

1989/36. Equality in economic and social participation

The Economic and Social Council,

Recalling General Assembly resolution 40/108 of 13 December 1985, in which the Assembly endorsed the Nairobi Forward-looking Strategies for the Advancement of Women,⁵⁹

Noting that progress in achieving *de jure* equality between women and men has been steady,

Welcoming the clear improvement in some indicators of equality in social participation in most regions, but concerned that progress in other regions is slowing,

Gravely concerned that the pace of achieving *de facto* equality, particularly equality in economic participation, has evidently been slowing in most countries over the past decade,

Bearing in mind the important economic contributions of women to their communities,

Recognizing that equality for women is closely linked to their economic independence,

Recalling the Plan of Action on equality of opportunity and treatment of men and women in employment of the International Labour Organisation,⁶⁰

Noting that various affirmative action policies can accelerate the elimination of discrimination against women,

1. Urges Governments to give high priority to measures and temporary affirmative action programmes that will more rapidly bring about equality in women's economic participation, in particular to programmes that will ensure the following:

(a) Women's access to the labour market and to education and training;

(b) Elimination of sex segregation in the labour market and in education;

(c) Women's participation in trade unions;

(d) Equal pay for equal work;

(e) Equal access to economic resources, including credit and membership in co-operatives;

(f) Improved conditions in the informal sector including, where desirable, the application of labour standards, and the development or improvement of sex-disaggregated statistics that accurately reflect women's work in the informal economic sector;

2. Also urges Governments that have not yet done so to ratify conventions of the International Labour Organisation on equal pay and working conditions;

3. Requests the Commission on the Status of Women at its thirty-fourth session, in carrying out its review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women to consider measures to accelerate the pace of achieving equality in economic and social participation, including the definition and compilation of bench-mark statistical indicators that could be used for national, regional and international reporting, as well as affirmative action programmes;

4. Requests the Secretary-General to present to the Commission on the Status of Women at its thirty-fourth session examples of affirmative action programmes that would be effective for the achievement of equality in economic and social participation;

5. Also requests the Secretary-General to submit to the Commission on the Status of Women at its

thirty-fourth session proposals for the definition and compilation of bench-mark statistical indicators of equality in economic and social participation.

*15th plenary meeting
24 May 1989*

1989/37. Measures to facilitate the participation of women in development

The Economic and Social Council,

Recognizing that women must have education and training to enter the labour market, take part in it on an equal footing with men, and be able to exercise their rights and participate in political and social life,

Considering that women should be able to enter employment without having to sacrifice their right to equality or their reproductive function, and that they therefore require social support measures, especially child care,

Affirming the importance of women's access to health programmes, including nutrition and family planning, for promoting their advancement and equality,

Affirming also that only the advancement of women on an equal basis with men permits the strengthening and revitalization of the family,

Having considered the recommendations of the Expert Group on Social Support Measures for the Advancement of Women which met at Vienna, from 14 to 18 November 1988,⁷⁰

Taking note of the report of the Secretary-General,⁷¹

1. Endorses the recommendations of the Expert Group on Social Support Measures for the Advancement of Women,⁷⁰

2. Invites Governments to give high priority to programmes to promote the participation of women in education, assuring them equal access to and the availability of literacy programmes;

3. Urges Governments to endeavour to meet the relevant provisions of the conventions of the International Labour Organisation, especially those relating to equal pay and working conditions, thus ensuring women's awareness of their rights in all sectors of the economy, both formal and informal;

4. Invites Governments, in co-operation with the World Health Organization and other agencies, to strive to achieve the goal of the World Health Organization of health for all, by ensuring that all women are provided with primary health care services and related information, and that women are involved in the design of these services and in decision-making;

5. Recommends the establishment of programmes of social support for working women, especially comprehensive child-care systems;

6. Invites Governments to design adequate policies to reduce the need for caring for disabled persons by providing them with opportunities to develop their potential and contribute to society and the family, and to pay particular attention to the special needs of women;

7. Recommends that the United Nations Educational, Scientific and Cultural Organization and other organizations that have mandates in education

⁵⁹International Labour Office document GB.235/CD/2/1.

⁷⁰E/CN.6/1989/6, annex.

⁷¹E/CN.6/1989/6.

and training give, in their activities, especially those related to the International Literacy Year, proclaimed by the General Assembly in its resolution 42/104 of 7 December 1987, higher priority to women in programmes and campaigns intended to eliminate illiteracy in all countries, especially in developing countries;

8. *Recommends also* that the International Labour Organisation undertake campaigns to disseminate the conventions approved by Governments, especially those in which women's rights as workers are referred to, and promote the role of labour unions and employers in providing social support to working women;

9. *Requests* the Secretary-General, bearing in mind General Assembly resolution 43/98, paragraph 7, of 8 December 1988, to promote and support the establishment of strong national organizations of disabled persons and, on that basis, provide assistance in the formation of networks of disabled women and reinforce the movement for self-help by these women, making use of the appropriate non-governmental organizations;

10. *Urges* United Nations bodies, including the International Research and Training Institute for the Advancement of Women and the Statistical Office of the Secretariat, and intergovernmental and non-governmental organizations to continue their efforts to elaborate sufficient and adequate indicators on women in development, especially in terms of education, employment and health, and to improve data collection at all levels so as to enable realistic policy formulation;

11. *Calls on* Member States and organizations of the United Nations system, within the framework of the Nairobi Forward-looking Strategies for the Advancement of Women,⁵⁹ to increase the participation of women in professional and decision-making positions;

12. *Recommends* that all plans, programmes and activities relating to the family should be considered by the Commission for Social Development and the Commission on the Status of Women in order to ensure harmonious co-ordination and effectiveness in achieving results;

13. *Requests* the Secretary-General to report on the implementation of the present resolution to the Commission on the Status of Women at its thirty-fourth session.

*15th plenary meeting
24 May 1989*

1989/38. Elderly women

The Economic and Social Council,

Aware that women constitute the majority of the older population and that in the years to come the number of elderly women will increase more rapidly in the developing countries than in the developed ones,

Recognizing the important contribution that these women have made, paid or unpaid, throughout their lives, in particular during their older years, to social, economic and cultural activities,

Concerned that, as they age, women are increasingly exposed to marginalization or to poverty,

Bearing in mind the need for the Commission on the Status of Women to give particular attention to the specific problems faced by elderly women,⁷²

1. *Recommends* that concerted efforts be undertaken or strengthened at the national, regional and international levels in order to enable women to meet the challenges they face during their lives, in particular during their older years;

2. *Recommends* that, within existing budgetary resources or, where necessary, with the help of extrabudgetary or voluntary resources, the organizations of the United Nations system concerned provide to the bodies responsible for the advancement of women information that would enable them to undertake a precise and in-depth analysis of the situation of elderly women, developing, if necessary, specific new methods for data collection;

3. *Requests* the Secretary-General to organize a seminar, within available budgetary resources, to study questions arising from the above-mentioned analysis and to transmit the results of the study to the Commission on the Status of Women;

4. *Encourages* Governments to ensure that women increase their participation in social and economic progress throughout their lives;

5. *Urges* Governments, in co-operation with the non-governmental organizations concerned, to strengthen activities for the benefit of elderly women, taking better account of their specific needs;

6. *Requests* the Commission on the Status of Women, in carrying out its review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women,⁵⁹ to devote particular attention to the current and future situation of elderly women throughout the world.

*15th plenary meeting
24 May 1989*

1989/39. Women, human rights and development in Central America

The Economic and Social Council,

Considering the economic, social and political crisis in the Central American region, which involves various forms of discrimination and violence affecting women in particular,

Taking note of the report of the Secretary-General on the full participation of women in the construction of their countries and in the creation of just social and political systems,⁷³

Considering that in recent years various women's organizations have been formed in the region and that they are fighting and calling for the defence of human rights in general and women's rights in particular,

Recognizing the efforts that the Governments and peoples of Central America are making to achieve a political solution to the conflicts,

Recognizing also the need to unite and strengthen further the efforts of Governments, United Nations bodies and non-governmental organizations aimed at achieving a new international economic and social order, so as to make real and effective the development to which the peoples of Central America aspire,

1. *Urges* Governments, United Nations bodies and non-governmental organizations to support:

⁷²See resolution 1989/50, para. 10.

⁷³E/CN.6/1989/7.