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UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT  
AND PEACE

Financial and technical support activities of relevant  
organizations and bodies of the United Nations system

Note by the Secretary-General

1. In its resolution 35/137, the General Assembly requested all relevant organizations and bodies of the United Nations system to review their financial and technical support activities to assess both the involvement of and the impact on women, and to report to the General Assembly every second year, beginning at the thirty-sixth session, on the results of the reviews and, as appropriate, corrective actions taken. 1/

2. In response to that request, the following organizations and bodies of the United Nations system have contributed information on the results of their assessment of the involvement of women in financial and technical support activities and evaluation of the impact of those activities upon women: the United Nations, including the Economic and Social Commission for Asia and the Pacific, the Economic Commission for Latin America, the Economic Commission for Africa, the United Nations Industrial Development Organization, the United Nations Centre for Human Settlements (Habitat), the United Nations Children's Fund, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees, the United Nations Fund for Population Activities, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the Joint United Nations FAO World Food Programme, the United Nations University and the International Research and Training Institute for the Advancement of Women; and the International Labour Organisation, the Food and Agriculture Organization of the

\* A/36/150.

1/ See also para. 1 of Economic and Social Council resolution 1980/37 of 2 May 1980.

United Nations, the United Nations Educational, Scientific and Cultural Organization, the World Health Organization, the International Civil Aviation Organization, the World Bank, the Inter-Governmental Maritime Consultative Organization, the World Intellectual Property Organization and the International Fund for Agricultural Development.

3. The contributions of the organizations and bodies of the United Nations system which have responded to Assembly resolution 35/137 are reproduced in the annex to the present note.

ANNEX

Information contributed by organizations and bodies  
 of the United Nations system in response to General  
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UNITED NATIONS

Department of Technical Co-operation for Development

1. The Department of Technical Co-operation for Development is responsible for technical co-operation activities in development planning, development administration and finance, population, natural resources, energy, and statistics - i.e., areas that represent the infrastructure for economic and social development. To help ensure women's involvement in and benefits from the projects for which it is executing agency, the Department has taken various mutually reinforcing actions. These have included, inter alia, provision of funds from regular programme resources available to the Department to finance different kinds of pilot activities, mostly in the form of project additions, as well as a large-scale project.
2. As a result of the initiatives taken by the Department, especially since 1979, an increasing number of projects for which it is executing agency now include a women's component. In most cases the action involved is training, both in the sense of giving women access to training foreseen in the project, which is usually related to institutional strengthening, and in the sense of qualifying women for new employment opportunities expected to be generated by the project. Thus, in Burundi a mineral survey project is training women as technicians to work with newly installed atomic absorption equipment in the Ministry of Mining laboratory, and a public administration project for training of civil servants has a special component for in-service training of female personnel to qualify them for better-paid jobs.
3. There are special opportunities for reaching and involving women within integrated rural development projects which combine multidisciplinary actions at the community level. In such projects the Department has been particularly successful in introducing special actions on behalf of women. Projects of this kind in Bahrain, Democratic Yemen, Liberia, Oman and Saudi Arabia train women so that they can better avail themselves of new technologies that are being introduced in their communities, and so that they can more effectively participate in new and changing institutional structures. Women in these projects are being taught not only technical skills to enhance their economic roles and ease domestic workloads, but also how to involve themselves and assume leadership in community affairs. Women in fact are often targeted as key people through whom assistance can be directed to the community as a whole. A similar type of project, initiated and in its early years financed by the Department, trains women in Swaziland for income-generating activities. This project has operated through multisectoral, multi-agency efforts and now receives bilateral assistance.
4. Another area of work through which the Department benefits women is in data collection, in the context especially of census and population projects.
5. The impact on women of special activities carried out by the Department within projects has been (1) to upgrade individual capabilities for economic and social roles; (2) to enhance the capabilities, especially of rural women, to benefit from development actions in their communities; (3) to create greater visibility for

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women as being capable of carrying out technological tasks; (4) to affect the shape of selected community institutions to enable women's greater involvement; and (5) to increase the availability of data on women.

#### Statistical office

6. The United Nations executes technical co-operation projects in statistics in the following fields which are of particular concern to the development of statistics on women: statistical training and population and social statistics, including population and housing censuses, household surveys and vital statistics and general social statistics and indicators. The Department of Technical Co-operation for Development has the responsibility within the United Nations for implementing all United Nations-executed technical co-operation activities. Working in co-operation with the Department, the Statistical Office is responsible for providing substantive backstopping for all projects in statistics and statistical data processing. Within this responsibility, the Statistical Office seeks to promote the development in countries, within their major statistical programmes such as population censuses and household surveys, of statistics suitable for monitoring the role and status of women and for assessing and planning the participation of women in development.

7. Within Statistical Office headquarters activities approximately 19 of 95 professional and non-vacant posts are currently filled by women and of 8 vacancies women are currently proposed for 5.

8. Of approximately 150 technical advisers in statistics, the number of women in recent years has ranged from five to nine. The Department of Technical Co-operation for Development has recently intensified its efforts to increase the recruitment of women for nomination to governments as experts and consultants by taking such steps as sending job descriptions to women's organizations and printing a separate roster of women candidates.

9. A large component of technical co-operation is in the form of training in all fields of statistics. Study tours and short-term and long-term fellowships are provided for fellows to participate in national, regional and international training programmes. The precise number of women participating in such programmes is not available, but is presently estimated to be on the order of 20 to 30 per cent. Consideration is being given to establishing a monitoring system in order to maintain a record of the numbers of women and their ratio to men assisted by United Nations technical co-operation in statistical training.

10. The development of concepts and methods to improve statistics on the role and status of women is undertaken in close consultation with technical advisers in the field in the various areas of population and social statistics in order to promote the implementation of recommendations and findings at the national level.

11. In developing countries the most fundamental sources of statistics on the role and status in rural areas are the population, housing and agricultural censuses, household surveys and vital statistics. Few if any other sources are feasible for

timely, periodic and reliable statistics which directly concern women and provide urban-rural breakdowns.

12. The Statistical Office assists countries in the development of these statistics and of these basic statistical sources in the following ways:

(a) Development of statistical concepts and methods for carrying out these basic collection programmes in countries, particularly developing countries and with special attention to the problems of statistics collection in rural areas; 1/

(b) Provision of substantive (technical) backstopping, including direction of the National Household Survey Capability Programme, to the Department of Technical Co-operation for Development for all technical co-operation projects in statistics and statistical data processing executed by the United Nations. 2/ These projects accounted for about \$US 35 million of expenditures in 1980, of which about two thirds was for population and housing censuses, vital statistics and household surveys;

(c) Promoting the co-ordination, through the Sub-Committee on Statistical Activities of the Administrative Committee on Co-ordination, of international statistical services, with special reference to the development of social indicators, including in particular indicators on women of rural development and agrarian reform. 3/

Centre for Social Development and Humanitarian Affairs

13. Within the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs the Voluntary Fund for the United Nations Decade for Women functions as catalyst to the operational activities

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1/ Major publications prepared by the Statistical Office in this field include Principles and Recommendations for Population and Housing Censuses (United Nations publication, Sales No. E.80.XVII.8); Principles and Recommendations for a Vital Statistics System (United Nations publication Sales No. E.73.XVII.9); and Handbook of Household Surveys (Draft Revision), English only (DP/UN/INT-79-2 and Add.1 and 2).

2/ United Nations work in this area is described in more detail in the progress reports of the Secretary-General to the Statistical Commission at its twenty-first session on the 1980 World Population and Housing Census Programme (E/CN.3/546); civil registration and vital statistics (E/CN.3/547); and the National Household Survey Capability Programme (E/CN.3/556).

3/ Report of the ACC Sub-Committee on Statistical Activities on its fifteenth session, held at Washington, D.C., from 27 April to 1 May 1981 (in preparation).

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in the United Nations system to implement the goals of the United Nations Decade for Women.

14. The mandate of the Voluntary Fund and the guidance of its Consultative Committee have led to using the majority of its resources for support of the activities of rural and poor urban women in developing countries, in particular for the following:

(a) Innovative or experimental activities that may, if successful, later be funded from other sources;

(b) Small projects that might not be acceptable to larger funds;

(c) Supplementing other work without waiting for the negotiations which would precede an additional phase of an ongoing project;

(d) Assistance with identification and development of projects, and with the formulation and review of national development plans and country programmes.

15. As seen from the above, a major purpose of the Voluntary Fund is to stimulate action in areas where sufficient support of women has not as yet been forthcoming, and where assistance to women can make a positive contribution to the development process. Consequently, when requests are made to the Fund in fields where a special-interest fund already exists, such as population or children, they are forwarded to those established funds. Once such referrals are made, and each relevant organization and body in the United Nations system has reviewed co-operation activities to assess both the involvement of women and the impact on them, the gaps in support for women are increasingly visible. The experience of the Fund over three years of operational activities has already pointed up several gaps - areas in which women have had insufficient access to financial and technical assistance. Among them are energy resources; technologies; programme, project and development planning; income-raising group activities, including credit and loans; and technical and economic co-operation between developing countries.

16. Some specific examples of projects financed by the Voluntary Fund which are expected to serve as models for funding from other sources are in the field of forest conservation and fuel saving. In Africa, energy-related concerns are intense. In the Sahel and other arid areas, serious shortages of firewood for domestic purposes have reduced people's two cooked meals a day to one. For reasons of survival and to preserve the environment and improve the lives of women, the 1980 Seminar on Fuel and Energy Development for Rural African Women was conducted at Bamako for countries of the Sahel region. It heightened awareness of issues and solutions and improved knowledge of plantation methods for selected species, cultivation and harvesting of woodlots leading to charcoal production and possible exportation of by-products. The success of the Bamako Seminar will be duplicated in 1981 by a regional Seminar on Fuel and Energy Development for Women in Rural Areas of eastern and southern Africa. The Seminar has objectives similar to the Bamako Seminar, but further envisions the development and/or adoption of new techniques by forestry agents, rural extensionists and community leaders for transfer of knowledge to rural women.



17. Better use of firewood through fuel-saving cooking-stoves to ease the work-load of women and effect budgetary savings are likewise given attention by the Voluntary Fund. As part of a subregional project for improved use of firewood, a co-ordinator-sociologist has been hired to accelerate activities in the Sahel. Initiatives at the country level are evident. The project on testing and demonstration of improved wood-burning stoves in Senegal, for example, involves local women's groups in introducing stoves using locally available materials to complement activities in conservation, reforestation, fire control, etc.

18. In Asia, an ESCAP Expert Group Meeting on Women and Forest Industries was convened to support women's involvement in the production and appropriate utilization of forest resources. A number of national projects resulted from the Meeting. In Thailand and in Indonesia, a project on improving agro-forestry activities for women to reduce shifting cultivation introduces selection, cultivation and monitoring of cash crops and fruit trees in selected forest villages. In addition, use of woodwaste, i.e., creating panels, flooring, doors and frames, is being tried using appropriate technology.

19. As major collectors and users of wood as fuel, women are also introduced to time-saving devices so they can do other income-producing activities. A five-year project on village woodlots, improved stoves and forest industries in Thailand will develop improved stoves which can conserve energy by from 10 to 30 per cent. Forest-related small-scale activities, such as bee-keeping and handicrafts, are also being looked into. Another consequence of the Expert Group Meeting is a project that provides credit to groups of women in Burma, India, Indonesia, Nepal and Thailand who are engaged in forest resources-based industries such as bamboo processing and weaving, silk-raising, dairy and poultry farming. This provision is significant particularly since lack of capital inhibits rural women's involvement in and development of these industries.

20. Other innovative projects among the 184 financed by the Voluntary Fund offer village women access to credit through provision of revolving loan funds of collateral for income-raising activities, surveys and seminars on technologies appropriate to women's work, and studies of the viability of newly introduced technologies.

21. As the organs, organizations and bodies of the United Nations system continue their reviews of the involvement of and impact on women of all their development co-operation activities, it is expected that a number of the experimental projects now supported by the Voluntary Fund will be adopted by them. However, other activities will not be so easily transferable, since no other fund in the system views all development efforts from the special perspective of women's needs and contributions, or makes advocacy on behalf of women its major concern. In addition, financing of innovative and experimental projects can be difficult for the large-scale funds which are not geared to specific advocacy roles. Moreover, new proposals of an innovative nature will inevitably arise and the need for special resources, such as those of the Voluntary Fund to fill gaps, to stimulate change and to demonstrate the developmental value of the full involvement of women can be expected to persist. In 1978, total official United Nations development

assistance amounted to almost \$2.7 billion (see A/35/224, para. 22); a major role of the Fund as a special fund for women's interests will continue to be the obtaining of access by women, together with men, to all of these development assistance resources.

#### Economic and Social Commission for Asia and the Pacific

22. The Economic and Social Commission for Asia and the Pacific (ESCAP) is working to enhance the role of women in various activities. The work undertaken by ESCAP falls into two major areas. The first is through the assistance given by the Voluntary Fund which leads to the initiation of proposals on the advancement of women and their involvement in various spheres of activity. The second is through programmes initiated by the divisions of ESCAP to involve women in various activities.

23. The major emphasis of the work of ESCAP for women has been in creating an awareness within the region in order that member Governments could enact legislation on women as well as improve the conditions of women and initiate specific programmes and activities in various fields, particularly in the sectors of education, health and employment. One of the methodologies to achieve such awareness was the holding of a regional conference on the United Nations Decade for Women at Delhi in 1979 and through participation in the preparatory meeting for the World Conference of the United Nations Decade for Women held at Copenhagen. The Commission also held a post-Conference meeting in the Pacific region in late 1980. It also held a number of meetings on issues like development of women's organization in rural areas and women's participation in the forestry and industries.

24. In the area of integrated rural development and tourism, efforts have been made to study the effects of such programmes on women and to initiate programmes and activities in which women's activities and services form an integral part of the programme of action. One such effort has been through a programme that was undertaken by the Integrated Rural Development section of ESCAP to set up a pilot atoll development project in Maldives.

25. The Commission is endeavouring to promote the full participation of women in planning and implementing of their programme through the Voluntary Fund projects that it is responsible for initiating in the region. In almost all of the Voluntary Fund projects women are actively involved in the planning and implementation of projects. The proposal is initiated by women's organizations or by the Government and women are responsible for the execution of such programmes. In the last three years 40 projects have been initiated in the ESCAP region in which women have been the planners and the implementors. Besides, the Asian and Pacific Centre for Women and Development and ESCAP have conducted a series of workshops on development planning for women (1978) and the role of women in social progress and development in industry (1980); the Colloquium on Development Planning: Environmental Issues affecting Women, with Particular Reference to Housing Community Facilities and Public Utilities (1980); a training course on project identification, formulation and implementation (1980); and on mobilization of women in industry (1979).

26. As regards the assessment of the impact on women, it is very difficult to give such an assessment as we do not have as yet a monitoring system whereby a scientific appraisal of the impact can be made. However, considering the fact that 40 projects have been executed in the past three years, one could venture to say that women in the region are being provided with the means through which they can plan and implement programmes for their benefit and advancement.

#### Economic Commission for Latin America

27. The financial and technical support activities of the secretariat of the Economic Commission for Latin America (ECLA) are based on: the mandates contained in the Regional Plan of Action (RPA) for the Integration of Women into Latin American Economic and Social Development, adopted by the first Regional Conference on the Integration of Women into the Economic and Social Development of Latin America (Havana, June 1977); the recommendations of the second Regional Conference on the Integration of Women (Macuto, Venezuela, November 1979); the resolutions of the World Conference on the United Nations Decade for Women, endorsed by the General Assembly in its resolution 35/136; and the recommendations of the fourth meeting of Presiding Officers of the Regional Conference (Quito, March 1981).

28. ECLA activities centre on the preparation of inputs for regional assessments, assistance to Governments at their request in preparing studies, analyses, the setting up of national machinery, the formulation, execution, supervision and evaluation of projects, and information back-up and other functions, together with co-operation with other specialized agencies of the United Nations system in generating joint projects or projects involving horizontal technical co-operation.

29. In carrying out its work, ECLA has drawn essentially on two sources of finance: 4/ the Commission's regular budget and the Voluntary Fund for the United Nations Decade for Women. In fact, in addition to the infrastructure input, ECLA has assigned a permanent post for the development of this area of its activities. In addition, the whole ECLA system is available to support integration activities through its Executive Secretariat, sundry divisions and programmes, a substantive and staffing contribution is made by the Social Development division, and there are inputs from the regional units and offices. Over and above the institutional co-operation described, which takes the form of specific contributions to the programme, the secretariat of ECLA is negotiating further allocations - both extra budgetary and within its regular budget - in order to reinforce its activities in this field with the personnel appropriate to the growing requirements and demands of its programme of work.

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4/ The programme previously received resources from the Government of Sweden (Until June 1980) for one woman Professional staff member, and support from the United Nations Fund for Population Activities (UNFPA) for a two-year project until 1980).

30. The most significant financial support for the Commission, as noted above, has come from the Voluntary Fund. The Fund is currently financing two posts for the co-ordination of activities in the subregions of, firstly, Mexico, Central America, Cuba and Panama and, secondly, the Caribbean (excluding Cuba), Haiti and the Dominican Republic. The provision of funds for this purpose enables direct and sustained technical assistance to be provided to the countries concerned.

31. Lastly, it should be noted that the Voluntary Fund resources are being used in the execution of national, subregional and regional projects in Latin America which are facilitating the generation of new income for groups of women, their training in non-traditional fields, organization, exchange of experience through workshops and seminars, and other activities to promote women's integration into the economic and social development of their countries.

### Economic Commission for Africa

#### Involvement of women in technical support activities

32. The main arm of the Economic Commission for Africa (ECA) in extending financial and technical support to women in the region is the African Training and Research Centre for Women, located in the Social Development Division of the Commission. Its mandate (from its inception in 1975) is to provide technical assistance to the women of the region, with emphasis on those living in rural areas, in order to raise their standards of living and that of their families. The Centre does this in many ways, through workshops and meetings, seminars, study tours, pilot projects in appropriate technology and improved food production, research and dissemination of information and through the medium of the African Women's Volunteer Task Force. The latter project of the Centre is a particularly interesting and unique means of increasing the involvement of women in technical support activities.

33. The African Women's Volunteer Task Force is a part of the Centre that operates on the principles of technical co-operation among developing countries. The Task Force is a corps of African men and women who volunteer to extend their skills and abilities to teach others less fortunate in other parts of the region. Through its activities a woman skilled in tie-dye from Ghana trained more than 2,000 women in Lesotho in the field in which she was expert while serving as a Task Force Volunteer. Women from southern and eastern Africa were participants in a study tour to the Gambia, Ghana, and Kenya to learn advanced techniques of textile design and business management, and members of liberation movements from southern Africa took part in a study tour to Kenya to study programmes in better family living. At the present time the Task Force is conducting a workshop to improve the quality of rural life for women leaders and trainers from newly liberated lusophonic countries of the Africa region (Addis Ababa, 4-22 May). As part of this workshop women from Angola, Cape Verde, Guinea-Bissau, Mozambique and Sao Tome and Principe have travelled to Addis Ababa to study nutrition, food preservation and storage, and project preparation and implementation under the instruction of Task Force Volunteers from several countries of the region (including Cape Verde, Ethiopia and Ghana). The Task Force is also conducting a project on improved techniques of

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smoking fish in the Ivory Coast and training in catering in Ghana, among other projects.

34. The Centre also involves women in technical support activities through its programme for machineries for the integration of women in development. The Centre supports short information seminars to promote the establishment of national machineries for the integration of women in development; after their formation it assists in strengthening their technical competence by offering consultancies of experienced women to build up their programmes and by conducting study tours for them to see other successful machineries in action. The Centre has also assisted in the creation of subregional machineries - Subregional Committees on the Integration of Women in Development, comprising all the national machineries for the integration of women in development within each ECA subregion - as represented in the ECA Multinational Programming and Operational Centres (MULPOCs) - in each of the five ECA subregions, as well as the establishment of the African Regional Co-ordinating Committee, the advisory and policy-making body for the Centre.

35. The Handicrafts and Small Industries Unit is another project of the Centre that promotes the involvement of women in technical support activities. The Unit has established a number of pilot projects involving women giving technical assistance to other women of the region in the development of skills in handicrafts and small-scale industries. Among these pilot projects are the Bethlehem Training Centre in Ethiopia, the Soba Training Centre in the Sudan, and the Somalia Women's Democratic Organization Training Centre in Somalia. The Unit also undertakes research and conducts training workshops to strengthen women's technical skills. At the present time it is implementing a workshop on the marketing of farm and marine produce (Dakar, June 1981) and on vocational training for women and girls (Abidjan, October 1981).

36. Clearly all of these activities involve financial support for women's activities. Of the post assigned to the Centre, only one is a regular budget post, and all the projects of the Centre are financed by extrabudgetary resources. As a result, requests from Member States must be matched to existing grants or project proposals must be developed or funding sought to meet the requests. The Major sources of funding for the activities of the Centre have been the Voluntary Fund for the United Nations Decade for Women, the United Nations Fund for Population Activities, UNICEF, the Swedish International Development Authority, the Government of Belgium, the United States Agency for International Development, and the Netherlands Government, as well as many smaller grants from private foundations and non-governmental organizations.

37. Another way to measure the involvement of women in financial and technical assistance activities would be to examine the situation of the employment of women at the Economic Commission for Africa. For this purpose reference is made to a paper entitled "The employment of women in professional and higher categories in the secretariat of the Economic Commission for Africa" (E/CN.14/744/Add.2 of 7 April 1980), from which it can be seen that the bulk of the women, and the numbers remain very small, employed at ECA are in the Centre, with all but one of these being employed as project personnel, and in the Translation Services (and not recruited by ECA.

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Impact of technical and financial support activities on women

38. A formal evaluation of the Centre's work, as well as that of other ECA Divisions, would have to be undertaken in order to properly evaluate its impact on women. In the case of the Centre a number of partial and total evaluations of its work have taken place. In 1978 a team comprising all the major donors to the Centre constituted a Review Mission to evaluate the work of the Centre and measure its impact on the women of the region. It travelled to several countries of the region where the Centre had undertaken in-depth work and evaluated the ECA headquarters work of the centre. Its report was very favourable, stating that the Centre had done a note-worthy job in meeting its mandate and recommended that the Centre should be elevated to the divisional level on the integration of women in development. Other evaluations have included the UNFPA evaluation (1979), the USAID evaluation team (1980), and the ILO/SIDA Review Mission (1980). All the reports made positive comments on the ability of the Centre to carry out its work programme to meet the needs of women in the region. The ILO/SIDE Review Mission stressed that the responsibilities of the Centre were very wide, extending from the national to subregional and regional levels. In order to give continuity to the Centre's programme and to effectively reach all levels of its mandate, the Review Mission urged that more regular budget posts be created or deployed to the Centre.

United Nations Industrial Development Organization

Involvement of women in financial and technical assistance support activities

39. As at 30 December 1980, the secretariat of the United Nations Industrial Development Organization (UNIDO) had 63 female professional staff members (i.e., 16 per cent of the total professional staff), 50 of whom are directly or indirectly involved in the development and implementation of technical assistance activities. Through the development of such activities, they are to a large extent involved in their financial support as well, since they have an indirect influence on the approval of funds required for their implementation.

40. Concerning UNIDO staff working in technical assistance projects in the field, 11 women experts were recruited in 1980, among them a project co-ordinator and a project manager. These experts are from such diversified fields as plastics, metallographic testing, medicinal plants, garment manufacturing, industrial pollution and documentation and information retrieval. The secretariat is intensifying its efforts to recruit a higher proportion of women for technical assistance projects and, as at 31 December 1980, a total of 336 women experts had been registered.

41. Furthermore, the first female Senior Industrial Development Field Adviser (SIDFA) was appointed in February 1981. Concerning the Junior Professional Officers (JPOs) who assist the SIDFAs in the field, out of a total of 46, there were 12 women at the end of 1980.

42. In certain support activities dealing specifically with the identification of women's problems in industrialization, the Organization tries to have a large, if

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not full, percentage of women participants and experts, since women are best suited to define their own problems. This is the case with meetings and studies on the subject. However, the participation of UNIDO staff in such activities is equally shared between men and women.

Impact of such activities on women

43. UNIDO has not been in a position to analyse the impact of the involvement of women in financial and technical assistance support activities on the integration of women in such activities. The following general remarks may, however, be of interest.
44. In the field, it has been noted that, in general, the female JPOs - they are not only female but also junior - take a particularly active interest in the subject of integration of women in development, and they have been instrumental in the submission of proposals or ideas in this area.
45. Also relevant is the observation that the increase in the number of female recruitment officers in the secretariat seems to have brought an increase in the number of female staff recruited at Headquarters and in the JPO programme.
46. At Headquarters, in discussing and developing activities related to integration of women in development, it is the experience of UNIDO that a 50-50 involvement brings the best results, since the knowledge and experience in the field of industrialization is still mostly with the men, while the drive to consider women's problems is still mostly with the women. The dialogues established in this connexion bring about a positive change of attitudes, which is very much needed in this respect. The UNIDO Interdivisional Working Group on Integration of Women in Industrial Development, composed of five men and five women, works on this basis and, through its recommendations, is aiming at establishing such an equal participation of men and women in most of the activities of the Organization. This is, however, a difficult task due to the low percentage of women professionals.
47. Support activities with heavy female participation, such as the ones mentioned above, have, no doubt, had an important impact on introducing the subject of integration of women into the work of the Organization. These activities have, however, been developed and are being followed up at Headquarters with equal participation of men and women.

United Nations Centre for Human Settlements (Habitat)

48. The technical co-operation and support activities of the United Nations Centre for Human Settlements (Habitat) constitute a world-wide undertaking which, at present, comprises about 150 field projects in over 83 developing countries. The Centre's objective is to expand the programme and make better services available to countries requesting assistance. The areas in which technical co-operation and support activities are provided encompass the entire range of subjects with a bearing on human settlements development, including policies, planning, shelter,
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infrastructure and services, land, public participation and institutions and management. Special emphasis is put on greater involvement of women in all the technical co-operation activities which are relevant in benefiting women.

49. The specific activities within the Centre's technical co-operation programme include such features as spatial aspects of national development and urban/metropolitan development planning. The action-oriented programmes within the areas of development planning include site-and-services schemes, urban development projects, environmental protection, programmes for disaster prevention and reconstruction and energy considerations and conservation in human settlements. In implementing the recommendations of Habitat: United Nations Conference on Human Settlements, the World Conference of the International Women's Year and the World Conference of the United Nations Decade for Women, the Centre has made consistent efforts to develop technical co-operation activities targeted for the development of weaker sections of the population including women. To this end, the internal evaluation of all technical co-operation projects within the Centre includes such components as active participation by women, impact on women and any corrective actions needed in devising future technical co-operation projects.

50. The experience of the past repeatedly shows not only that women have been put at a disadvantage by development projects but also that their situation has become even worse. In order to formulate programmes that do indeed promise to bring improvements for women, it is necessary to incorporate special elements that benefit women, it is necessary to incorporate special elements that benefit women, and this in turn requires intensified training of more women, at both national and local levels, as well as the women inhabitants of project areas. Training has thus become a significant instrument in ascertaining that development benefits do reach the women. The Centre is also seeking to develop or reinforce approaches to an improved distribution of benefits from development activities and a systematic evaluation whereby women themselves also evaluate the impact on them of such activities. A primary means of achieving this is to employ a feedback information system through evaluation and monitoring based on experience.

#### United Nations Children's Fund

51. Because of the special relationship between women and children, the co-operation of the United Nations Children's Fund (UNICEF) has been directed towards the needs of both. Experience for example in Sri Lanka and in Kerala, India, suggests that the relatively high proportion of literate and educated women is an important factor in low infant mortality. Women's needs in health care, nutrition, schooling and skills training, in child rearing and home improvement and, more recently, training and other activities related to increasing family income have been the focus of UNICEF policies. Special support has been directed to women heads of household.

52. At its 1980 session the Board considered a report on UNICEF policies of co-operation with respect to women and girls, programme guidelines, and an assessment of selected programmes. It agreed that UNICEF should give more attention in its future co-operation to five areas: more information as a basis

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for programme preparation; advocacy; women's income-generating activities; participation of women in community life; and monitoring and evaluation of results achieved.

53. At the conclusion of its debate the Board agreed that UNICEF should:

(a) Advocate a broad perception of women in society and in the development process, taking the view that women were not limited to motherhood or domestic roles but should be seen in the totality of women's roles - as mothers and wives, as economic providers, as citizens and leaders at all levels, and as individuals in their own right. In the context of this view UNICEF should also advocate the need to expand shared roles of men in family life and child care;

(b) Give priority in its co-operation in programmes for low-income women in developing countries to those activities that had the strongest positive effects on the well-being of children, and that considered especially the needs of women and girls in disadvantaged groups (such as women heading households, urban migrants, refugees and nomads);

(c) Help develop income-generating programmes for women that derived from manufacturing, trading and food production activities, including training of women in marketable skills and management, making available cash grants for credit schemes, and working with other sources of aid (e.g., development banks);

(d) Strengthen social support services for women engaged in income-generating activities, including appropriate technology to lighten the time-consuming and heavy burden of household work, suitable child-care arrangements and the promotion of work environments encouraging women to breast-feed;

(e) Continue to support individual and organized participation of women as active initiators, leaders, and managers in the provision of basic services through health, nutrition, education, water supply and sanitation, and responsible parenthood and family planning; this should include their involvement in all phases of the programme - problem identification, implementation, monitoring and evaluation;

(f) Encourage serious attention in programme planning, implementation, monitoring and evaluation to the possible impact of programme activities on the situation of women and girls; in particular, UNICEF should urge aid donors, both bilateral and multilateral, to monitor the effect of major development projects on the quality of family life and the changing status of women in the community;

(g) Collaborate with Governments in the eradication of the practice of female circumcision, supporting national initiatives and taking cognizance of cultural and religious sensitivities in this subject area;

(h) Draw on the interest and experience of non-governmental organizations in programmes related to women, children and development;

(i) Sustain a high level of consciousness among UNICEF programme officers and other UNICEF staff of the importance of enhancing the situation of low-income rural and urban women and girls in developing countries;

(j) Recruit more women into the professional staff of UNICEF, especially in senior positions, recognizing also the need for more women from developing countries.

#### UNICEF programme activities benefiting women

54. The year 1980 was a period of stock-taking and redirection for UNICEF programmes especially benefiting women and girls. Since all country offices had reviewed their activities for women intensively in 1979 in preparation for the report to the Board at its 1980 session on women, children and development (E/ICEF/L.1409), they were in a better position both to improve existing programmes and to set new directions. Focusing on women as total persons and not only as mothers, as active agents of development and not merely passive recipients of services, was recognized as an essential strategy for improving the situation of children and the family.

#### Income-earning activities and participation in community affairs

55. Most country programmes continue to stress women's activities as components of basic services, with a number of them venturing into the newer approaches that enable women to engage in income-earning activities and participate actively in community affairs.

56. Income-generating programmes that encourage women to go into small-scale manufacturing, food production and processing for sale, and trading included training in management and marketable skills. For example, in Bangladesh efforts were directed towards greater attention to the needs of women by (a) creating awareness among them of their status, problems and needs; (b) encouraging and providing opportunities for more women to participate in village management committees (in part through leadership training workshops and training in appropriate technology); and (c) enabling women to engage in income-generating activities through individual and co-operative efforts such as jute and cane work, tailoring, fish-net making, and livestock raising. Women in 85 villages in Thailand undertook the raising of livestock and the production, processing and preservation of local foods like soy milk and a high-protein mix of rice, sesame seeds and soya beans. The United Republic of Tanzania and Ethiopia stressed leadership skills while the Sudan emphasized skills training for village women. Programmes directed specifically at women had high priority in several central and Latin American countries with increasing interest in support for small income-generating and appropriate technology projects for women. In the Middle East and African countries the out-migration of males has drawn attention to the helplessness of many women left behind in villages to cope with family needs. Skills development and income-generating programmes both seek to address this problem.

United Nations Development Programme

57. Consonant with its mandate as a funding and co-ordinating organization for technical co-operation and in accordance with General Assembly and other relevant international resolutions, including decisions taken by its Governing Council, the United Nations Development Programme (UNDP) has since 1974 undertaken a series of special activities designed to promote increased participation by women in the technical co-operation activities supported by it.
58. During the early part of the United Nations Decade for Women, emphasis was put on the preparation of various types of education and information material. Accordingly, UNDP commissioned Integration of Women in Development - Why, When, How? by Ester Boserup and Christina Liljencrantz and co-sponsored a seminar that resulted in a publication issued by the Overseas Development Council in Washington, D.C., entitled Women and World Development. A set of information and training materials designed to help planners increase and upgrade the involvement of women in development was issued under the title Women in Development - Courses for Action. More recently, issue papers on such subjects as "Women and the new international economic order" and "Women and technical co-operation among developing countries" have been prepared. Papers reviewing activities by and for women, related to technical co-operation among developing countries, have also been commissioned, including one from the Women and Development Unit of the University of the West Indies and one from the Association of African Women for Research and Development.
59. In 1977, detailed guidelines on the integration of women in development were issued and a special promoter of women's interests was appointed in each of the Regional Bureaux of UNDP. In recent years the collaboration between UNDP and the Voluntary Fund for the United Nations Decade for Women has become very close, with the two organizations usefully complementing each other in their common goal of integrating women's activities into the wider development effort.
60. On the basis of the generally encouraging results of its efforts to promote women's participation in development, UNDP took the initiative, in the fall of 1978, for a joint agency/UNDP action-oriented assessment of rural women's participation in development, designed to further enhance the effectiveness of the advisory and programming capability of the United Nations development system. The invitation to collaborate in such an enterprise was readily accepted by all key organizations concerned, namely, FAO, the ILO, the United Nations, UNESCO, UNIDO, WHO, the regional commissions, UNFPA, UNICEF and WFP.
61. The assessment proceeded by means of regional reviews; intensive country case studies, which included large-scale interdisciplinary programming missions, and a review of relevant parts of the global and interregional programme of UNDP. The results and recommendations for action were presented in summary form (DP/453) to the Governing Council of UNDP and to the World Conference of the United Nations Decade for Women at Copenhagen. The full report has been issued as UNDP Evaluation Study No. 3 under the title Rural Women's Participation in Development. It is available in English, French and Spanish.

62. To implement the assessment's recommendations for actions, which were endorsed in full by the Governing Council, detailed instructions have been issued to all UNDP staff and made available for information to participating and executing agencies (UNDP/PROG/79 and Add. 1). They cover such issues as the need for training to increase staff skills in the programming and implementation of project activities of special interest to women; the need to ensure that the necessary special assistance is given to the planning, design, implementation and evaluation of women's participation in UNDP-supported projects; and the need to improve the data base for planning for women's participation in development.

63. In respect to staff training, UNDP initiated a series of interagency discussions on the subject during the Copenhagen Conference. The subject has since been explored further within the framework of the system-wide Administrative Committee on Co-ordination, where it was agreed that staff training on women's role in development is important and urgent. It was recommended that each organization should seek to foster greater awareness of the problem, taking advantage of continuing interorganizational consultations.

64. Currently, a women's programme officer, financed by the regional programme for Africa, is stationed in each of the four multinational programming and operational centres in Africa, located at Lusaka, Niamey, Gisenyi and Yaounde. Earlier, regional support was provided to the Asian and Pacific Centre for Women and Development, which was absorbed into the newly created Asian and Pacific Development Centre in 1980; the latter is also receiving support from UNDP. A project entitled Women's World Banking is receiving support from regional as well as interregional funds.

65. UNDP also supports several other global and interregional activities, such as an action-oriented study of women's participation in rural development; the safeguarding of women's interest in projects initiated under the aegis of the International Drinking Water Supply and Sanitation Decade; and support for the National Household Survey Capability Programme, an important vehicle for improving the data base concerning women's role in society.

66. As concerns the impact of the activities referred to above, the subject has been dealt with in the publication Rural Women's Participation in Development as well as an earlier report (DP/127). For the impact of the intensified efforts to involve women more actively and more productively in development that mark the beginning of the second half of the United Nations Decade for Women, it is as yet too early to make an evaluation. Steps have been taken to monitor the results, inter alia, through the Institutional Memory of UNDP. A first progress report will be submitted to the Governing Council at its twenty-ninth session in 1982.

#### United Nations Fund for Population Activities

67. About 45 per cent of all financial assistance provided by the United Nations Fund for Population Activities (UNFPA) is allocated to mother and child health care and family planning-related activities in all the regions. The involvement of women in such activities is of two kinds; namely, (a) women as beneficiaries or

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recipients of some information or services; and (b) women as active participants in the development, implementation and monitoring aspects of the programmes. While there is little doubt that women have been involved as beneficiaries of such programme support, the extent of their participation has not been the same. Therefore, special efforts have been directed towards identifying techniques and procedures, including training programmes, to increase women's participation at all levels and stages of programmes.

68. In addition to provision of support to training programmes for women relating to different aspects of maternal and child health and family planning services, the Fund has also supported women's groups to provide them with better professional and managerial capabilities required for their increased involvement in development and implementation of activities at community and national levels.

69. Technical and financial assistance have also been given to a variety of economic and social programmes, mostly in the rural areas, to provide women with better job opportunities, skills, health and education. These are among the factors identified as being interrelated with the total well-being of the family as well as with demographic factors such as mortality, fertility and migration.

70. In addition to provision of support at the national level, the Fund has assisted a large number of interregional and global projects relating to women. Included in this group are research, training, conferences and publications. Research activities have focused, for example, on women's labour participation and demographic changes, and women as providers of health care. Training programmes have dealt with training of women for supervisory and managerial positions as well as delivery of health and family planning services.

71. In order to ensure that women are involved in the development processes, in May 1980 the "Guidelines for UNFPA Policies and Programmes in the Field of Women, Population and Development" was prepared. This document was sent to all UNDP resident representatives, UNFPA field co-ordinators, participating and executing agencies and other relevant organizations, with the recommendation that the suggestions provided therein should be considered in development of project requests for UNFPA support.

72. We believe that while it is rather easy to provide accurate information on the involvement of women in project activities supported by the Fund, it would require a more thorough investigation to assess the magnitude of each programme's impact on women. In a general way, it can be said that, on the assumption that women have benefited from such activities, the impact has been positive. However, this is a rather simplistic approach. To measure the impact accurately would require specific investigation with respect to each programme. Moreover, with regard to some programmes, the real impact could be identified and measured only after the related activities had been going on for a considerable time.

Office of the United Nations High Commissioner for Refugees

73. The financial and technical support activities of the Office of the United Nations High Commissioner for Refugees (UNHCR) comprise assistance to Governments

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of asylum countries in the formulation, operation and co-ordination of programmes, both for care and maintenance of refugees and durable solutions to their problems. Within this general framework of material assistance to refugees UNHCR has taken measures to encourage:

(a) The involvement of women refugees in the administration and management of refugee camps and centres;

(b) The enhancement of their social and economic potential through participation in literacy, health, hygiene, nutrition and child care programmes as well as in training and income-generating activities; a training programme for women refugees to organize women's centres and conduct activities in the fields listed above has also been introduced.

74. The impact of these recently introduced measures on behalf of women and the results of their participation in various activities will be evaluated in 1982; findings will be used to expand and consolidate these activities as necessary.

United Nations Relief and Works Agency for Palestine  
Refugees in the Near East

75. The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) is charged by the General Assembly with providing services to the Palestine refugees in the Near East. These services are broadly grouped within the education, health and relief programmes.

76. The education programme offers basic schooling to all eligible refugee children, regardless of sex. The Agency has never found it necessary to mount a special drive to enrol girls in its elementary or preparatory (lower secondary) schools, where they have been represented since 1965 in the same proportion as their numbers in the 6-14 age-group of the refugee population. In 1980-1981, 48.7 per cent of the pupils in the elementary cycle (6-11 years) are girls, as are 47.7 per cent of those in the preparatory cycle (11-14 years). Similarly, 49.6 per cent of the students in the UNRWA pre-service teacher-training centres are young women.

77. In the sphere of vocational training a particular effort is being made, as a matter of policy, to increase the enrolment of women students. At present, only 16.6 per cent of the trainees in the seven UNRWA vocational training centres are women, although this is some improvement on the position at the start of the United Nations Decade for Women, when the percentage was 15.5. Enrolment was entirely male at the Damascus Vocational Training Centre until 1976 and at the Wadi Seer Training Centre in Jordan until 1979. In 1980/81, 45 and 41 young women are following courses at these two centres, respectively, from which they will graduate as quantity surveyors, architectural draughtswomen, construction technicians, medical laboratory technicians and assistant pharmacists. Another 499 women are following courses in which the enrolment is entirely female, and which prepare them for the more traditionally accepted occupations of dressmaking and clothing production, beauty culture, home and institutional management and business

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and office practice. The speed with which UNRWA will be able to implement the policy will depend in part on the responsiveness of industry in the Middle East to women applicants for posts employing these skills; and even more on the Agency's receiving the necessary financing to expand the programmes.

78. The health programme focuses on preventive medicine, particularly maternal and child care. Women receive special attention and nutritional supplements during and after pregnancy, and are actively encouraged to breast-feed their babies. Health education classes for mothers are held at the maternal and child health centres. A "Health and Family Life" course, first introduced into girls' preparatory schools in 1965, was extended in 1977 to boys' schools, to develop a more informed understanding among tomorrow's husbands and fathers of their own roles and the biological and psychological needs of their wives and children. A family planning programme which had been offered for several years in the Gaza Strip began 1980 at two centres in Jordan and one in the Syrian Arab Republic.

79. The relief programme provides a basic minimum of support to refugees in need. Since 1978, priority for food rations has been given, in Jordan and the occupied territories of the West Bank and Gaza where income can be checked, to those in particular hardship. The largest single group of beneficiaries are widows with young children, who also receive blankets and small cash grants. It is hoped that it will shortly become possible to extend this programme Agency-wide. Women who have left school without formal qualifications are offered training in literacy, dressmaking and other skills at special activities centres. Given the funds, the Agency would expand this provision also.

#### World Food Programme

80. The World Food Programme (WFP), not being a technical agency, does not give technical assistance; and it does not give support in financial terms either.

81. However, WFP utilizes food as investment capital for the social and economic development of developing countries. In so doing it plays an active part in promoting the advancement of women. At its ninth session in April 1980 the Committee on Food Aid Policies and Programmes (CFA) unanimously agreed that in the context of its main objectives as defined in its general regulations the Programme should provide assistance to projects designed to integrate women in the development process in a significant way, through enhancing their economic production, increasing their earning capacity and promoting their participation in the social, cultural and political life of their communities.

82. The Programme, apart from providing assistance to no less than 888 projects (at a total cost to the Programme of \$556 million) aimed at feeding, or improving the nutritional status of, expectant and nursing mothers, is supporting with food aid projects in the field of rural community development. These include special training for women and girls in local handicrafts and other income-generating activities aimed at enhancing their financial status and independence. Extension workers engaged in the implementation of certain WFP-assisted projects have succeeded in organizing co-operatives run for and by rural women in order to

utilize the funds raised or savings effected by the project itself. At its headquarters an interdivisional working group on women has been established, which among other things:

(a) Advises the executive director on policies and programmes for the use of WFP-assisted projects for the purpose of integrating women into development, especially agricultural and rural development;

(b) Assists in co-ordinating the Programme's activities with those of the United Nations, the specialized agencies and other international programmes and organizations in responding to the World Plan of Action and related General Assembly resolutions.

83. The Programme was represented at the World Conference of the United Nations Decade for Women and presented a document outlining the Programme's priorities for the second half of the Decade, and providing specific guidance on types of projects in which food aid could be effective in improving the situation of women and on reorienting existing WFP-assisted projects to that end (A/CONF.94/BP.5). This has now been distributed to WFP headquarters and field staff to be used as a manual in designing and orienting projects towards integration of women in the development process.

International Research and Training Institute for  
the Advancement of Women

84. The International Research and Training Institute for the Advancement of Women is an autonomous body of the United Nations, financed entirely through voluntary contributions to a trust fund. Its objectives are to stimulate and assist, through research, training and the collection and exchange of information, efforts at the international, regional and national levels aimed at the advancement of women, with special attention to the integration of women in development. Activities in the fields of research, training and information will be complementary to those of other United Nations organizations. Following the General Assembly's acceptance of the offer of the Government of the Dominican Republic to act as host to the Institute, and the signature of the relevant agreement on 31 March 1981, the headquarters of the Institute will be located at Santo Domingo.

85. The Institute is still at an early stage of its development. The director has been appointed, and took up her interim appointment at the end of June at United Nations Headquarters, after holding consultations in Vienna with the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs and its Advancement of Women Branch in order to ensure maximum co-ordination in preparing the work programme of the Institute. In accordance with the broad scope of co-operation within the United Nations system envisaged by the Board of Trustees, consultations have also been carried out with the Department of International Economic and Social Affairs and other relevant departments of the United Nations, as well as with the regional commissions and specialized agencies, whose collaboration with the work of the Institute will be essential for its success.



86. Necessary elaboration of the organization and methods to be employed by the Institute has been undertaken, including activities in preparation for the 1981 United Nations Pledging Conference for Development Activities, to ensure the level of contributions necessary for the future work of the Institute.

87. Pending the ratification of the agreement and the completion of the Institute's premises, a United Nations exploratory mission led by the director visited the Dominican Republic in late June. During this mission useful discussions took place, and various matters related to legal, administrative and financial provisions for the functioning of the Institute were reviewed.

88. The already approved work programme of the Institute is being revised and, together with the future work programme, will be considered by the Board of Trustees at its second session. It is envisaged that that session will be held as scheduled during the first quarter of 1982, possibly at the end of January in the Dominican Republic. This will enable submission of a report on the organization, progress and activities of the Institute to the Economic and Social Council at its first regular session of 1982.

#### United Nations University

89. In 1979, upon the recommendation of the programme advisory committee, the United Nations University established an interprogramme study group on gender and age with the following objectives:

(a) To examine all projects of the University and provide comments as appropriate on how their relevance to gender and age might be enhanced, and suggest where further evaluation of their relevance would be desirable;

(b) To assess the potential for and obstacles to the participation of women scholars in the work of the University, and the participation of women in societies under study;

(c) To study the existing research approaches of the University and their underlying theories and assumptions, and help evolve a reconceptualization of the roles of gender and age in all societies;

(d) To increase the understanding of the structures, attitudes, and other constraints to which the participation of women in all aspects in society is subjected, in order to remove such obstacles.

90. The establishment of this interprogramme study group to focus on both gender and age is an important reflection of the University's commitment to the re-examination and rethinking of existing policies and practices both in academic work and in the application of knowledge to the solution of concrete problems.

INTERNATIONAL LABOUR ORGANISATION

91. When the International Labour Organisation (ILO) prepares the biennial programme and budget, care is taken that a reasonable amount of resources be allocated to specific programmes for women by all the technical departments. Interdepartmental meetings are organized on this occasion to discuss the main lines of ILO activities for women so that technical departments' proposals are in line with the objectives of the medium-term plan (1982-1987) for women workers.

92. In the 1980-1981 approved regular programme and budget, the total of women's activities, i.e., only those headquarters' activities which are clearly defined as being of concern to women, amounts to \$1,397,451. This includes resources for the Office for Women Workers' Questions. Taking the total resources allocated to the technical major programmes as \$47,203,002, this means that women's activities constitute 2.96 per cent or roughly 3 per cent of this total. One should not lose sight of the fact that women are also benefiting from general activities and that this figure relates exclusively to activities having a direct impact on them.

93. As regards technical co-operation activities, action has been taken to assess their impact on women. A questionnaire was prepared to be filled in by all Chief Technical Advisers (CTAs) and is in the course of being tested before its finalization. It is scheduled to be sent to all regions in the second-half of 1981 and the replies are to be analysed by the beginning of 1982. The objective of this assessment procedure is not only to find out more accurately the extent to which women are benefiting by technical co-operation activities but also to find ways and means of improving the situation. The ILO is already running a certain number of projects specifically directed to women's issues in the field of rural development, employment, income-earning activities, vocational training, co-operatives, workers' education, etc. Some of these projects are financed by multi-bilateral agencies. In 1979, the total amount of resources allocated by these agencies to projects directly benefiting women was \$666,802 (2.45 per cent of the total resources); in 1980, \$1,972,409 (5.52 per cent); and in 1981, \$2,524,501.

94. In the ILO programme financed by UNDP, the ongoing activities in 1981 identified as concerning directly women or having a component for women amounted to \$16,213,404 (8.9 per cent of the total UNDP resources). Here again this does not mean that women did not benefit from the other projects.

95. As regards the involvement of women in ILO activities, it should be pointed out that the governing body recently decided to submit a resolution to the International Labour Conference at its sixty-seventh session, urging Governments to include women in national delegations among both governmental and non-governmental delegates and advisers.

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

96. The policy of the Food and Agriculture Organization of the United Nations (FAO) on rural women is an integral part of all relevant agriculture, fisheries and forestry development programmes. This policy is reflected in its regular budget

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which provides financial support, through the home economics and social programme, to activities for the advancement of rural women in development. In addition, other sources of financial support are available. These include the Technical Co-operation Programme, Freedom from Hunger-Action for Development Campaign and the Money and Medals Programme. These sources aim at providing catalytic funds to promote greater participation of rural women, encourage their organizations and initiate projects for the socio-economic advancement of women.

97. In the light of resolutions arising from the World Conference on Agrarian Reform and Rural Development, held at Rome in 1979, and the World Conference of the United Nations Decade for Women, held at Copenhagen in 1980, and in response to Government requests, FAO is directing greater efforts towards meeting priority needs of rural women and families in all regions. Extrabudgetary funds are required and therefore increased sources of financial support are being sought for a special community action programme for disadvantaged rural women. The FAO/UNDP collaboration is influencing country programming exercises to include rural women's concerns in rural development plans. Continued support from UNFAP is expected for the Population Education, Research and Communication Programme and other population/rural development support activities. The Voluntary Fund for the United Nations Decade for Women has provided limited support to a few FAO projects for innovative work approaches involving women in the community forestry sector; new employment, and income-earning opportunities; and training projects including small animal husbandry, food production, handicrafts, child-care and hygiene.

98. In terms of technical support, FAO divisions/departments, together with the regional and country offices, are being encouraged to study the implications for rural women of the World Conference on Agrarian Reform and Rural Development and the World Conference of the United Nations Decade for Women and to give attention to the involvement of rural women. More concerted efforts are being made during the period 1975-1985 to expand the scope of FAO technical programmes for improving access for women to agricultural production resources, marketing, credit and banking, and other rural support services. New programmes to enhance women's participation in co-operatives and farm organizations have been set up. In addition, within the FAO Programme for the Prevention of Food Losses emphasis has been given to the role of women in food preservation, food processing and family resource management.

99. The FAO Fisheries Department is promoting extension training for women in aquaculture and in a combination of small-scale coastal fishing and fish-farming-cum-crop and livestock production programmes. The Forestry Department, through the Community Development Programmes, is increasing its activities for rural women and rural families by providing assistance in family woodlots and in the implementation of the energy-saving projects on improved wood stoves, and is given special training in forestry-related occupations.

100. Support is also given by FAO to Governments in their efforts in favour of rural women. These activities are conducted in collaboration with Government planning units and non-governmental organizations. An ongoing FAO project is concerned with the establishment of a network of countries to promote activities

related to technical co-operation among developing countries, with full participation of host and recipient countries.

101. A major initiative as part of the follow-up to the Rome Conference is the development of socio-economic indicators including rural women as a target group. This will form a basis for future monitoring and evaluation. A paper on social impact on women is under preparation. The FAO Inter-Divisional Working Group on Women in Development will review and advise on key projects and potential for over-all impact on major issues. The Working Group is also preparing revised guidelines in the context of the follow-up to the Rome and Copenhagen Conferences and is responsible for the implementation of these guidelines to identify constraints and consider ways for corrective action.

102. The FAO Inter-Departmental Working Group on Training has been established to advise on training policies that are more responsive to national needs. Traditional extension training had perpetuated the stereotype of men dealing with agriculture and women with household activities. Currently, increasing numbers of agricultural projects take women as their target groups and FAO is providing training to ensure better understanding of how to meet rural women's needs. Efforts are being made to increase rural women's incomes through involving them in agricultural production. Recognition is given to the importance of the role of women as food producers, and efforts are being made to ensure that they have increased access to credit and marketing facilities. FAO is also involved in efforts to improve family life by means of training in nutrition, home economics, water supply, environmental hygiene and other related topics.

#### UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION

103. All the programmes of the United Nations Educational, Scientific and Cultural Organization (UNESCO) in the field of education are both in principle and in practice open to girls' and women's participation as agents or beneficiaries. In addition, specific programmes are especially addressed to girls and women. The regular programme budget devoted to specific educational programmes has increased from \$636,700 for 1979-1980 to \$1,276,400 for 1981-1983. Budget increase and the growing direct involvement of regional offices for education in conception and implementation of specific programmes for girls and women enabled UNESCO to widen the scope of its programme and involve more member States and non-governmental organizations. The number of girls and women participating in almost all fields and levels of educational and training programmes as agents and beneficiaries has increased significantly. For example, in Nepal, UNESCO participated in the execution of an experimental project begun in 1970 to increase the enrolment of girls at first level through improvement of teacher education facilities for women. The percentage of girls enrolled at this level in the project area increased from 20 in 1972 to 24.2 in 1976 and 36.4 in 1980. The total number of women teachers trained under this experimental project is 805.

104. As regards UNESCO staff in 1981 the numbers of women at headquarters and at regional offices were as follows: D.1 : 4; P.5 : 22; Field P.5 : 16. The total number of women employed from all financial sources at headquarters at the Professional level was 246, at the General Service level 1,333.

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### INTERNATIONAL CIVIL AVIATION ORGANIZATION

105. One element of the technical assistance programme of the International Civil Aviation Organization (ICAO) is the provision of training through fellowships. In 1979 five training fellowships were awarded to women, and in 1980 this number increased to 40. In the first quarter of 1981 six fellowships were awarded. The above-mentioned fellowships covered a wide spectrum of civil aviation activities, including air law, air transport economics, air traffic control, communications operations and maintenance, aerodrome engineering and maintenance, airport administration, pilot training and instructional technique.

### WORLD HEALTH ORGANIZATION

106. The programmes of the World Health Organization (WHO) promote primary health care - a new approach to health development requiring the integrated actions of all development sectors based on social justice and equity. In general women are not explicitly identified in the WHO programme in support of primary health care; however, since primary health care is based on the recognition that the social injustices of people's lives create conditions of ill health, the need to change women's status is closely related to improving women's health.

107. The special elements of the primary health care approach give priority to health issues of women, and to involving women in disseminating and using health information and technologies for a better approach to good health. The active participation of women and women's organizations based on traditional women-to-women health care networks is the main emphasis of WHO activities to mobilize community health actions and to develop support for women's role as the main agent of health care in the family. All primary health care efforts interrelate with women's, significant role in other development sectors.

108. On global and regional levels, WHO programmes have an impact on women's health status with attention to three main areas, as set out below.

#### 1. Identifying and responding to health needs specific to women

109. The interactions of unregulated fertility with malnutrition and infection resulting in high rates of maternal and infant mortality and morbidity constitute a major area of women's health needs. The WHO Family Health Programme supports activities in nearly 80 countries. Each region and country is identifying the specific health needs of its own women in order to reorient ongoing programmes and to develop new programmes to meet these needs.

#### 2. Increasing women's role as health care providers

110. This activity covers three areas, namely:

- (a) Women in the health system;

(b) Women in the community, particularly in traditional health care, i.e., traditional birth attendants;

(c) Women in their families.

111. WHO is carrying out a study of policy issues relating to women as health care providers. At the regional level WHO supports women and women's organizations in health education and health care programmes.

### 3. Developing social support measures

112. WHO programmes promote social measures to support women with special attention to maternity legislation, breast-feeding and day-care facilities, as well as to the needs of women who are migrant, heads of household or encountering occupational health hazards.

### WORLD BANK

113. World Bank-assisted projects are reviewed under an ongoing process of implementation and supervision which helps to ensure that the stated objectives of projects will be achieved. At the same time, the lessons learnt through this process are fed back into the system to enhance the design and implementation of future projects. The Bank's approach is to treat the concern for women as an integral part of the concept of a project and to consider the impact on women as an element of its costs and benefits. These concerns, which are now systematically built into the Bank's project work, are reviewed from time to time by the Bank's Adviser on Women and Development, in order to improve future policies and operations concerning women in development. A recent example is a review of women in agriculture, with particular reference to their contribution to food production in a number of developing member countries, in which Bank support for agricultural policies is designed to raise the level of self-sufficiency in food production. In addition, the review examined the effects of migration, extension, training and research, and forestry and fuelwood programmes on the role of women in agriculture.

### WORLD INTELLECTUAL PROPERTY ORGANIZATION

114. Women participate in the work of the International Bureau of the World Intellectual Property Organization (WIPO) through:

(a) Employment in the International Bureau in the Professional and General Service categories;

(b) Fellowships in the WIPO training programme;

(c) Employment as consultants in WIPO projects.

### Employment in the International Bureau in the Professional and General Service categories

115. The process of selecting personnel for positions within the International Bureau is undertaken without considerations of race, sex or religion and therefore no specific policy has been established to promote the employment of women. The International Bureau's records do, however, show an appreciable increase in the number of women employed by WIPO. As at 1 January 1981, women held 13 (15.3 per cent) of 85 posts in the Professional and higher categories. This compares favourably with the figures at 1 January 1979, when women were employed in 7 (10.6 per cent) of 66 Professional and higher category posts. For the General Service category there was a similar increase in the number of women employed during this period. As at 1 January 1979, 93 (73.8 per cent) of the 126 General Service posts were held by women and by 1 January 1981, 133 (77.3 per cent) of 172 posts were held by women.

### Fellowships in the WIPO training programme

116. In the selection of candidates for WIPO training programmes in industrial property and copyright, the International Bureau gives preference to the candidatures of those women whose qualifications meet the selection criteria established by the International Bureau.

117. The number of women who have participated in the training programme increased from 32 (27 per cent) of 120 trainees in 1979 to 45 (23 per cent) of 200 trainees in 1981. While the number of women who were awarded fellowships as a proportion of the total number of fellowship recipients did not vary greatly, at least one half of all women applying to the WIPO training programme were awarded fellowships in 1979 (58 per cent) and 1981 (55 per cent).

118. The augmentation in the number of women trained in industrial property and copyright is, in our opinion, a contribution to the advancement of women given the important role that intellectual property plays in economic and social development.

### Employment of experts in WIPO projects

119. The planning and supervision of development co-operation projects consistently involves women staff members and consultants from the International Bureau. From 1979 to 1981 seven positions in an ongoing project to modernize the Brazilian patent system were filled by women employed in the capacity of experts.

### INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT

120. The International Fund for Agricultural Development (IFAD) is very much aware of the predominant role of women in food production and food preparation in developing countries. Many of the 66 agricultural and rural investment projects and the 72 technical assistance programmes approved so far, which total about \$1 billion of IFAD financing, have components for the immediate benefit of poor rural women, such as the supply of potable water and firewood which reduce women's

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drudgery of fetching water and wood from distant places, and improve health and sanitation of the most vulnerable population group.

121. Some projects, for example, the Eastern Rural Development Project in the Upper Volta, are contributing to the financing of maternity hospitals, village wells and cereal banks. Some projects also actively involve women in planning and management of project activities. The East Mpande Rural Development Project in Burundi envisages the participation of women in training programmes which will enable them to have their full share in responsibilities for the development of new settlements. In northern Senegal, where women cultivate their own parcels of land, in Lesotho, where many women small farmers are heads of household, and in Sierra Leone, projects attempt to give women greater access to credit, production inputs and technical information. In order to learn from the success of shortcomings of these efforts and to have a deeper understanding of the complex development in process in countries afflicted by poverty and malnutrition, IFAD is insisting on effective monitoring and impact evaluation of projects financed by the Fund.

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