrating women into the development process, not only through special meetings, but in any DAC meeting concerned with a range of development sectors.

III. ACTION BY NON-GOVERNMENTAL ORGANIZATIONS TO IMPLEMENT  
THE PROGRAMME OF ACTION FOR THE SECOND HALF OF THE  
UNITED NATIONS DECADE FOR WOMEN

40. The following 18 non-governmental organizations replied to the invitation, referred to in paragraph 3 above, to submit information on their respective activities of relevance, or comments of a general nature, pursuant to paragraph 3 of General Assembly resolution 37/58: Afro-Asian People's Solidarity Organization (AAPSO); CARITAS International; International Catholic Migration Commission; International Commission of Jurists (ICJ); International Confederation of Free Trade Unions (ICFTU); International Co-operative Alliance (ICA); International Council of Women (ICW); International Federation of Business and Professional Women (IFBPW); International Federation of University Women (IFUW); International Planned Parenthood Federation (IPPF); International Social Security Association (ISSA); Lutheran World Federation (LWF); Population Council (PC); Salvation Army (SA); World Association of Girl Guides and Girl Scouts (WAGGGS); World Council of Churches (WCC); World Movement of Mothers (WMM); and World Young Women's Christian Association (WYWCA).

41. Before presenting summaries of these replies, the Secretary-General would like to draw the attention of the General Assembly to resolution 1983/28 of the Economic and Social Council, paragraph 1 of which requested the Secretary-General to invite the interested non-governmental organizations in consultative status with the Council to participate actively in the preparations for and in the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women to be held in 1985, and paragraph 2 of which further requested the Secretary-General to invite interested non-governmental organizations in consultative status with the Economic and Social Council to submit to the Commission on the Status of Women acting as the preparatory body for the 1985 World Conference, information, including their views on the progress made and the obstacles still to be overcome towards the attainment of the goals of the Decade, as well as their views on priorities and strategies looking to the year 2000; paragraph 3 of which urged Governments to invite interested non-governmental organizations in their respective countries to also submit views on the progress made at the national level, obstacles remaining and goals to be attained, and to co-operate in the preparation of the national reports to be submitted by them to the Secretary-General and finally, paragraph 4 of which requested the regional commissions to ensure that the interested non-governmental organizations in consultative status with the Council

participate in their respective regions in the preparations for and in the intergovernmental preparatory regional meetings for the 1985 World Conference.

42. While the following replies were submitted pursuant to General Assembly resolution 37/58, they obviously complement the request in Economic and Social Council resolution 1983/28 on the views of non-governmental organizations regarding progress made and the obstacles still to be overcome towards the attainment of the goals of the Decade.

A. Afro-Asian People's Solidarity Organization

43. The AAPSO Presidium Committee for Women was established in Kabul at the AAPSO Presidium Meeting, held from 18 to 21 November 1981. Eleven members were elected to the Committee by name from the AAPSO national organizations in Afghanistan, Chile, the Congo, Democratic Yemen, Egypt, Ethiopia, Madagascar, German Democratic Republic, Algeria, France and the liberation movement of the Palestine Liberation Organization for Palestine. The chairperson of the Committee is from the People's Republic of the Congo; there are also two co-ordinators, one from the international secretariat and one from the Cyprus Centre.

44. This Committee was formed for the purpose of undertaking policy decisions. Whenever necessary, it will also carry out relevant analysis and studies, which it will take or recommend carrying out of appropriate action on the subject of women or allied subjects. Further, this Committee is empowered to initiate actions, to decide ways and means of pursuing the course of development of the status of women and children, and to consider their problems with the objective of resolving them.

45. Besides these considerations, it is hoped that the Presidium Committee for Women will be able to broaden the activities of the AAPSO secretariat work regarding women in their struggle for liberation, equality and development. The Committee hopes to work through the holding of dialogues, workshops, seminars and meetings with as many womens' organizations as possible. It will also contribute to collective work towards the realization of world peace.

46. The Presidium Committee for Women will decide upon the strategy to be used in order to broad-base the objectives of AAPSO in relation to women. The struggle of the national liberation movements and the integration of women in development are primary subjects which deserve foremost attention and consideration of the Presidium Committee. The problem of apartheid, the problems of women who live under conditions of war, the burden of bringing up children single-handed, eradication of illiteracy, the need for family-planning are themes that will be discussed and propagated through the programme of action of the Committee. The problems of women who are forced to be the bread-winners of the family when the male is away (as revolutionary worker, freedom fighter or migratory worker in search of jobs) will be major problems deserving consideration.

B. CARITAS International

47. This is the International Confederation of Catholic Organizations for Charitable and Social Action which has reported that approximately 70 per cent of its national affiliates in 113 countries have quite varied types of programmes for the advancement of women. However, CARITAS International did present a 1982 profile of specific types of technical co-operation projects in the following countries which have been undertaken in the context of the implementation of the Programme of Action for the Second Half of the United Nations Decade for Women.

(a) Promotion of health: maternity equipment in Rwanda, United Republic of Tanzania and Guatemala;

(b) Assistance to disabled women: furnishing of sewing machines to a centre for disabled persons in the United Republic of Tanzania; rehabilitation of young disabled women in Brazil;

(c) Promotion of the economic condition of women: material for artisan activity of local groups of refugee women in the United Republic of Tanzania; material for artisan activity (textiles) for women in Jerusalem; means of financing women's co-operatives in Italy;

(d) Promotion of education and professional formation: scholarship programmes in the United Republic of Tanzania and Algeria; training of nurses in Brazil; mother's clubs in Honduras and Peru; materials for a women's training centre in India; and financial assistance for women's training courses in Italy.

48. In 1982, CARITAS International reported that it assisted 18 technical programmes for the advancement of women at an approximate value of \$US 500,000. However, it repeated that its national affiliates sponsored significantly more programmes in this regard than those financed on an international basis by CARITAS.

C. International Catholic Migration Commission

49. The International Catholic Migration Commission (ICMC) responded that its organization is not specifically occupied with activities in this domain but, nevertheless, its project of assistance to refugees took account of the particular needs and problems of women. In this regard, it submitted a report prepared by ICMC in Rome in April 1982 under the auspices of l'Associazione Universitaria per la Cooperazione Internazionale, on the question of refugees which did treat the problems of women refugees as part of a special conference on refugee problems. ICMC also sent a copy of its Migration News (vol. 3-4, 1982) which presented information on this conference and on the report of its conclusions and recommendations.

D. International Commission of Jurists

50. The International Commission of Jurists (ICJ) replied that, for some years, the Commission has been holding a series of third world seminars on human rights and development and, in all of these seminars, the role of women in development was one of the subjects discussed by the participants.

51. In this regard, ICJ submitted the relevant working papers, recommendations and conclusions of recent ICJ seminars held in South and South-East Asia. One of these seminars, for example, held in Lucknow, India, from 4 to 9 December 1982, examined the issue of "The Role of Women in Development", and made the following recommendations:

1. Concerted efforts must be made to recognize the equal status and contribution of women, and eliminate discrimination against them in all spheres of life: economic, social and political.

2. The census needs to be reviewed and redefined with respect to terms like economic activity, household worker, and head of household, since these terms have obscured or made invisible the significant contribution of women in economic activities.

3. The impact of technological change on the female labour force should be constantly assessed to ensure that there is minimal displacement of women. In case of displacement, the women workers should be given training in the new technology and employed on a priority basis. For example, if weed killers are used in place of manual weeding by women, the displaced women workers should be taught to sprinkle the weedicide and should be re-employed. The present practice is that men take over the work.

4. In training programmes in agriculture and allied fields special attention must be paid to giving training to women. A minimum percentage of women trainees should be established. The training programme should be designed, keeping in mind the other responsibilities held by women.

5. The present practice of having separate income-generating programmes for women, leading to stereotyping of their jobs, should be discontinued and efforts made to integrate them fully in the development process. For this purpose, in the initial stages, a special allocation in all projects and plans should be earmarked for women.

6. Agro-based industries should be set up in the rural areas in order to create job opportunities for women as close to their villages as possible.

7. International development aid programmes should guard against adverse effects on women. Whenever such programmes are planned, special care should be taken to assess the needs and problems of women.

8. Inadequate labour laws in the agricultural and rural unorganized sector result in low wages, long hours and unhealthy conditions of work for women. Labour laws, therefore, should be effectively extended to the rural labour force.

9. Equal wages for equal work should be guaranteed by legislation and, in countries where such legislation already exists, there is need for more effective implementation.

10. Land laws should be amended so as to confer equal ownership of land on the women, particularly when land is distributed through land reform laws.

11. The traditional skills of women in such fields as handicrafts and healing should be recognized and encouraged. The process of modernization should not adversely affect such skills.

12. To ensure participation of women, efforts must be made to eliminate all forms of violence in rural areas through laws and other means.

13. To enable women to assert their role and participate in the rural community, training in leadership and other skills should be provided. To facilitate this, training centres for women should be set up in villages. Provisions must be made for proper representation of women in village councils, panchayots and other administrative and development organizations."

#### E. International Confederation of Free Trade Unions

52. The International Confederation of Free Trade Unions (ICFTU) reported that it has undertaken a number of activities in compliance with its Charter of the Rights of Working Women and its Programme of Action for the Integration of Women into Trade Unions, "both of which," ICFTU states, "are relevant to the Programme of Action for the Second Half of the United Nations Decade for Women".

53. Most of the activities carried out in the framework of both policies by ICFTU are meant to assist its affiliated organizations in developing countries in improving the living standards of women and in playing a more active role in the trade unions, including rural workers' organizations, particularly at the decision-making levels. The objectives of these activities are manifold:

1. To develop awareness among working women of development problems and the role of unions and make unions more aware of the discrimination and difficulties encountered by working women in order to prepare a power-base for women in the unions;

2. To train, through the most appropriate methods, women able to formulate demands, gather support and play responsible roles in decision-making;

3. To help generate economic activities carried out by women to improve their living standards, including self-employment schemes.

54. ICFTU concluded that its activities regarding women vary from country to country and case to case. They comprise studies, consultancy services, courses of all kinds, loans, etc. The activities are limited by the availability of resources, financial as well as human.

#### F. International Co-operative Alliance

55. The International Co-operative Alliance (ICA) responded that its organization supports actions which are designed to expand technical co-operation activities and which ensure women's full and equal participation, as agents and as beneficiaries of development. It manifests its concern for women, who in the co-operative movement have equal rights with men, in two main ways.

56. The first of these is the ICA Head Office in Geneva where ICA employs in full a Women's Officer who acts as secretary to the Women's Committee. She also is the liaison officer with two women's officers who are based at its regional offices at New Delhi and at Moshi in the United Republic of Tanzania. Both regional offices have carried out projects designed specifically for women: one was the "Co-operative Education and Other Activities Project 1977-1979" in East Africa; another is the ongoing "Co-operative Women's Consumer Project" in Sri Lanka.

57. Through the regional offices, ICA engages in general co-operative education for women. This encourages women to form specific women's co-operatives to provide supplementary incomes for themselves. It also encourages them to participate in co-operatives where their husbands are already members. Regional and national seminars are held on subjects such as "The Role of Women in Co-operative Development", "Enhancing Women's Participation in Co-operative Activities" and "Better Living Activities through Co-operatives". Surveys are also conducted to ascertain the present position of women in co-operatives. National co-operative women's committees operate in many countries.

58. ICA's experience has shown that effective education depends to a considerable extent on an ability to reach women on their own wave-lengths. The co-operative experience has demonstrated that women can be meaningfully motivated if they are exposed to programmes which are beneficial in the short-term. Hence, the focus on better health, living, nutrition, consumer awareness and protection, development of skills, nursery classes and income-generating activities.

59. Besides education, co-operatives have tried to assist women in development in practical ways. For example, ICA has just concluded the "Buy a Bucket of Water Campaign". The idea for this originated in ICA's Women's Committee and was a response to the Year of the Child of the United Nations Children's Fund (UNICEF). Through appeals to buy a bucket of water, £235,000 was raised throughout the world. This has been spent, under appropriate government supervision, in the sinking of wells and the provision of clean water in many developing countries.

60. Besides its regional activities, the second main way in which ICA manifests its concern for women is through its Women's Committee. This is an auxiliary committee of ICA and comprises 70 members from 36 different countries, including 13 developing countries.



61. At its last meeting, held at Reykjavik in July 1982, ICA's Women's Committee concerned itself with world peace. It passed a statement which appealed to women co-operators all over the world to strive for peace. At its subsequent meeting, held in Great Britain in May 1983, the ICA's Women's Committee considered "Women, Peace and Disarmament".

62. This meeting also considered a Working Paper entitled "Women as Equal Partners in Co-operative Development". Designed to call attention to some of the problems which hinder the active participation of women in co-operative development, the paper asserted that development is a process which should derive its form and content from the people themselves. This applies to both men and women.

63. It further suggested that plans for any co-operative project should first be scrutinized to determine how they are likely to affect women's work; also, how they can strengthen women's economic and social positions. The paper then went on to suggest a checklist of basic criteria under which proposals for co-operative technical assistance projects should be scrutinized. These criteria are designed to ensure that women's positions are safeguarded and improved.

#### G. International Council of Women

64. The International Council of Women (ICW), through its 74 national affiliated councils and the regional as well as international activities of its secretariat, undertakes many programmes to increase the participation of women in development. ICW reported that the objectives of its work "cover many of the areas of activity and programme objectives of the Programme of Action for the Second Half of the United Nations Decade for Women".

65. It outlined specific activities of ICW in this regard:

1. Standing Committees - there are 13 Standing Committees each of which works according to a three year Plan of Action. These cover many of the items set out in the Programme of Action for the Second Half of the United Nations Decade for Women.

2. ICW representatives attend United Nations and United Nations agency meetings around the world, constantly promoting women's interests and, in particular, the priorities and policies which are agreed by ICW members themselves.

3. ICW organizes international, regional, subregional and national consultations/seminars/work-shops focusing on particular aspects of the Programme of Action for the Second Half of the United Nations Decade for Women. Examples of such meetings are: In July 1980, at Chantilly, France: "Seminar on Vocational Training" and at Gaborone, Botswana: Workshop "Ways of Enriching Family Life". In February 1981, at Bangkok, Thailand: Conex 1981: International Exhibition of Craft Work and Conference and Colloquium on "Rural Income-Generating Activities, in particular Artisan Craftwork". In April 1981, at Brussels, Belgium: "Women, Factors of Success in

Development". In February 1982, at Auckland, New Zealand: subregional meeting for women of the South Pacific: "Look Deeply with Wisdom". In September 1982, at Seoul, Republic of Korea: "Women and Leadership".

4. Practical projects at the local level are constantly in progress. ICW is responsible for such projects in more than 25 countries. Examples are illustrated in the booklet entitled: "15 Small Miracles". In addition, there are five projects sponsored by the United Nations Educational, Scientific and Cultural Organization (UNESCO) under its various programmes.

5. ICW has paid particular attention to the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180, annex), and affiliated councils are working with their Governments to ensure that the Convention is ratified and its provisions are carried out.

6. Particular aspects of women in development are covered by ICW policy resolutions. For example, resolutions passed at the Triennial Conference of ICW, held in Seoul, September 1982, which concern all of the major issues regarding women as adopted by the General Assembly and Economic and Social Council of the United Nations.

7. ICW has joined four other international women's organizations in Project 5-0: the International Federation of University Women; the International Federation of Business and Professional Women; the Soroptimist International; and the Associated Country Women of the World. This is a co-operative approach to project development in the selected area of vocational training and skill development. A pilot project is being established in Calcutta.

66. ICW concluded that women are an integral part of development and, therefore, should benefit from and contribute to every aspect of development, on an equal basis with men. It reported that it is promoting women's participation at every level and in every aspect of development. At the same time, it is closely monitoring the implementation of the Programme of Action for the Second Half of the United Nations Decade for Women and the Convention on the Elimination of All Forms of Discrimination against Women.

#### H. International Federation of Business and Professional Women

67. The International Federation of Business and Professional Women (IFBPW) submitted a partial report, based on some of its affiliates' activities, on the practical level, related to General Assembly resolution 37/58:

1. Bangladesh (Federation): organized seminars on "The Status of Women in Islam" and "Women in Development in Asia".

2. Barbados (Club): concerned with a wider employment of women and still studying how to implement decisions and resolutions of the mid-Decade

World Conference of the United Nations Decade for Women held at Copenhagen, in 1980.

3. Bolivia (Federation): last year, helped in setting up a committee for the restoration of the monuments of Potosi, with United Nations financial assistance, and in order to develop touristic activities in the area. It also organized three seminars entitled "Women and Banking", "Women in the Tourist Industry" and "Women and the Press". This year's programme is entitled "Micro and Small Business Enterprises as the Key to Development". The women are trying to motivate private entrepreneurs to invest part of their capital in the creation of small business enterprises, especially in the rural areas.

4. Brazil (Clubs): the Sao Paulo Club has obtained the signature of the Governor of the State on a document that will allocate federal funds to activities for the development of handicrafts. Now, one of the Club's project is to start a scheme for exporting these handicraft articles.

5. Thailand (Federation): supported a national project (patron: Her Majesty the Queen) on income-generating and related techniques.

6. Many Clubs in Africa and other developing countries run educational programmes for women in rural areas, with a view to development.

68. IFBPW is reviewing its own structure. A draft resolution to be presented to the next congress, in July/August 1983, includes the dividing up of affiliates into six regions and the nomination of six corresponding regional vice-presidents. This should help considerably with the issue of development.

69. IFBPW adopted, at its twenty-fifth Congress, held at Montreux in 1980, a resolution adopting and supporting the Co-action Programme of UNESCO. Since then, money has been sent regularly from individual members and from affiliates.

70. IFBPW and five major women organizations have planned a pilot project in India as the first of five programmes on each continent. The project aims at helping women who are without any source of livelihood or vocational training. It has been cited as an example of co-operation in a UNICEF report by Martin Ennals on co-operation between UNICEF and the non-governmental organizations. This project is now accepted by UNESCO to be part of their Co-action Programme.

#### I. International Federation of University Women

71. The International Federation of University Women (IFUW) reported the following information on its activities at the international and national levels:

##### A. IFUW international level:

1. The Twentieth Triennial Conference of IFUW, held in Vancouver, Canada in August 1980, just after the Copenhagen World Conference of the United Nations Decade for Women, heard an address by Dr. Lucille Blair,

Secretary-General of the World Conference, entitled "Where Do We Go from Here?". The same IFUW meeting adopted resolutions asking national affiliates and IFUW committees to give priority in their programme to studying the Convention on the Elimination of All Forms of Discrimination against Women and the Programme of Action for the Second Half of the United Nations Decade for Women.

2. The Study and Action Programme for the triennium 1980-1983, adopted by the IFUW Conference in Vancouver and proposed to its 51 national affiliates, is called "Developing Human Potential" and includes three main topics: "Education, Communication and Advancement of Women". A kit was prepared by the IFUW Status of Women and Cultural Relations Committee to offer suggestions to national federations and associations for their studies and activities. The Programme of Action for the Second Half of the United Nations Decade for Women was referred to in this programme material.

3. During the sixty-sixth Council meeting of IFUW held in Geneva, Switzerland in July 1982, an evening programme was devoted to the ratification of the Convention on the Elimination of All Forms of Discrimination against Women, allowing delegates from countries which had not yet ratified the Convention to explain the reasons for this situation. Participants were particularly interested in the cultural and religious obstacles mentioned by some members from developing countries.

4. From suggestions sent in advance by national affiliates, the sixty-sixth Council also chose a programme for the triennium 1983-1986, to be ratified by the 1983 Triennial Conference. This programme (outlined below) is much in line with the Programme of Action for the Second Half of the United Nations Decade for Women:

"Beyond the United Nations Decade for Women - Planning towards 2000"

(a) Women and technology:

(i) Appropriate technology;

(ii) New communication technology;

(b) Women and work:

(i) Place and role of work in tomorrow's society.

5. At its recent annual meetings, held at Geneva in March 1983, the Status of Women and Cultural Relations Committee of IFUW, made up of members from Asia, Europe, Oceania, North and South America, tried to identify common facts and current trends in the status of women as follows:

(a) Women have more opportunities, but are reluctant to move up into positions involving decision-making;

(b) General attitudes have changed during the United Nations Decade for Women: women have become more aware of their minority position and, therefore, of the need to change society's attitudes;

(c) There is a positive change in attitudes towards the role of women in economy, in law and in society;

(d) Women are more aware of their shared concerns and work together more: more women are identifying with each other;

(e) The advancement of women, leading more women to work and take responsible positions, has often resulted in an extra burden for them, adding household and family responsibilities to the professional work. Progress in one field often brings disadvantages in other fields, for example, quality of life for women and family life;

(f) In some countries, there seems to be an apparent progress, but because of the historical and social situation, it is actually in some way a regression. The law is ahead of attitudes.

6. A one-day workshop on projects was held immediately before the twenty-first IFUW Conference in August 1983, in the Netherlands, to facilitate exchanges and co-operation between members from developing countries and members from industrialized countries in the field of development projects for women, and to help national affiliates in undertaking worthwhile projects, in writing applications and requesting funds. A booklet entitled "Guidelines on How to Develop Projects and Get Money for Them" will be published in this connection.

7. IFUW co-operates with other women's international non-governmental organizations, particularly in non-governmental organizations' committees on the status of women in New York, Geneva, and Vienna, and their working groups, such as "Women and Employment", and "Women and Peace".

8. In connection with the World Assembly on Aging, held at Vienna in 1982, IFUW has shared information with its members, in particular on the special problems and needs of elderly women and the effects of an aging society on women.

B. IFUW national affiliates:

1. In view of the forthcoming IFUW Conference, the IFUW national affiliates have been invited to send a report on their activities during the last three years. A number of them refer to the ratification of the Convention on the Elimination of All Forms of Discrimination against Women. All demonstrate a real concern for the status of women in their countries and an active interest in actions aimed at improving the conditions of women.

2. Some IFUW members are particularly concerned about legislation. For instance, in Argentina, some lawyer members have been working on the exercise

of paternal authority. The Bangladesh Federation is pressing for changes in the existing law of inheritance of the country. The Kenya Association mentions the enactment of the Law of Succession. According to the Japanese Association, the Civil Code in Japan was partially amended in July 1980 to guarantee an increase in the amount of inheritance claimable by a spouse. In Thailand, family law has been amended to give women equal rights in property ownership.

3. In the field of equality, some facts are encouraging. The Kenya Association notices "a slight change in attitudes towards women" and the New Zealand Federation "a greater public awareness of status and rights of women". Despite the defeat of ERA (Equal Rights Amendment), the United States of America Association states that "there has been progress in acceptance of the principle of equality". In Iceland, the election of a woman as President of the Republic in 1980 has had an enormous effect on the social, political and educational thinking of all people, in particular children. In Israel, though women remain under-represented in managerial positions, in both the private sector and the Civil Service, statistics indicate that women with higher education are increasingly moving up the ranks. In Sri Lanka, the posts of Government Agent and Secretary to a Ministry were first opened to women in 1981, and in Thailand, women are now allowed to become "Kum Nun" (area leader) and "Pu-Yai-Ban" (head of village).

4. However, the following observation made by the Israel Association would probably be supported by many others: "On the books, women enjoy equal political and legal rights; in reality, social and cultural biases still exist in some areas." For instance, the Australian Federation worked towards obtaining a roster of qualified women; this effort obtained a moderate success at State and local level and a disappointing response at national level: qualified women seem to be either too busy or reluctant to come forward.

#### J. International Planned Parenthood Federation

72. The International Planned Parenthood Federation (IPPF) reported that it has taken actions in six specific areas to implement the Programme of Action adopted in 1980:

1. Consolidation and expansion of its worldwide Planned Parenthood and Women's Development Programme (PPWD).
2. Integration into regular information and service programmes, activities specifically to benefit women.
3. Increased collaboration with non-governmental organizations.
4. Participated actively in the programmes of intergovernmental organizations intended to ensure women's full rights and participation in development.

5. Through its publications, made known worldwide the aims of the United Nations Decade for Women and the progress made.

6. Publicized the strategies and approaches being introduced to involve women in the development process and raise their status.

73. Throughout its 30 years of existence, IPPF has endeavoured to ensure that women are able to exercise their fundamental right to plan the number and spacing of their children. The services provided by its member Family Planning Associations (FPAs) in 116 countries have benefited many thousands of women. The interrelationship between the status of women, family planning and development was very well established by the Commission on the Status of Women in 1975 and since then, it has been accepted that family planning, by helping women to make personal decisions about pregnancy, birth-spacing and family size, assist them in planning their productive contributions to development and taking up employment opportunities.

74. IPPF recognizes that women, especially in developing countries, are still denied the right to freely decide on the number and spacing of children, a right spelled out in the Tehran Declaration in 1968. The World Fertility Survey findings show that in the 20 countries where they interviewed women, over half the births were unwanted. IPPF is continuously seeking by pioneer and project work to raise the commitment of Governments to provide family planning. Although most of its programmes are in any case intended principally for women, the three year plans of IPPF have successively emphasized the need to strengthen integrated programmes which help in raising the status of women by other means than family planning alone. Programmes for women are one of the six priority areas for IPPF action in the IPPF Three Year Plan, for 1985-1987. A programme officer in the Programme Development Department of the International Office monitors women's programmes continuously and makes proposals for strengthening the ongoing programmes and assessing new ways of meeting the need of women. A sub-committee of the IPPF Task Force on Planned Parenthood and Women's Development Programme was formed in 1982 to provide an IPPF input into preparations for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, to be held in 1985 and to make recommendations on IPPF contributions to events.

75. The several events IPPF has organized with other organizations have resulted in strong support for women's programmes. For example, IPPF has been involved with the United Nations Fund for Population Activities (UNFPA), UNICEF and the Global Committee of Parliamentarians on Population and Development in a series of meetings for parliamentarians interested in population and development. The latest, the Western Hemisphere meeting of Parliamentarians on Population and Development, detailed specific areas of discrimination and noted that "the ability of women to plan, manage and control their own fertility is a pre-requisite to equality". This meeting was held in Brasilia, late 1982, and its recommendations have been widely distributed to leaders in the region.

76. As regards provision of services, IPPF is constantly studying new approaches in the delivery of family planning, especially through community participation and through community-based service programmes, thus ensuring that services are

provided to women in the most convenient, acceptable and safe manner. It is IPPF policy to involve women in the design and implementation of services intended for their use.

77. The IPPF Planned Parenthood and Women's Development Programme (PPWD) was launched in 1977 as a response to the World Conference of the International Women's Year, held in Mexico in 1975. Since 1980, the PPWD Programme has developed from the initial provision of day-care services and income-generating activities to one based on women's expressed needs emphasizing self-reliance and self-help.

78. The projects, all on a small-scale, offer women the opportunity for personal betterment through improvements in their health and nutrition and by increasing their education and employment opportunities, as well as providing them access to family planning information and services. Because of the over-riding regional and country differences, the approach to the programme has varied in different parts of the world. There are now 100 projects in over 40 countries run by national Family Planning Associations and, in several cases, in collaboration with other non-governmental organizations or local community organizations.

79. These tackle an infinite variety of problems such as, providing clean water in Kenya, improving poor health facilities in Ghana, improving the quality of life for rural people in Indonesia, nutrition education in Tunisia, adult literacy programmes in Costa Rica's marginal province of Limon, nutrition, home management and child care in Pakistan, and so on. Some address special problems of teenage pregnancies, as well as one-parent households and school drop-outs. The majority of projects are directed towards alleviating the desperate conditions of women and children in the most deprived stratas of society.

80. Besides these activities, the IPPF also supplied details on its projects to raise management capacity, collaborate with non-governmental organizations and the United Nations system, and publicize the aims and goals of the United Nations Decade for Women especially through its People magazine and Open File newsletter.

#### K. International Social Security Association

81. The International Social Security Association (ISSA) reported that, although its programme of activities during the coming months does not include a specific activity relating to women's questions, it did sponsor a research meeting on "Long-term Care of the Elderly and the Disabled" at Oslo, from 20 to 22 June 1983, which is particularly relevant to the resolution on the situation of older women adopted at the World Conference of the United Nations Decade for Women, held at Copenhagen in 1980. <sup>5/</sup> The purpose of the meeting was to examine research carried out at the national level on the needs of different categories of the population for long-term care and the social security arrangements intended to meet these needs.

82. ISSA stated that the vast majority of persons requiring long-term care, either at home or in institutions, are the very old and are at the same time predominantly women. ISSA thus anticipated that a theme of the discussion at the expert group



meeting would be the particular needs of older women for long-term care and the role of social security institutions in providing this protection.

#### L. Lutheran World Federation

83. The Lutheran World Federation (LWF) reported that although its different projects have, directly or indirectly, been of benefit to women, LWF has re-examined its concerns for women in the course of the last few years. This process, it stated, has been encouraged and strengthened by the United Nations Decade for Women, which gave many valuable impulses to LWF. In this context, the Office for Women in Church and Society of LWF has focused on the education and the raising of consciousness of women through seminars, workshops, international consultations and research projects.

1. Since the beginning of the United Nations Decade for Women in 1975, the LWF Women's Office has sponsored 20 seminars and regional workshops in Africa, Asia and Latin America, which have centred mainly around the following aspects: the role of women in church and society, organizational techniques, skill training in group leadership, instruction on subjects such as nutrition, population education, rural development, family and marriage counselling, further skill training in cottage industry activities and local arts and crafts. These events have usually lasted 5 to 12 days each.

2. LWF also conducts special seminars such as the one in 1978 for 10 weeks for national leaders of church women's organizations in order to better equip them for their task on the national level. In addition, LWF has sponsored numerous additional national and international meetings for the advancement of women.

3. The Women's Office of LWF has also initiated research on theological, sociological and economic issues related to women. A major research project was carried out between 1973 and 1983 in the Federal Republic of Germany under the collective title "Women as Innovative Groups". Parts of this study project were for example "Unpaid Work of Homemakers", "Image of Women in Educational Materials and Books", "Situation of Handicapped Persons", a "Self-study of Women's Organization". A pilot project on "Women and Human Rights" is being carried out at present with workshops in Sao Paulo, Brazil and Madras, India.

4. Through its publication Women, issued twice a year, the Women's Office of LWF has communicated the aims and goals of the International Women's Year, the World Plan of Action for the Implementation of the Objectives of the International Women's Year 4/ as well as other relevant information from United Nations agencies on the subject of women in its constituency. In the last two years, the publication has concentrated particularly on the themes of peace, justice and lifestyles and on the inter-dependence of disarmament and human development.

84. LWF also provided details on the activities of its Department of World Service. One of its units, Community Development Service (CDS) has had impact on

women specifically regarding water and agricultural projects, infrastructure, education, health and social services. LWF submitted, in this regard, an inventory of CDS projects particularly assisting women. And LWF also described its support of the JUNIC/NGO Sub-group on Women and Development which prepared development education kits on issues such as "Women and Disability", and "Women, Health and Development", with assistance from LWF. And, it gave other examples of its co-operation with both United Nations system and non-governmental organizations on questions pertaining to women.

#### M. The Population Council

85. In response to the inquiry from the United Nations, the Population Council submitted brochures describing its programmes and activities in general and its activities related to understanding and enhancing the roles and status of women. In the brochure entitled "Women and Development", the Population Council gave several examples of projects completed by its staff which include: the study of the sexual division of labour and of the structural determinants of sex inequality in rural Bangladesh and an empirically testable framework for women's marketing co-operatives in Central America, as well as numerous other projects.

86. At present, the Population Council's activities dealing with women and development focus on: (a) the design of innovative conceptual and methodological tools that can provide guidelines to researchers and planners; (b) the formulation of methodologies to be employed in studying the impacts of large-scale development projects on women; and (c) the measurement of the status of women.

#### N. The Salvation Army

87. The international headquarters of The Salvation Army reported that, in its structure and policy, The Salvation Army is supporting and furthering the objectives of the United Nations Decade for Women. In the 86 countries in which the organization serves today, the concerns of women are catered to through the growing International Home League Movement with some 350,000 members, under the presidency of the wife of the Army's General, Mrs. Maire Wahlström. In most of these countries, social services for women and girls form an effective part of the Army's rehabilitation programme, including care of alcoholics, drug addicts, prostitutes, victims of marital breakdown, the elderly and the infirm.

88. In recent years, The Salvation Army has intensified its traditional programme for the spiritual, social, medical and educational advancement of women in the Third World. Extensive funding has been obtained from more affluent Governments and non-governmental agencies for Salvation Army-sponsored development projects for women in Africa, Asia, Central America and the Far East. These include: home craft and home economy courses; rural industries; community and rural health and nutrition programmes; adult literacy courses; domestic science courses for handicapped women; women's income-generating programmes; preparation of young women and girls for work and marriage; and day care centres to help working mothers.

89. The Salvation Army has recently carried out a survey in response to the United Nations Centre for Human Rights relating to slavery of persons, reviewing the work of Governments and its own efforts in relation to victims of prostitution.

90. The foregoing will illustrate the commitment of The Salvation Army to the principles of the Decade as outlined, for example, in document A/CONF.116/PC.1/3:

"The promotion of the quality of life in the family and community, the promotion of social values, the promotion of peace ... the creation of a social climate in which a truly humanitarian atmosphere prevails".

91. The Salvation Army was represented at the World Conference of the United Nations Decade for Women, held at Copenhagen in 1980 and expects to participate in the 1985 event. In its capacity as a non-governmental organization with category 2 consultative status, The Salvation Army is willing to co-operate with the Commission in any way possible.

92. While recognizing the desires of women in the developed countries to achieve maximum "status", The Salvation Army begs the organizers and those participating in the Conference to give priority to the clamant needs of women in the developing countries, both in regard to their place in society and the meeting of basic requirements of life for themselves and their families.

93. The Salvation Army would particularly emphasize the importance of women's role in the development of a satisfactory standard of stable home and family life, giving priority to this over other aspirations, however legitimate.

94. It is The Salvation Army's belief and the motivation of all its policies and programmes that the spiritual dimension of any enterprise for the advancement of women must be fundamental. It would urge the organizers of the Decade and its concluding Conference to recognize and capitalize on the interest both of the Christian Church, whose Founder, Jesus Christ, showed exemplary concern for women, and of other religion-oriented cultures with deep inherent spiritual values.

95. The Conference agenda should reflect the fact that peace is not only a cessation of war, but a personal quality of mind, spirit and life and that action to encourage the cumulative growth of the latter will contribute strongly to the former.

#### O. World Association of Girl Guides and Girl Scouts

96. The World Association of Girl Guides and Girl Scouts (WAGGGS), as an organization with affiliates in over 104 countries, replied that it is dedicated to providing girls with opportunities for self-training in the development of character, responsible citizenship and service to the community and committed to the United Nations Decade for Women.

97. Internationally, WAGGGS has been active with the United Nations and other international non-governmental organizations in the fields of equal education for

girls and women, womens' rights, vocational training for girls and women, population concerns, nutrition, leadership, family life, education and development. Its 104 member organizations are autonomous and each has contributed to the World Plan of Action, in accordance with its culture, environment, needs, priorities and resources, human and financial. There has not been a required report-back system to the World Bureau, WAGGGS' secretariat, so the following activities were presented as some examples of national and local projects and progress.

98. El Salvador. Members of the Association and social service organizations attended a 1982 seminar on family planning organized by the Demographic Association of El Salvador. The demographic situation in the country and possible solutions open to these organizations were discussed. The content of the seminar will form part of the community service programme for senior girl guides and guiders.

99. Zimbabwe. Following the success of a home economics course which was held last year, funded by UNESCO through the International Federation for Home Economics, a similar seven-week course funded by the Inyanga Development Committee was held in the village of Inyanga in February and March of this year. As part of their service programme, Bulawayo North District collected toys, books, rubber balls and skipping ropes for the Bush Tick Orphanage. Houses have been cleaned at Zimuto, in the southern province, baby clothes and toys given to Gath's Mine Hospital at Mashaba and food collected for refugees by 1st Muccheke Rangers. The First Umtali Guides have cleaned the houses of the older people in the town and the Ronda Rangers have spent every Saturday over a long period of time helping refugee families wherever they were needed. For example, Tshalabala District went to the Luveve Reception Centre for Refugees to clean tents, make beds, wash dishes and pots, pick up litter in the area and help feed the disabled. From their latest annual report, WAGGGS received from Mashonaland the news that the Guides are busy making roads, helping people in the field, replanting the gardens in the newly opened school and sowing maize there.

100. WAGGGS gave numerous other grass-root examples of its activities in: Thailand, the United States of America, Senegal, Indonesia, Kenya, Singapore, Bangladesh and Togo.

#### P. World Council of Churches

101. The World Council of Churches (WCC) submitted a report on the work of its Sub-unit on Women in Church and Society, in relation to the themes of the United Nations Decade for Women: Equality, Development and Peace.

102. The Sub-unit on Women in Church and Society of WCC has had, since its inception, a specific focus on women's concerns. Its constituencies are the women of member churches who work in close co-operation with social action groups engaged in improving the status and conditions of women. It also maintains good working relationships with some international women's organizations.

103. At the last Assembly of the World Council of Churches in 1975, which coincided with the launching by the United Nations of the International Women's Year, the

Sub-unit received its mandate: "to enhance and strengthen the full participation of women at all levels, in the life of the church and community". This mandate corresponds very much to the lines of the themes of the United Nations Decade for Women: Equality, Development and Peace. In the following paragraphs there is an account of the work of the Sub-unit in relation to the themes of the Decade.

104. Equality. It is a fact that there are wide disparities between women and men in the economic, legal, educational, social and political structures which still exist inspite of the significant efforts and initiatives in some countries to narrow them. The Sub-unit's task is to enable women to challenge the practices of sexism or discrimination against women in their own situation. The traditional concept of women's fixed roles (and men's, too) are continually being examined and looked at from the perspective of the present context. Advocacy for women's rights, particularly the migrant women-workers, domestic workers, factory workers, tea plantation workers, rural women, refugee women, is the ongoing work of the Sub-unit. Regional and international consultations have been organized to bring women together to share and expose their experiences of discrimination and together they work towards appropriate action to be taken. Besides reports on the meetings, the Sub-unit also promotes exchanges of information on women's programmes and sends letters of solidarity to groups who are struggling for better wages and better working and living conditions, etc. The Sub-unit Newsletter entitled Women in a Changing World is its link with its constituencies and provides a forum for exposing issues of inequalities and injustices. One issue concerned "Tourism-Prostitution" which affects women in many developing countries. "The Community of Women and Men in the Church" is a study in which the Sub-unit has collaborated. This study, undertaken by groups in many parts of the world, challenged the churches to re-examine the roles of women and men in the light of the biblical evidence and explore new ways of promoting partnership in all aspects of life and work and ministry. It also questioned the role and effect of racism, sexism and classism in the whole web of oppression in which women suffer the most.

105. Development is seen in the light of justice and human rights. The main focus is on the humanization aspect: that is, the development of people, particularly the marginalized in rural areas. The Sub-unit has a programme for women and rural development which aims to help women to develop themselves towards self-reliance. One of the outcomes hoped for is for them to actively take part in decision-making. In the programme, emphasis has been placed on: (a) leadership development: workshops and seminars are held on the regional and national levels to provide skills on how to identify needs of the community, how to work with groups, how to plan and develop a programme, methods of communication, etc.; (b) rural development handbooks which are the result of these workshops are tools or resource material which help leaders in training other women on the local level; (c) education for awareness is a special focus or method used in training of leaders. Women are helped to analyse socio-economic, political and cultural issues affecting them in their own situation; (d) a small-seed grant facilitates assisting projects promoting self-reliance. Rural women often do not have knowledge nor access to funding channels, and the Sub-unit sees this as a means of enabling women to identify their own needs and plan and carry out their own programmes. Priorities are given to locally initiated projects such as leadership training, education for awareness-raising, formation of co-operatives, providing agricultural tools for

women farmers, health care and education income-generation; (e) solidarity building: most of these small grants come from church women's groups in First World countries who are interested in Third World women's concerns. The exchange of information, and sometimes exchange visits, between the two groups helps to establish a global sisterhood; (f) participation in the mid-Decade non-governmental organization Forum in Copenhagen in 1980. The Sub-unit organized two workshops on "Rural Women in Development: Priorities for Action 1980-1985". There was good attendance during the two sessions and some proposals for follow-up.

106. Peace. In its concept, peace is not just the absence of war or conflict. It is peace based on justice, well-being and equality and sharing. There can be no peace without justice. An increasing number of women are involved more and more in the peace movement today. The Sub-unit encourages and supports initiatives of these women because women have a tremendous contribution to make in peace-making. Women cannot and should not leave the issue of peace only in the hands of men. The workshop on "Choose Life - Work for Peace" was organized by the Sub-unit to look at the many aspects of peace, its relationship to development and to survival. The workshop also formulated some concrete steps towards building peace in our world today. A full report on the workshop is available. The workshop on "Militarism and its Effects on Women and Children" was organized in co-operation with the World Young Women's Christian Association. The Sub-unit communicates articles on the Peace issue through its newsletter. Lastly, solidarity networks established between First and Third World women are also a way of promoting peace.

#### Q. World Movement of Mothers

107. The World Movement of Mothers (WMM) submitted several documents in response to this United Nations inquiry: (a) A "Charter of the Mother", based on the action of WMM; (b) The presentation of a questionnaire for an international study which WMM has been undertaking for a year entitled "The Roles of Fathers and Mothers: Are They Interchangeable?"; (c) A document on racism elaborated by a non-governmental organization group at UNESCO: WMM participated in this study from the perspective of, and placing the emphasis on, the role of women in this domain regarding the education of their children.

108. The WMM especially cited the issue of the economic value of family work by mothers as an important problem to be researched from a global perspective as part of the preparations for the 1985 World Conference to Review and Appraise the Achievements of the United Nations Decade for Women. In this context, WMM noted that other related topics should also be given increased attention: the family dimension in the lives of women and the fundamental social functions of the mother; the importance of health for mothers (physical, psychic and moral) and the close linkages with the health of the child; the importance of information and education for the young on their future conjugal and family lives. These issues, together with that of promoting a better image of women in the media, have concerned WMM throughout the United Nations Decade for Women and it believes that the 1985 World Conference should take account of them. For its part, WMM held a seminar in Kinshasa in May 1983 on "The Participation of Women in Development", before inaugurating officially a celebration for mothers in Zaire.

R. World Young Women's Christian Association

109. The World Young Women's Christian Association (WYWCA) reported that almost all of its activities, including its 83 affiliated national associations, relate, directly or indirectly, to achievement of the guidelines for advancing the status of women laid down in the Programme of Action for the Second Half of the United Nations Decade for Women adopted at the World Conference of the United Nations Decade for Women held at Copenhagen in 1980. The World "Y" and its national associations are focusing their current efforts on five priorities closely linked with considerations and action-oriented recommendations of the Programme. These are peace, human rights, health, refugees and environment and energy. In addition, the education, training and employment (including self-employment) of women and action to raise their status and role in development (including rural development) are continuing priorities in its programme and activities. In developing its work, the WYWCA does take account of the Copenhagen recommendations relating to the role of non-governmental organizations at the national and international levels. At the national level, in particular, paragraphs 102 and 103 1/ correspond with its own concepts of its role and with its practical activities, in its work and in the work it carries out with other public and private bodies. At the international level, WYWCA co-operates closely with the United Nations and the specialized agencies on programmes which affect the education, training, employment and health of women and their role in development and in society and does try to help in ensuring support for the ratification or acceptance of relevant international conventions, recommendations and declarations.

Notes

1/ Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80.IV.3 and corrigendum), chap. I, sect. A.

2/ Ibid., chap. I, sect. B, p. 79.

3/ See A/38/132-S/15675, annex, sect. III, paras, 132-134.

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

5/ Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80.IV.3 and corrigendum), chap. I, sect. B, p. 66.

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